

VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2025 to 12/31/2025

Voting Statistics

	Total	Percent
Votable Meetings	581	
Meetings Voted	558	96.04%
Meetings with One or More Votes Against Management	167	28.74%
Votable Ballots	3292	
Ballots Voted	3163	96.08%

Note: A meeting is votable when one or more ballots are eligible to vote at the meeting, and differences in votable meetings and ballots occurs when multiple ballots are available to vote for the same meeting.

	Management Proposals		Shareholder Proposals		All Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	9520		297		9817	
Proposals Voted	8932	93.82%	278	93.60%	9210	93.82%
FOR Votes	8542	89.73%	68	22.90%	8610	87.71%
AGAINST Votes	348	3.66%	210	70.71%	558	5.68%
ABSTAIN Votes	4	0.04%	0	0.00%	4	0.04%
WITHHOLD Votes	31	0.33%	0	0.00%	31	0.32%
Votes WITH Management	8564	89.96%	227	76.43%	8791	89.55%
Votes AGAINST Management	368	3.87%	51	17.17%	419	4.27%

Note: Instructions of Do Not Vote are not considered voted; Frequency on Pay votes of 1, 2 or 3 Years are only reflected statistically, where applicable, but present in the underlying detail; and in cases of different votes submitted across ballots for a given meeting, votes cast are distinctly counted by type per proposal where total votes submitted may be higher than unique proposals voted.

Proposal Statistics

	Votable Proposals		Proposals Voted		Management Proposals		Shareholder Proposals		Votes Against Management	
	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent
Audit Related	757	7.71%	720	7.33%	754	7.68%	3	0.03%	1	0.01%
Capitalization	1161	11.83%	1130	11.51%	1161	11.83%	0	0.00%	23	0.23%
Company Articles	108	1.10%	108	1.10%	102	1.04%	6	0.06%	2	0.02%
Compensation	1241	12.64%	1175	11.97%	1221	12.44%	20	0.20%	140	1.43%
Corporate Governance	24	0.24%	24	0.24%	0	0.00%	24	0.24%	16	0.16%
Director Election	4242	43.21%	4079	41.55%	4221	43.00%	21	0.21%	141	1.44%
Director Related	790	8.05%	608	6.19%	763	7.77%	27	0.28%	40	0.41%
E&S Blended	90	0.92%	90	0.92%	30	0.31%	60	0.61%	0	0.00%
Environmental	50	0.51%	49	0.50%	7	0.07%	43	0.44%	4	0.04%
Miscellaneous	22	0.22%	14	0.14%	7	0.07%	15	0.15%	1	0.01%
Mutual Funds	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Non-Routine Business	37	0.38%	37	0.38%	34	0.35%	3	0.03%	7	0.07%
Procedural/Non-Equity	25	0.25%	0	0.00%	25	0.25%	0	0.00%	0	0.00%
Routine Business	877	8.93%	784	7.99%	874	8.90%	3	0.03%	30	0.31%
Social	168	1.71%	167	1.70%	96	0.98%	72	0.73%	11	0.11%
Strategic Transactions	46	0.47%	46	0.47%	46	0.47%	0	0.00%	2	0.02%
Takeover Related	179	1.82%	179	1.82%	179	1.82%	0	0.00%	1	0.01%
Total	9817	100.00%	9210	93.82%	9520	96.97%	297	3.03%	419	4.27%

Micron Technology, Inc.

Meeting Date: 01/16/2025

Country: USA

Ticker: MU

Record Date: 11/18/2024

Meeting Type: Annual

Primary Security ID: 595112103

Micron Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	Mgmt	For	For	For
1b	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1c	Elect Director Steven J. Gomo	Mgmt	For	For	For
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1e	Elect Director Mary Pat McCarthy	Mgmt	For	For	For
1f	Elect Director Sanjay Mehrotra	Mgmt	For	For	For
1g	Elect Director Robert Swan	Mgmt	For	For	For
1h	Elect Director MaryAnn Wright	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Marston's Plc

Meeting Date: 01/21/2025 **Country:** United Kingdom **Ticker:** MARS
Record Date: 01/17/2025 **Meeting Type:** Annual
Primary Security ID: G5852L104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Ken Lever as Director	Mgmt	For	For	For
4	Re-elect Justin Platt as Director	Mgmt	For	For	For
5	Re-elect Hayleigh Lupino as Director	Mgmt	For	For	For
6	Re-elect Bridget Lea as Director	Mgmt	For	For	For
7	Re-elect Octavia Morley as Director	Mgmt	For	For	For
8	Re-elect Rachel Osborne as Director	Mgmt	For	For	For
9	Re-elect Sir Nick Varney as Director	Mgmt	For	For	For

Marston's Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Reappoint RSM UK Audit LLP as Auditors	Mgmt	For	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Tracsis Plc

Meeting Date: 01/22/2025 **Country:** United Kingdom **Ticker:** TRCS
Record Date: 01/20/2025 **Meeting Type:** Annual
Primary Security ID: G90029102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Reappoint Grant Thornton UK LLP as Auditors	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Re-elect Jill Easterbrook as Director	Mgmt	For	For	For
7	Elect Ross Paterson as Director	Mgmt	For	For	For
8	Re-elect James Routh as Director	Mgmt	For	For	For
9	Re-elect Tracy Sheedy as Director	Mgmt	For	For	For
10	Re-elect Christopher Barnes as Director	Mgmt	For	For	For
11	Re-elect Andrew Kelly as Director	Mgmt	For	For	For
12	Approve Final Dividend	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For

Tracsis Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve the Rules of the Tracsis plc 2025 Sharesave Scheme	Mgmt	For	For	For
15	Approve the Rules of the Tracsis plc 2025 International Scheme	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Adopt New Articles of Association	Mgmt	For	For	For

Costco Wholesale Corporation

Meeting Date: 01/23/2025 **Country:** USA **Ticker:** COST
Record Date: 11/15/2024 **Meeting Type:** Annual
Primary Security ID: 22160K105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Decker	Mgmt	For	For	For
1b	Elect Director Kenneth D. Denman	Mgmt	For	For	For
1c	Elect Director Helena B. Foulkes	Mgmt	For	For	For
1d	Elect Director Hamilton E. James	Mgmt	For	For	For
1e	Elect Director Sally Jewell	Mgmt	For	For	For
1f	Elect Director Jeffrey S. Raikes	Mgmt	For	For	For
1g	Elect Director John W. Stanton	Mgmt	For	For	For
1h	Elect Director Ron M. Vachris	Mgmt	For	For	For
1i	Elect Director Mary Agnes (Maggie) Wilderotter	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Risks of Maintaining Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

Intuit Inc.

Meeting Date: 01/23/2025

Country: USA

Ticker: INTU

Record Date: 11/25/2024

Meeting Type: Annual

Primary Security ID: 461202103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	For	For	For
1b	Elect Director Scott D. Cook	Mgmt	For	For	For
1c	Elect Director Richard L. Dalzell	Mgmt	For	For	For
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For	For
1e	Elect Director Deborah Liu	Mgmt	For	For	For
1f	Elect Director Takedra Mawakana	Mgmt	For	For	For
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
1h	Elect Director Forrest Norrod	Mgmt	For	For	For
1i	Elect Director Vasant Prabhu	Mgmt	For	For	For
1j	Elect Director Ryan Roslansky	Mgmt	For	For	For
1k	Elect Director Thomas Szkutak	Mgmt	For	For	For
1l	Elect Director Raul Vazquez	Mgmt	For	For	For
1m	Elect Director Eric S. Yuan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For

Vonovia SE

Meeting Date: 01/24/2025

Country: Germany

Ticker: VNA

Record Date: 01/17/2025

Meeting Type: Extraordinary Shareholders

Primary Security ID: D9581T100

Vonovia SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Affiliation Agreement with Deutsche Wohnen SE; Approve Creation of EUR 55 Million Pool of Share Capital for Private Placement	Mgmt	For	For	For

Becton, Dickinson and Company

Meeting Date: 01/28/2025 **Country:** USA **Ticker:** BDJ
Record Date: 12/09/2024 **Meeting Type:** Annual
Primary Security ID: 075887109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William M. Brown	Mgmt	For	For	For
1.2	Elect Director Catherine M. Burzik	Mgmt	For	For	For
1.3	Elect Director Carrie L. Byington	Mgmt	For	For	For
1.4	Elect Director R. Andrew Eckert	Mgmt	For	For	For
1.5	Elect Director Claire M. Fraser	Mgmt	For	For	For
1.6	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For
1.7	Elect Director Christopher Jones	Mgmt	For	For	For
1.8	Elect Director Thomas E. Polen	Mgmt	For	For	For
1.9	Elect Director Timothy M. Ring	Mgmt	For	For	For
1.10	Elect Director Bertram L. Scott	Mgmt	For	For	For
1.11	Elect Director Joanne Waldstreicher	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

NCC Group Plc

Meeting Date: 01/28/2025 **Country:** United Kingdom **Ticker:** NCC
Record Date: 01/24/2025 **Meeting Type:** Annual
Primary Security ID: G64319109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Abstain	Abstain
<p><i>Voting Policy Rationale: An ABSTAIN vote regarding the remuneration report is considered warranted: * Material concerns have been identified regarding whether the exceptional LTIP award, to be made to EDs in January 2025 and outlined in the annual report, is compatible with a reasonable interpretation of the proposed remuneration policy's wording. The vote recommendation acknowledges that the proposed exceptional award has not yet been granted. A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i></p>					
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Re-elect Mike Maddison as Director	Mgmt	For	For	For
8	Re-elect Chris Stone as Director	Mgmt	For	For	For
9	Re-elect Julie Chakraverty as Director	Mgmt	For	For	For
10	Re-elect Jennifer Duvalier as Director	Mgmt	For	For	For
11	Re-elect Mike Ettling as Director	Mgmt	For	For	For
12	Re-elect Guy Ellis as Director	Mgmt	For	For	For
13	Re-elect Lynn Fordham as Director	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Meeting Date: 01/28/2025

Country: United Kingdom

Ticker: SSPG

Record Date: 01/24/2025

Meeting Type: Annual

Primary Security ID: G8402N125

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Mike Clasper as Director	Mgmt	For	For	For
6	Re-elect Patrick Coveney as Director	Mgmt	For	For	For
7	Re-elect Jonathan Davies as Director	Mgmt	For	For	For
8	Re-elect Carolyn Bradley as Director	Mgmt	For	For	For
9	Re-elect Tim Lodge as Director	Mgmt	For	For	For
10	Re-elect Judy Vezmar as Director	Mgmt	For	For	For
11	Re-elect Apurvi Sheth as Director	Mgmt	For	For	For
12	Elect Karina Deacon as Director	Mgmt	For	For	For
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Visa Inc.

Meeting Date: 01/28/2025

Country: USA

Ticker: V

Record Date: 12/02/2024

Meeting Type: Annual

Primary Security ID: 92826C839

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For	For
1d	Elect Director Ramon Laguarta	Mgmt	For	For	For
1e	Elect Director Teri L. List	Mgmt	For	For	For
1f	Elect Director John F. Lundgren	Mgmt	For	For	For
1g	Elect Director Ryan McInerney	Mgmt	For	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	For	For
1i	Elect Director Pamela Murphy	Mgmt	For	For	For
1j	Elect Director Linda J. Rendle	Mgmt	For	For	For
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against
5	Report on Company's Policy on Merchant Category Codes	SH	Against	Against	Against
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Against	Against
7	Report on Lobbying Payments and Policy	SH	Against	Against	Against

AJ Bell Plc

Meeting Date: 01/29/2025

Country: United Kingdom

Ticker: AJB

Record Date: 01/27/2025

Meeting Type: Annual

Primary Security ID: G01457103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Amendments to the Executive Incentive Plan	Mgmt	For	For	For
5	Approve Amendments to the Senior Manager Incentive Plan	Mgmt	For	For	For
6	Approve Final Dividend	Mgmt	For	For	For
7	Re-elect Fiona Clutterbuck as Director	Mgmt	For	For	For
8	Re-elect Michael Summersgill as Director	Mgmt	For	For	For
9	Re-elect Peter Birch as Director	Mgmt	For	For	For
10	Re-elect Evelyn Bourke as Director	Mgmt	For	For	For
11	Re-elect Eamonn Flanagan as Director	Mgmt	For	For	For
12	Re-elect Fiona Fry as Director	Mgmt	For	For	For
13	Re-elect Margaret Hassall as Director	Mgmt	For	For	For
14	Re-elect Les Platts as Director	Mgmt	For	For	For
15	Elect Julie Chakraverty as Director	Mgmt	For	For	For
16	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Imperial Brands Plc

Meeting Date: 01/29/2025

Country: United Kingdom

Ticker: IMB

Record Date: 01/27/2025

Meeting Type: Annual

Primary Security ID: G4720C107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Therese Esperdy as Director	Mgmt	For	For	For
5	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For
6	Re-elect Susan Clark as Director	Mgmt	For	For	For
7	Re-elect Ngozi Edozien as Director	Mgmt	For	For	For
8	Re-elect Andrew Gilchrist as Director	Mgmt	For	For	For
9	Re-elect Alan Johnson as Director	Mgmt	For	For	For
10	Re-elect Robert Kunze-Concewitz as Director	Mgmt	For	For	For
11	Re-elect Lukas Paravicini as Director	Mgmt	For	For	For
12	Re-elect Jonathan Stanton as Director	Mgmt	For	For	For
13	Elect Julie Hamilton as Director	Mgmt	For	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Auction Technology Group Plc

Meeting Date: 01/30/2025

Country: United Kingdom

Ticker: ATG

Record Date: 01/28/2025

Meeting Type: Annual

Primary Security ID: G0623K105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Re-elect John-Paul Savant as Director	Mgmt	For	For	For
5	Re-elect Tom Hargreaves as Director	Mgmt	For	For	For
6	Re-elect Scott Forbes as Director	Mgmt	For	For	For
7	Re-elect Pauline Reader as Director	Mgmt	For	For	For
8	Re-elect Suzanne Baxter as Director	Mgmt	For	For	For
9	Re-elect Tamsin Todd as Director	Mgmt	For	For	For
10	Elect Andrew Miller as Director	Mgmt	For	For	For
11	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Hollywood Bowl Group Plc

Meeting Date: 01/30/2025

Country: United Kingdom

Ticker: BOWL

Record Date: 01/28/2025

Meeting Type: Annual

Primary Security ID: G45655100

Hollywood Bowl Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Elect Darren Shapland as Director	Mgmt	For	For	For
6	Re-elect Rachel Addison as Director	Mgmt	For	For	For
7	Re-elect Stephen Burns as Director	Mgmt	For	For	For
8	Re-elect Melanie Dickinson as Director	Mgmt	For	For	For
9	Re-elect Laurence Keen as Director	Mgmt	For	For	For
10	Re-elect Julia Porter as Director	Mgmt	For	For	For
11	Re-elect Ivan Schofield as Director	Mgmt	For	For	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Walgreens Boots Alliance, Inc.

Meeting Date: 01/30/2025

Country: USA

Ticker: WBA

Record Date: 12/02/2024

Meeting Type: Annual

Primary Security ID: 931427108

Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janice M. Babiak	Mgmt	For	For	For
1b	Elect Director Inderpal S. Bhandari	Mgmt	For	For	For
1c	Elect Director Ginger L. Graham	Mgmt	For	For	For
1d	Elect Director Bryan C. Hanson	Mgmt	For	For	For
1e	Elect Director Robert L. Huffines	Mgmt	For	For	For
1f	Elect Director Valerie B. Jarrett	Mgmt	For	For	For
1g	Elect Director John A. Lederer	Mgmt	For	For	For
1h	Elect Director Stefano Pessina	Mgmt	For	For	For
1i	Elect Director Thomas E. Polen	Mgmt	For	For	For
1j	Elect Director Nancy M. Schlichting	Mgmt	For	For	For
1k	Elect Director William H. Shrank	Mgmt	For	For	For
1l	Elect Director Timothy C. Wentworth	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	For	For	For
7	Report on Cigarette Waste	SH	Against	Against	Against

Avon Technologies Plc

Meeting Date: 01/31/2025

Country: United Kingdom

Ticker: AVON

Record Date: 01/29/2025

Meeting Type: Annual

Primary Security ID: G06860103

Avon Technologies Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Jos Sclater as Director	Mgmt	For	For	For
5	Re-elect Rich Cashin as Director	Mgmt	For	For	For
6	Re-elect Bruce Thompson as Director	Mgmt	For	For	For
7	Re-elect Bindi Foyle as Director	Mgmt	For	For	For
8	Re-elect Victor Chavez as Director	Mgmt	For	For	For
9	Elect Maggie Brereton as Director	Mgmt	For	For	For
10	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
18	Approve Employee Share Purchase Plan	Mgmt	For	For	For

Focusrite Plc

Meeting Date: 01/31/2025

Country: United Kingdom

Ticker: TUNE

Record Date: 01/29/2025

Meeting Type: Annual

Primary Security ID: G3610N108

Focusrite Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Re-elect Philip Dudderidge as Director	Mgmt	For	For	For
6	Re-elect Tim Carroll as Director	Mgmt	For	For	For
7	Re-elect Sally McKone as Director	Mgmt	For	For	For
8	Re-elect David Bezem as Director	Mgmt	For	For	For
9	Re-elect Naomi Climer as Director	Mgmt	For	For	For
10	Re-elect Mike Butterworth as Director	Mgmt	For	For	For
11	Appoint Ernst & Young LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Emerson Electric Co.

Meeting Date: 02/04/2025

Country: USA

Ticker: EMR

Record Date: 11/26/2024

Meeting Type: Annual

Primary Security ID: 291011104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joshua B. Bolten	Mgmt	For	For	For
1b	Elect Director Calvin G. Butler, Jr.	Mgmt	For	For	For
1c	Elect Director Surendralal (Lal) L. Karsanbhai	Mgmt	For	For	For

Emerson Electric Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Lori M. Lee	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Declassify the Board of Directors	Mgmt	For	For	For
4a	Reduce Supermajority Vote Requirement to Remove Directors	Mgmt	None	For	For
4b	Reduce Supermajority Vote Requirement in Connection with the Fair Price Provisions for Certain Business Combinations	Mgmt	None	For	For
4c	Reduce Supermajority Vote Requirement for Amendments to the Terms of any Series of Preferred Stock	Mgmt	None	For	For
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Rockwell Automation, Inc.

Meeting Date: 02/04/2025

Country: USA

Ticker: ROK

Record Date: 12/09/2024

Meeting Type: Annual

Primary Security ID: 773903109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A.1	Elect Director James P. Keane	Mgmt	For	For	For
A.2	Elect Director Blake D. Moret	Mgmt	For	For	For
A.3	Elect Director Thomas W. Rosamilia	Mgmt	For	For	For
A.4	Elect Director Patricia A. Watson	Mgmt	For	For	For
B	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
C	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Grainger Plc

Meeting Date: 02/05/2025

Country: United Kingdom

Ticker: GRI

Record Date: 02/03/2025

Meeting Type: Annual

Primary Security ID: G40432117

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Mark Clare as Director	Mgmt	For	For	For
5	Re-elect Helen Gordon as Director	Mgmt	For	For	For
6	Re-elect Robert Hudson as Director	Mgmt	For	For	For
7	Re-elect Justin Read as Director	Mgmt	For	For	For
8	Re-elect Janette Bell as Director	Mgmt	For	For	For
9	Re-elect Carol Hui as Director	Mgmt	For	For	For
10	Re-elect Michael Brodtman as Director	Mgmt	For	For	For
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Accenture plc

Meeting Date: 02/06/2025

Country: Ireland

Ticker: ACN

Record Date: 12/09/2024

Meeting Type: Annual

Primary Security ID: G1151C101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For	For
1b	Elect Director Martin Bruderemuller	Mgmt	For	For	For
1c	Elect Director Alan Jope	Mgmt	For	For	For
1d	Elect Director Nancy McKinstry	Mgmt	For	For	For
1e	Elect Director Jennifer Nason	Mgmt	For	For	For
1f	Elect Director Paula A. Price	Mgmt	For	For	For
1g	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	For
1h	Elect Director Arun Sarin	Mgmt	For	For	For
1i	Elect Director Julie Sweet	Mgmt	For	For	For
1j	Elect Director Tracey T. Travis	Mgmt	For	For	For
1k	Elect Director Masahiko Uotani	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
4	Approve Capital Reduction of the Share Premium Account	Mgmt	For	For	For
5	Authorize Board to Issue Shares under Irish Law	Mgmt	For	For	For
6	Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For	For
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Compass Group Plc

Meeting Date: 02/06/2025 Country: United Kingdom Ticker: CPG
 Record Date: 02/04/2025 Meeting Type: Annual
 Primary Security ID: G23296208

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Compass Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Liat Ben-Zur as Director	Mgmt	For	For	For
6	Elect Juliana Chugg as Director	Mgmt	For	For	For
7	Re-elect Ian Meakins as Director	Mgmt	For	For	For
8	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For
9	Re-elect Petros Parras as Director	Mgmt	For	For	For
10	Re-elect Palmer Brown as Director	Mgmt	For	For	For
11	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For
12	Re-elect John Bryant as Director	Mgmt	For	For	For
13	Re-elect Arlene Isaacs-Lowe as Director	Mgmt	For	For	For
14	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For	For
15	Re-elect Sundar Raman as Director	Mgmt	For	For	For
16	Re-elect Leanne Wood as Director	Mgmt	For	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Amend Long Term Incentive Plan	Mgmt	For	For	For
21	Approve Restricted Share Award Plan	Mgmt	For	For	For
22	Authorise Issue of Equity	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Compass Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
26	Authorise the Company to Call General Meeting with 14 Clear Days' Notice	Mgmt	For	For	For

The Sage Group plc.

Meeting Date: 02/06/2025

Country: United Kingdom

Ticker: SGE

Record Date: 02/04/2025

Meeting Type: Annual

Primary Security ID: G7771K142

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	Against	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Andrew Duff as Director	Mgmt	For	For	For
6	Re-elect John Bates as Director	Mgmt	For	For	For
7	Re-elect Jonathan Bewes as Director	Mgmt	For	For	For
8	Re-elect Maggie Chan Jones as Director	Mgmt	For	For	For
9	Re-elect Annette Court as Director	Mgmt	For	For	For
10	Re-elect Roisin Donnelly as Director	Mgmt	For	For	For
11	Re-elect Derek Harding as Director	Mgmt	For	For	For
12	Re-elect Steve Hare as Director	Mgmt	For	For	For
13	Re-elect Jonathan Howell as Director	Mgmt	For	For	For
14	Appoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Approve Long Term Incentive Plan	Mgmt	For	For	For
18	Authorise Removal of Discretionary 5% Dilution Limit for Share Plans	Mgmt	For	For	For

The Sage Group plc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Tyson Foods, Inc.

Meeting Date: 02/06/2025 **Country:** USA **Ticker:** TSN
Record Date: 12/09/2024 **Meeting Type:** Annual
Primary Security ID: 902494103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John H. Tyson	Mgmt	For	Against	Against
	<p><i>Voting Policy Rationale: A vote AGAINST governance committee members Les Baledge, Mickey (Mike) Beebe, David Bronczek, and Katherine (Kate) Quinn is warranted for the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. A vote AGAINST John Tyson and Barbara Tyson is warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote AGAINST Les Baledge is warranted for serving as a non-independent member of a key board committee. A vote AGAINST compensation committee members Maria Claudia Borrás, David Bronczek, Cheryl Miller, and Jeffrey Schomburger is warranted in the absence of a say-on-pay proposal on the ballot due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominees is warranted.</i></p>				
1b	Elect Director Les R. Baledge	Mgmt	For	Against	Against
	<p><i>Voting Policy Rationale: A vote AGAINST governance committee members Les Baledge, Mickey (Mike) Beebe, David Bronczek, and Katherine (Kate) Quinn is warranted for the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. A vote AGAINST John Tyson and Barbara Tyson is warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote AGAINST Les Baledge is warranted for serving as a non-independent member of a key board committee. A vote AGAINST compensation committee members Maria Claudia Borrás, David Bronczek, Cheryl Miller, and Jeffrey Schomburger is warranted in the absence of a say-on-pay proposal on the ballot due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominees is warranted.</i></p>				
1c	Elect Director Mike Beebe	Mgmt	For	Against	Against
	<p><i>Voting Policy Rationale: A vote AGAINST governance committee members Les Baledge, Mickey (Mike) Beebe, David Bronczek, and Katherine (Kate) Quinn is warranted for the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. A vote AGAINST John Tyson and Barbara Tyson is warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote AGAINST Les Baledge is warranted for serving as a non-independent member of a key board committee. A vote AGAINST compensation committee members Maria Claudia Borrás, David Bronczek, Cheryl Miller, and Jeffrey Schomburger is warranted in the absence of a say-on-pay proposal on the ballot due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominees is warranted.</i></p>				

Tyson Foods, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Maria Claudia Borrás	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST governance committee members Les Baledge, Mickey (Mike) Beebe, David Bronczek, and Katherine (Kate) Quinn is warranted for the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. A vote AGAINST John Tyson and Barbara Tyson is warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote AGAINST Les Baledge is warranted for serving as a non-independent member of a key board committee. A vote AGAINST compensation committee members Maria Claudia Borrás, David Bronczek, Cheryl Miller, and Jeffrey Schomburger is warranted in the absence of a say-on-pay proposal on the ballot due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominees is warranted.</i></p>					
1e	Elect Director David J. Bronczek	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST governance committee members Les Baledge, Mickey (Mike) Beebe, David Bronczek, and Katherine (Kate) Quinn is warranted for the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. A vote AGAINST John Tyson and Barbara Tyson is warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote AGAINST Les Baledge is warranted for serving as a non-independent member of a key board committee. A vote AGAINST compensation committee members Maria Claudia Borrás, David Bronczek, Cheryl Miller, and Jeffrey Schomburger is warranted in the absence of a say-on-pay proposal on the ballot due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominees is warranted.</i></p>					
1f	Elect Director Donnie King	Mgmt	For	For	For
1g	Elect Director Maria N. Martínez	Mgmt	For	For	For
1h	Elect Director Kevin M. McNamara	Mgmt	For	For	For
1i	Elect Director Cheryl S. Miller	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST governance committee members Les Baledge, Mickey (Mike) Beebe, David Bronczek, and Katherine (Kate) Quinn is warranted for the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. A vote AGAINST John Tyson and Barbara Tyson is warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote AGAINST Les Baledge is warranted for serving as a non-independent member of a key board committee. A vote AGAINST compensation committee members Maria Claudia Borrás, David Bronczek, Cheryl Miller, and Jeffrey Schomburger is warranted in the absence of a say-on-pay proposal on the ballot due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominees is warranted.</i></p>					
1j	Elect Director Kate B. Quinn	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST governance committee members Les Baledge, Mickey (Mike) Beebe, David Bronczek, and Katherine (Kate) Quinn is warranted for the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. A vote AGAINST John Tyson and Barbara Tyson is warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote AGAINST Les Baledge is warranted for serving as a non-independent member of a key board committee. A vote AGAINST compensation committee members Maria Claudia Borrás, David Bronczek, Cheryl Miller, and Jeffrey Schomburger is warranted in the absence of a say-on-pay proposal on the ballot due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominees is warranted.</i></p>					
1k	Elect Director Jeffrey K. Schomburger	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST governance committee members Les Baledge, Mickey (Mike) Beebe, David Bronczek, and Katherine (Kate) Quinn is warranted for the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. A vote AGAINST John Tyson and Barbara Tyson is warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote AGAINST Les Baledge is warranted for serving as a non-independent member of a key board committee. A vote AGAINST compensation committee members Maria Claudia Borrás, David Bronczek, Cheryl Miller, and Jeffrey Schomburger is warranted in the absence of a say-on-pay proposal on the ballot due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominees is warranted.</i></p>					

Tyson Foods, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Barbara A. Tyson	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST governance committee members Les Baledge, Mickey (Mike) Beebe, David Bronczek, and Katherine (Kate) Quinn is warranted for the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. A vote AGAINST John Tyson and Barbara Tyson is warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company. A vote AGAINST Les Baledge is warranted for serving as a non-independent member of a key board committee. A vote AGAINST compensation committee members Maria Claudia Borrás, David Bronczek, Cheryl Miller, and Jeffrey Schomburger is warranted in the absence of a say-on-pay proposal on the ballot due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominees is warranted.</i></p>					
1m	Elect Director Noel White	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Disclosure of Voting Results Based on Class of Shares	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Differentiating the voting results on a per-class basis could help facilitate improved board accountability at the company.</i></p>					

RWS Holdings Plc

Meeting Date: 02/11/2025 **Country:** United Kingdom **Ticker:** RWS
Record Date: 02/07/2025 **Meeting Type:** Annual
Primary Security ID: G7734E126

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The CFO was granted a retention award which features a vesting period of less than three years; and * This award is not conditional on the achievement of performance hurdles.</i></p>					
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Paul Abbott as Director	Mgmt	For	For	For
5	Re-elect Andrew Brode as Director	Mgmt	For	For	For
6	Re-elect David Clayton as Director	Mgmt	For	For	For
7	Re-elect Graham Cooke as Director	Mgmt	For	For	For
8	Re-elect Candida Davies as Director	Mgmt	For	For	For
9	Re-elect Frances Earl as Director	Mgmt	For	For	For

RWS Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Julie Southern as Director	Mgmt	For	For	For
11	Re-elect Gordon Stuart as Director	Mgmt	For	For	For
12	Elect Benjamin Faes as Director	Mgmt	For	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Siemens AG

Meeting Date: 02/13/2025

Country: Germany

Ticker: SIE

Record Date: 02/06/2025

Meeting Type: Annual

Primary Security ID: D69671218

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 5.20 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2023/24	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2023/24	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2023/24	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2023/24	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2023/24	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2023/24	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2023/24	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2023/24	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2023/24	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Regina Dugan for Fiscal Year 2023/24	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2023/24	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2023/24	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Oliver Hartmann for Fiscal Year 2023/24	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Keryn Lee James for Fiscal Year 2023/24	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Harald Kern (until Dec. 7, 2023) for Fiscal Year 2023/24	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2023/24	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Martina Merz for Fiscal Year 2023/24	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.13	Approve Discharge of Supervisory Board Member Christian Pfeiffer for Fiscal Year 2023/24	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2023/24	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2023/24	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2023/24	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2023/24	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2023/24	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Mimon Uhamou (from Dec. 12, 2023) for Fiscal Year 2023/24	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2023/24	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2023/24	Mgmt	For	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024/25	Mgmt	For	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2024/25	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Jim Snabe to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Kasper Rorsted to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Ulf Schneider to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Grazia Vittadini to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Werner Brandt to the Supervisory Board	Mgmt	For	For	For

Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the proposed article amendments in regard to virtual-only shareholder meetings is warranted because: * The new proposal appears to be a blanket authorization to continue holding AGMs in the virtual format only. * The rationale regarding why it was considered necessary to hold a virtual-only meeting in the past three years, or why the company chose the virtual-only format again for the 2025 AGM, is not considered compelling. * The company has not given shareholders the option to attend the AGM in-person since prior to the pandemic, and there is no commitment by the boards to giving shareholders an in-person attendance option in the near future. In this vein, the company only vaguely addresses the circumstances under which in-person meetings might be held in the future.</i></p>					
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 180 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

Siemens Healthineers AG

Meeting Date: 02/18/2025 **Country:** Germany **Ticker:** SHL
Record Date: 02/11/2025 **Meeting Type:** Annual
Primary Security ID: D6T479107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2024	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2024	Mgmt	For	For	For

Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.3	Approve Discharge of Management Board Member Darleen Caron for Fiscal Year 2024	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Elisabeth Staudinger-Leibrecht for Fiscal Year 2024	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2024	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Dorothea Simon (from April 18, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2024	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Vanessa Barth (from April 18, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Veronika Bienert (from April 18, 2024 until April 24, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Harry Blunk (from April 18, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2024	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Stephan Buettner (from April 18, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Lars-Christian Dinglinger (from April 24, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Andrea Fehrmann (from April 18, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Nick Heindl (from August 1, 2024) for Fiscal Year 2024	Mgmt	For	For	For

Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.12	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2024	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Peter Koerte (from April 18, 2024 until April 24, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Sarena Lin for Fiscal Year 2024	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Axel Patze (from April 18, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Astrid Ploss (from April 18, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Jens Prietzel (from April 24, 2024 until July 31, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Peer Schatz for Fiscal Year 2024	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2024	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Harald Tretter (from April 18, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Dow Wilson for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The company proposes to substantially increase maximum annual compensation caps without providing a compelling rationale. * The derogation clause continues being broadly formulated and without specific limits. * The relative TSR vesting schedule under the LTI is not considered challenging, considering the possibility for below peer-median payouts. * Implied pension contributions appear high in the context of broader European practices.*

Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Affiliation Agreement with Khnoton I GmbH	Mgmt	For	For	For

Infineon Technologies AG

Meeting Date: 02/20/2025

Country: Germany

Ticker: IFX

Record Date: 02/13/2025

Meeting Type: Annual

Primary Security ID: D35415104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2024	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Elke Reichart (from Nov. 1, 2023) for Fiscal Year 2024	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2024	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Andreas Urschitz for Fiscal Year 2024	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Rutger Wijburg for Fiscal Year 2024	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Constanze Hufenbecher (until Oct. 31, 2023) for Fiscal Year 2024	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Herbert Diess for Fiscal Year 2024	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever-Steg for Fiscal Year 2024	Mgmt	For	For	For

Infinion Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2024	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2024	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2024	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Hermann Eul (from Feb. 23, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2024	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Klaus Helmrich for Fiscal Year 2024	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2024	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Manfred Puffer (until Feb. 23, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2024	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2024	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2024	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2024	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Mirco Synde for Fiscal Year 2024	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2024	Mgmt	For	For	For

Infinion Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.17	Approve Discharge of Supervisory Board Member Ute Wolf for Fiscal Year 2024	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2025	Mgmt	For	For	For
6	Ratify Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
7.1	Elect Xiaoqun Clever-Steg to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Friedrich Eichiner to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Ulrich Spiesshofer to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Margret Suckale to the Supervisory Board	Mgmt	For	For	For
8	Approve Creation of EUR 30 Million Pool of Authorized Capital 2025/I for Employee Participation Plans	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For
10	Approve Remuneration Policy	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * While overall hard to assess, proposed changes to the LTI include an increase of maximum target achievement as well as the weakening of the TSR target, both without a compelling rationale. * The STI includes a +/- 30 percent modifier. * Management board contracts include a change in control clause, which falls short of market practice in Germany. * Some shareholders may consider the derogation clause too vague because the extent to which derogations may apply is not quantified.*

11	Approve Remuneration Report	Mgmt	For	For	For
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Siemens Energy AG

Meeting Date: 02/20/2025

Country: Germany

Ticker: ENR

Record Date: 02/13/2025

Meeting Type: Annual

Primary Security ID: D6T47E106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Approve Discharge of Management Board Member Christian Bruch for Fiscal Year 2023/24	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Maria Ferraro for Fiscal Year 2023/24	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Karim Amin for Fiscal Year 2023/24	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Tim Holt for Fiscal Year 2023/24	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Anne-Laure Parrical de Chamnard for Fiscal Year 2023/24	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Vinod Philip for Fiscal Year 2023/24	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2023/24	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2023/24	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2023/24	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Guenter Augustat for Fiscal Year 2023/24	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2023/24	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Manuel Bloemers for Fiscal Year 2023/24	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Christine Bortenlaenger for Fiscal Year 2023/24	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2023/24	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.9	Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2023/24	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2023/24	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2023/24	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Veronika Grimm (from Feb. 26, 2024) for Fiscal Year 2023/24	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Horst Hakelberg (until Feb. 26, 2024) for Fiscal Year 2023/24	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2023/24	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Simone Menne (from Feb. 26, 2024) for Fiscal Year 2023/24	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Hildegard Mueller for Fiscal Year 2023/24	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2023/24	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Thomas Pfann for Fiscal Year 2023/24	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2023/24	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Cornelia Schau (from Feb. 26, 2024) for Fiscal Year 2023/24	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Ralf Thomas (until Feb. 26, 2024) for Fiscal Year 2023/24	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2023/24	Mgmt	For	For	For

Siemens Energy AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.23	Approve Discharge of Supervisory Board Member Randy Zwirn (until Feb. 26, 2024) for Fiscal Year 2023/24	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024/25	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2024/25	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8.1	Elect Anja-Isabel Dotzenrath to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Sigmar Gabriel to the Supervisory Board	Mgmt	For	For	For
8.3	Elect Joe Kaeser to the Supervisory Board	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST the reelection of Joe Kaeser to the supervisory board is warranted because of governance concerns. He would be reappointed as board chair if reelected to the supervisory board, and is considered to be a former CEO who had full operational and strategic responsibility for Siemens Energy with no cooling-off period between the roles. Although Kaeser did not serve on the management board of Siemens Energy itself prior to its IPO, he was the CEO of the former parent company and was therefore responsible for the entire group's strategy. His election in 2021 was considered justified as an exception to normal good governance practices due to the still-transitional nature of Siemens Energy as a newly spun-off entity in the DAX 40 (and therefore being in the interests of shareholders to have a strong and well-equipped board while the company's business strategies and its board corporate governance structures were being established). Kaeser noted that his role as board chair would primarily be to assist the company with short-term structural challenges following its spin-off and IPO. Four years on, this is no longer the case. Votes FOR all other proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the nominees or the supervisory board.

8.4	Elect Hubert Lienhard to the Supervisory Board	Mgmt	For	For	For
8.5	Elect Laurence Mulliez to the Supervisory Board	Mgmt	For	For	For
8.6	Elect Matthias Rebellius to the Supervisory Board	Mgmt	For	For	For
8.7	Elect Geisha Williams to the Supervisory Board	Mgmt	For	For	For
8.8	Elect Feiyu Xu to the Supervisory Board	Mgmt	For	For	For
9	Approve Supervisory Board Remuneration Policy	Mgmt	For	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For

Apple Inc.

Meeting Date: 02/25/2025

Country: USA

Ticker: AAPL

Record Date: 01/02/2025

Meeting Type: Annual

Primary Security ID: 037833100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda Austin	Mgmt	For	For	For
1b	Elect Director Tim Cook	Mgmt	For	For	For
1c	Elect Director Alex Gorsky	Mgmt	For	For	For
1d	Elect Director Andrea Jung	Mgmt	For	For	For
1e	Elect Director Art Levinson	Mgmt	For	For	For
1f	Elect Director Monica Lozano	Mgmt	For	For	For
1g	Elect Director Ron Sugar	Mgmt	For	For	For
1h	Elect Director Sue Wagner	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Ethical AI Data Acquisition and Usage	SH	Against	Against	Against
5	Report on Child Safety Online	SH	Against	Against	Against
6	Consider Abolishing DEI Policies, Programs, Departments, and Goals	SH	Against	Against	Against
7	Report on Discrimination in Charitable Contributions	SH	Against	Against	Against

On The Beach Group Plc

Meeting Date: 02/25/2025 Country: United Kingdom Ticker: OTB
 Record Date: 02/21/2025 Meeting Type: Annual
 Primary Security ID: G6754C101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Richard Pennycook as Director	Mgmt	For	For	For
5	Re-elect Simon Cooper as Director	Mgmt	For	For	For
6	Re-elect Shaun Morton as Director	Mgmt	For	For	For

On The Beach Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Elaine O'Donnell as Director	Mgmt	For	For	For
8	Re-elect Justine Greening as Director	Mgmt	For	For	For
9	Re-elect Zoe Harris as Director	Mgmt	For	For	For
10	Re-elect Veronica Sharma as Director	Mgmt	For	For	For
11	Re-elect Jon Wormald as Director	Mgmt	For	For	For
12	Elect Victoria Self as Director	Mgmt	For	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Victorian Plumbing Group Plc

Meeting Date: 02/25/2025

Country: United Kingdom

Ticker: VIC

Record Date: 02/21/2025

Meeting Type: Annual

Primary Security ID: G9345Z100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For

Victorian Plumbing Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * An increase in total award opportunity, alongside the addition of a non-performance-based element due to a shift in a 'hybrid' LTIP structure, is not in line with market standards. Executive Director salaries are also increased, resulting in a substantial change in total remuneration.</i></p>					
5	Approve Final Dividend	Mgmt	For	For	For
6	Re-elect Philip Bowcock as Director	Mgmt	For	Abstain	Abstain
<p><i>Voting Policy Rationale: Item 6 An ABSTAIN vote on the re-election of Philip Bowcock is warranted because: * A potential independence issue has been identified and he currently sits on the Audit and the Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size. A vote FOR this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option. Items 7-10 A vote FOR the re-election of Mark Radcliffe, Daniel Barton, Damian Sanders and Dianne Walker is warranted because no significant concerns have been identified.</i></p>					
7	Re-elect Mark Radcliffe as Director	Mgmt	For	For	For
8	Re-elect Daniel Barton as Director	Mgmt	For	For	For
9	Re-elect Damian Sanders as Director	Mgmt	For	For	For
10	Re-elect Dianne Walker as Director	Mgmt	For	For	For
11	Authorise Issue of Equity	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Charter Communications, Inc.

Meeting Date: 02/26/2025

Country: USA

Ticker: CHTR

Record Date: 01/13/2025

Meeting Type: Special

Primary Security ID: 16119P108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For
2	Issue Shares in Connection with Merger	Mgmt	For	For	For
3	Adjourn Meeting	Mgmt	For	For	For

Deere & Company

Meeting Date: 02/26/2025

Country: USA

Ticker: DE

Record Date: 12/30/2024

Meeting Type: Annual

Primary Security ID: 244199105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	For	For	For
1b	Elect Director Tamra A. Erwin	Mgmt	For	For	For
1c	Elect Director R. Preston Feight	Mgmt	For	For	For
1d	Elect Director Alan C. Heuberger	Mgmt	For	For	For
1e	Elect Director L. Neil Hunn	Mgmt	For	For	For
1f	Elect Director Michael O. Johanns	Mgmt	For	For	For
1g	Elect Director John C. May	Mgmt	For	For	For
1h	Elect Director Gregory R. Page	Mgmt	For	For	For
1i	Elect Director Sherry M. Smith	Mgmt	For	For	For
1j	Elect Director Dmitri L. Stockton	Mgmt	For	For	For
1k	Elect Director Sheila G. Talton	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Statistical Differences in Hiring Across Race and Gender	SH	Against	Against	Against
5	Report on Effectiveness of Efforts to Create a Meritocratic Workplace	SH	Against	Against	Against
6	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against
7	Report on a Civil Rights Audit	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as such disclosure would allow shareholders to better assess the effectiveness of the company's anti-discrimination policies and practices.</i>					
8	Report on Discrimination in Charitable Contributions	SH	Against	Against	Against

Integratin Holdings Plc

Meeting Date: 02/27/2025

Country: United Kingdom

Ticker: IHP

Record Date: 02/25/2025

Meeting Type: Annual

Primary Security ID: G4796T109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Combined Incentive Plan	Mgmt	For	For	For
5	Re-elect Richard Cranfield as Director	Mgmt	For	For	For
6	Re-elect Alexander Scott as Director	Mgmt	For	For	For
7	Re-elect Michael Howard as Director	Mgmt	For	For	For
8	Re-elect Euan Marshall as Director	Mgmt	For	For	For
9	Re-elect Caroline Banzky as Director	Mgmt	For	For	For
10	Re-elect Victoria Cochrane as Director	Mgmt	For	For	For
11	Elect Irene Brown as Director	Mgmt	For	For	For
12	Re-elect Rita Dhut as Director	Mgmt	For	For	For
13	Re-elect Charles Lister as Director	Mgmt	For	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 03/05/2025

Country: Finland

Ticker: KNEBV

Record Date: 02/21/2025

Meeting Type: Annual

Primary Security ID: X4551T105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.7975 per Class A Share and EUR 1.80 per Class B Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chair, EUR 125,000 for Vice Chair and EUR 110,000 for Other Directors	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13.a	Elect Banmali Agrawala as New Director	Mgmt	For	For	For
13.b	Reelect Matti Alahuhta as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR candidates Banmali Agrawala (13.a), Susan Duinhoven (13.c), Marika Fredriksson (13.d), Iris Herlin (13.f), Timo Ihamuotila (13.h) and Krishna Mikkilineni (13.i) Remuneration committee A vote AGAINST candidates Antti Herlin (13.e) and Matti Alahuhta (13.b) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Committee composition A vote AGAINST candidate Jussi Herlin (Item 13.g) is warranted, because of his presence on both the audit and the remuneration committees. Unequal voting rights A vote AGAINST Antti Herlin (Item 13.e) is warranted due to the company maintaining a share structure with unequal voting rights.</i></p>					
13.c	Reelect Susan Duinhoven as Director	Mgmt	For	For	For
13.d	Reelect Marika Fredriksson as Director	Mgmt	For	For	For

Kone Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.e	Reelect Antti Herlin as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR candidates Banmali Agrawala (13.a), Susan Duinhoven (13.c), Marika Fredriksson (13.d), Iris Herlin (13.f), Timo Ihamuotila (13.h) and Krishna Mikkilineni (13.i) Remuneration committee A vote AGAINST candidates Antti Herlin (13.e) and Matti Alahuhta (13.b) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Committee composition A vote AGAINST candidate Jussi Herlin (Item 13.g) is warranted, because of his presence on both the audit and the remuneration committees. Unequal voting rights A vote AGAINST Antti Herlin (Item 13.e) is warranted due to the company maintaining a share structure with unequal voting rights.</i></p>					
13.f	Reelect Iris Herlin as Director	Mgmt	For	For	For
13.g	Reelect Jussi Herlin as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR candidates Banmali Agrawala (13.a), Susan Duinhoven (13.c), Marika Fredriksson (13.d), Iris Herlin (13.f), Timo Ihamuotila (13.h) and Krishna Mikkilineni (13.i) Remuneration committee A vote AGAINST candidates Antti Herlin (13.e) and Matti Alahuhta (13.b) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Committee composition A vote AGAINST candidate Jussi Herlin (Item 13.g) is warranted, because of his presence on both the audit and the remuneration committees. Unequal voting rights A vote AGAINST Antti Herlin (Item 13.e) is warranted due to the company maintaining a share structure with unequal voting rights.</i></p>					
13.h	Reelect Timo Ihamuotila as Director	Mgmt	For	For	For
13.i	Reelect Krishna Mikkilineni as Director	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Fix Number of Auditors at One	Mgmt	For	For	For
16	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this issuance authorization is warranted because it explicitly includes the possibility to issue additional super voting shares.</i></p>					
21	Close Meeting	Mgmt			

Paragon Banking Group Plc

Meeting Date: 03/05/2025

Country: United Kingdom

Ticker: PAG

Record Date: 03/03/2025

Meeting Type: Annual

Primary Security ID: G6376N154

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Robert East as Director	Mgmt	For	For	For
5	Re-elect Nigel Terrington as Director	Mgmt	For	For	For
6	Re-elect Richard Woodman as Director	Mgmt	For	For	For
7	Re-elect Tanvi Davda as Director	Mgmt	For	For	For
8	Re-elect Peter Hill as Director	Mgmt	For	For	For
9	Re-elect Zoe Howorth as Director	Mgmt	For	For	For
10	Re-elect Alison Morris as Director	Mgmt	For	For	For
11	Re-elect Barbara Ridpath as Director	Mgmt	For	For	For
12	Re-elect Hugo Tudor as Director	Mgmt	For	For	For
13	Re-elect Graeme Yorston as Director	Mgmt	For	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Approve Variable Component of Remuneration for Material Risk Takers	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise Issue of Equity in Relation to Additional Tier 1 Securities	Mgmt	For	For	For

Paragon Banking Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Authorise Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Securities	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Aberforth Smaller Companies Trust PLC

Meeting Date: 03/06/2025 **Country:** United Kingdom **Ticker:** ASL
Record Date: 03/04/2025 **Meeting Type:** Annual
Primary Security ID: G8198E107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend and Special Dividend	Mgmt	For	For	For
4	Re-elect Richard Davidson as Director	Mgmt	For	For	For
5	Re-elect Jaz Bains as Director	Mgmt	For	For	For
6	Re-elect Patricia Dimond as Director	Mgmt	For	For	For
7	Re-elect Victoria Stewart as Director	Mgmt	For	For	For
8	Re-elect Martin Warner as Director	Mgmt	For	For	For
9	Reappoint Johnston Carmichael LLP as Auditors	Mgmt	For	For	For
10	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Applied Materials, Inc.

Meeting Date: 03/06/2025 **Country:** USA **Ticker:** AMAT
Record Date: 01/08/2025 **Meeting Type:** Annual
Primary Security ID: 038222105

Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For	For
1b	Elect Director Judy Bruner	Mgmt	For	For	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For	For
1d	Elect Director Aart J. de Geus	Mgmt	For	For	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	For	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For	For
1g	Elect Director Alexander A. Karsner	Mgmt	For	For	For
1h	Elect Director Kevin P. March	Mgmt	For	For	For
1i	Elect Director Yvonne McGill	Mgmt	For	For	For
1j	Elect Director Scott A. McGregor	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Novartis AG

Meeting Date: 03/07/2025

Country: Switzerland

Ticker: NOVN

Record Date:

Meeting Type: Annual

Primary Security ID: H5820Q150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 3.50 per Share	Mgmt	For	For	For
4	Approve CHF 38 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
5	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 8.2 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 95 Million	Mgmt	For	For	For
7.3	Approve Remuneration Report	Mgmt	For	For	For
8.1	Elect Giovanni Caforio as Director and Board Chair	Mgmt	For	For	For
8.2	Reelect Nancy Andrews as Director	Mgmt	For	For	For
8.3	Reelect Ton Buechner as Director	Mgmt	For	For	For
8.4	Reelect Patrice Bula as Director	Mgmt	For	For	For
8.5	Reelect Elizabeth Doherty as Director	Mgmt	For	For	For
8.6	Reelect Bridgette Heller as Director	Mgmt	For	For	For
8.7	Reelect Daniel Hochstrasser as Director	Mgmt	For	For	For
8.8	Reelect Frans van Houten as Director	Mgmt	For	For	For
8.9	Reelect Simon Moroney as Director	Mgmt	For	For	For
8.10	Reelect Ana de Pro Gonzalo as Director	Mgmt	For	For	For
8.11	Reelect John Young as Director	Mgmt	For	For	For
8.12	Elect Elizabeth McNally as Director	Mgmt	For	For	For
9.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	For	For
9.2	Reappoint Bridgette Heller as Member of the Compensation Committee	Mgmt	For	For	For
9.3	Reappoint Simon Moroney as Member of the Compensation Committee	Mgmt	For	For	For
9.4	Appoint John Young as Member of the Compensation Committee	Mgmt	For	For	For
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For
11	Designate Peter Zahn as Independent Proxy	Mgmt	For	For	For

Novartis AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Toll Brothers, Inc.

Meeting Date: 03/11/2025 **Country:** USA **Ticker:** TOL
Record Date: 01/17/2025 **Meeting Type:** Annual
Primary Security ID: 889478103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Douglas C. Yearley, Jr.	Mgmt	For	For	For
1.2	Elect Director Stephen F. East	Mgmt	For	For	For
1.3	Elect Director Christine N. Garvey	Mgmt	For	For	For
1.4	Elect Director Karen H. Grimes	Mgmt	For	For	For
1.5	Elect Director Derek T. Kan	Mgmt	For	For	For
1.6	Elect Director John A. McLean	Mgmt	For	For	For
1.7	Elect Director Wendell E. Pritchett	Mgmt	For	For	For
1.8	Elect Director Judith A. Reinsdorf	Mgmt	For	For	For
1.9	Elect Director Katherine M. Sandstrom	Mgmt	For	For	For
1.10	Elect Director Paul E. Shapiro	Mgmt	For	For	For
1.11	Elect Director Scott D. Stowell	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement to Remove Directors	Mgmt	For	For	For

Analog Devices, Inc.

Meeting Date: 03/12/2025 **Country:** USA **Ticker:** ADI
Record Date: 01/03/2025 **Meeting Type:** Annual
Primary Security ID: 032654105

Analog Devices, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vincent Roche	Mgmt	For	For	For
1b	Elect Director Stephen M. Jennings	Mgmt	For	For	For
1c	Elect Director Andre Andonian	Mgmt	For	For	For
1d	Elect Director Edward H. Frank	Mgmt	For	For	For
1e	Elect Director Laurie H. Glimcher	Mgmt	For	For	For
1f	Elect Director Karen M. Golz	Mgmt	For	For	For
1g	Elect Director Peter B. Henry	Mgmt	For	For	For
1h	Elect Director Mercedes Johnson	Mgmt	For	For	For
1i	Elect Director Ray Stata	Mgmt	For	For	For
1j	Elect Director Andrea F. Wainer	Mgmt	For	For	For
1k	Elect Director Susie Wee	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Reduce Certain Supermajority Vote Requirement	Mgmt	For	For	For

Genmab A/S

Meeting Date: 03/12/2025

Country: Denmark

Ticker: GMAB

Record Date: 03/05/2025

Meeting Type: Annual

Primary Security ID: K3967W102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For	Do Not Vote
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	Do Not Vote
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	Do Not Vote
5.a	Reelect Deirdre P. Connelly as Director	Mgmt	For	For	Do Not Vote

Genmab A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.b	Reelect Pernille Erenbjerg as Director	Mgmt	For	For	Do Not Vote
5.c	Reelect Rolf Hoffmann as Director	Mgmt	For	For	Do Not Vote
5.d	Reelect Elizabeth OFarrell as Director	Mgmt	For	For	Do Not Vote
5.e	Reelect Paolo Paoletti as Director	Mgmt	For	For	Do Not Vote
5.f	Reelect Anders Gersel Pedersen as Director	Mgmt	For	For	Do Not Vote
6	Ratify Deloitte as Auditors	Mgmt	For	For	Do Not Vote
7.a	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Against	Do Not Vote
7.b	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	Against	Do Not Vote
7.c	Approve DKK 2.08 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	Do Not Vote
7.d	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
7.e	Approve Equity Plan Financing Through Issuance of Warrants up to a Nominal Value of DKK 750,000	Mgmt	For	For	Do Not Vote
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	Do Not Vote
9	Other Business	Mgmt			

GN Store Nord A/S

Meeting Date: 03/12/2025

Country: Denmark

Ticker: GN

Record Date: 03/05/2025

Meeting Type: Annual

Primary Security ID: K4001S214

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			

GN Store Nord A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
3	Approve Discharge of Management and Board	Mgmt	For	For	Do Not Vote
4	Approve Allocation of Income and Omission of Dividend	Mgmt	For	For	Do Not Vote
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	Do Not Vote
6	Approve Remuneration of Directors in the Amount of DKK 1.6 Million for Chair, DKK 1.09 Million for Vice Chair and DKK 545,000 for Other Members; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	Do Not Vote
7.a	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote
7.b.1	Reelect Jukka Pekka Pertola as Director	Mgmt	For	For	Do Not Vote
7.b.2	Reelect Klaus Holse as Director	Mgmt	For	For	Do Not Vote
7.b.3	Reelect Helene Barnekow as Director	Mgmt	For	For	Do Not Vote
7.b.4	Reelect Kim Vejlbj Hansen as Director	Mgmt	For	For	Do Not Vote
7.b.5	Reelect Jorgen Bundgaard Hansen as Director	Mgmt	For	For	Do Not Vote
7.b.6	Elect Charlotte Johs as New Director	Mgmt	For	For	Do Not Vote
7.b.7	Elect Lise Skaarup Mortensen as New Director	Mgmt	For	For	Do Not Vote
8	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	Do Not Vote
9.a	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
9.b	Approve Convening of General Meetings and Preparation of Material in Danish and/or English	Mgmt	For	For	Do Not Vote
10	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	Do Not Vote
11	Other Proposals from Shareholders (None Submitted)	Mgmt			
12	Other Business (Non-Voting)	Mgmt			

Starbucks Corporation

Meeting Date: 03/12/2025

Country: USA

Ticker: SBUX

Record Date: 01/10/2025

Meeting Type: Annual

Primary Security ID: 855244109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	For	For
1b	Elect Director Andrew Campion	Mgmt	For	For	For
1c	Elect Director Beth Ford	Mgmt	For	For	For
1d	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For	For
1e	Elect Director Neal Mohan	Mgmt	For	For	For
1f	Elect Director Brian Niccol	Mgmt	For	For	For
1g	Elect Director Daniel Javier Servitje Montull	Mgmt	For	For	For
1h	Elect Director Michael Sievert	Mgmt	For	For	For
1i	Elect Director Wei Zhang	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Discrimination in Charitable Contributions	SH	Against	Against	Against
5	Require Independent Board Chair	SH	Against	Against	Against
6	Report on Human Rights Risks Related to Labor Organizing	SH	Against	Against	Against
7	Report on Cage Free Egg Commitment in China and Japan	SH	Against	Against	Against
8	Publish an Annual Carbon Emissions Congruency Report	SH	Against	Against	Against

QUALCOMM Incorporated

Meeting Date: 03/18/2025

Country: USA

Ticker: QCOM

Record Date: 01/17/2025

Meeting Type: Annual

Primary Security ID: 747525103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	For	For	For

QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Cristiano R. Amon	Mgmt	For	For	For
1c	Elect Director Mark Fields	Mgmt	For	For	For
1d	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For
1e	Elect Director Ann M. Livermore	Mgmt	For	For	For
1f	Elect Director Mark D. McLaughlin	Mgmt	For	For	For
1g	Elect Director Jamie S. Miller	Mgmt	For	For	For
1h	Elect Director Marie Myers	Mgmt	For	For	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	For	For
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	For	For
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against

The Interpublic Group of Companies, Inc.

Meeting Date: 03/18/2025 **Country:** USA **Ticker:** IPG
Record Date: 01/27/2025 **Meeting Type:** Special
Primary Security ID: 460690100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although cash severance and equity acceleration are double trigger for the non-CEO NEOs, and no excise tax gross-ups are payable, the CEO's employment arrangement with the acquirer will result in a large payout equivalent to all change-in-control severance entitlements due to him despite the fact that he will remain employed following the merger. As an inducement payment, the large magnitude and lack of any vesting or performance conditions raises significant concern.</i></p>					
3	Adjourn Meeting	Mgmt	For	For	For

Safestore Holdings Plc

Meeting Date: 03/19/2025

Country: United Kingdom

Ticker: SAFE

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: G77733106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Simon Clinton as Director	Mgmt	For	For	For
5	Re-elect David Hearn as Director	Mgmt	For	For	For
6	Re-elect Frederic Vecchioli as Director	Mgmt	For	For	For
7	Re-elect Jane Bentall as Director	Mgmt	For	For	For
8	Re-elect Avis Darzins as Director	Mgmt	For	For	For
9	Re-elect Laure Duhot as Director	Mgmt	For	For	For
10	Re-elect Delphine Mousseau as Director	Mgmt	For	For	For
11	Re-elect Gert van de Weerdhof as Director	Mgmt	For	For	For
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 03/20/2025

Country: Spain

Ticker: BBVA

Record Date: 03/16/2025

Meeting Type: Annual

Primary Security ID: E11805103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
1.4	Approve Discharge of Board	Mgmt	For	For	For
2.1	Reelect Carlos Torres Vila as Director	Mgmt	For	For	For
2.2	Reelect Onur Genc as Director	Mgmt	For	For	For
2.3	Reelect Connie Hedegaard Koksang as Director	Mgmt	For	For	For
3	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
4	Renew Grant of Board Powers Re: Issuance of Shares in Connection with the Acquisition of Banco de Sabadell SA	Mgmt	For	For	For
5	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
6	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
8	Advisory Vote on Remuneration Report	Mgmt	For	For	For

DSV A/S

Meeting Date: 03/20/2025

Country: Denmark

Ticker: DSV

Record Date: 03/13/2025

Meeting Type: Annual

Primary Security ID: K31864117

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote

DSV A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of DKK 7 Per Share	Mgmt	For	For	Do Not Vote
4	Approve Remuneration of Directors	Mgmt	For	For	Do Not Vote
5	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
6.1	Reelect Thomas Plenborg as Director	Mgmt	For	For	Do Not Vote
6.2	Reelect Jorgen Moller as Director	Mgmt	For	For	Do Not Vote
6.3	Reelect Beat Walti as Director	Mgmt	For	For	Do Not Vote
6.4	Reelect Tarek Sultan Al-Essa as Director	Mgmt	For	Abstain	Do Not Vote
6.5	Reelect Benedikte Leroy as Director	Mgmt	For	For	Do Not Vote
6.6	Elect Natalie Shaverdian Riise-Knudsen as New Director	Mgmt	For	For	Do Not Vote
6.7	Elect Sabine Bendiek as New Director	Mgmt	For	For	Do Not Vote
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	Do Not Vote
8.1	Approve Creation of DKK 48.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 48.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 48.1 Million	Mgmt	For	Against	Do Not Vote
8.2	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
8.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	Do Not Vote
9	Other Business	Mgmt			

Givaudan SA

Meeting Date: 03/20/2025

Country: Switzerland

Ticker: GIVN

Record Date:

Meeting Type: Annual

Primary Security ID: H3238Q102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Non-Financial Report	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 70.00 per Share	Mgmt	For	For	For
5	Approve Discharge of Board of Directors	Mgmt	For	For	For
6.1.1	Reelect Victor Balli as Director	Mgmt	For	For	For
6.1.2	Reelect Ingrid Deltenre as Director	Mgmt	For	For	For
6.1.3	Reelect Sophie Gasperment as Director	Mgmt	For	For	For
6.1.4	Reelect Calvin Grieder as Director and Board Chair	Mgmt	For	For	For
6.1.5	Reelect Roberto Guidetti as Director	Mgmt	For	For	For
6.1.6	Reelect Tom Knutzen as Director	Mgmt	For	For	For
6.2.1	Elect Melanie Maas-Brunner as Director	Mgmt	For	For	For
6.2.2	Elect Louie D'Amico as Director	Mgmt	For	For	For
6.3.1	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For	For	For
6.3.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For	For	For
6.3.3	Appoint Tom Knutzen as Member of the Compensation Committee	Mgmt	For	For	For
6.4	Designate Manuel Isler as Independent Proxy	Mgmt	For	For	For
6.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For
7.2.1	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 7 Million	Mgmt	For	For	For
7.2.2	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 16.5 Million	Mgmt	For	For	For

Givaudan SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Nordea Bank Abp

Meeting Date: 03/20/2025 **Country:** Finland **Ticker:** NDA.FI
Record Date: 03/10/2025 **Meeting Type:** Annual
Primary Security ID: X5S8VL105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports; Receive President Review	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.94 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 400,000 for Chair, EUR 180,000 for Vice Chair and EUR 112,000 for Other Directors; Approve Remuneration for Committee Work; Approve Legal and Administrative Fees	Mgmt	For	For	For
12	Fix Number of Directors (10) and Deputy Directors (1)	Mgmt	For	For	For
13.a	Reelect Sir Stephen Hester (Chair) as Director	Mgmt	For	For	For

Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.b	Reelect Petra van Hoeken as Director	Mgmt	For	For	For
13.c	Reelect John Maltby as Director	Mgmt	For	For	For
13.d	Reelect Risto Murto as Director	Mgmt	For	For	For
13.e	Reelect Lars Rohde as Director	Mgmt	For	For	For
13.f	Reelect Lene Skole as Director	Mgmt	For	For	For
13.g	Reelect Per Stromberg as Director	Mgmt	For	For	For
13.h	Reelect Jonas Synnergren as Director	Mgmt	For	For	For
13.i	Reelect Arja Talma as Director	Mgmt	For	For	For
13.j	Reelect Kjersti Wiklund as Director	Mgmt	For	For	For
14	Approve Remuneration of Auditor	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
17	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Amend Charter for the Shareholders Nomination Board	Mgmt	For	For	For
19	Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	For	For
20	Authorize Share Repurchase Program in the Securities Trading Business	Mgmt	For	For	For
21	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
22	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
23	Approve Issuance of up to 30 Million Shares without Preemptive Rights	Mgmt	For	For	For
	Shareholder Proposals Submitted by Swedish Society for Nature Conservation and Action Aid Denmark	Mgmt			
24	Approve Business Activities in Line with the Paris Agreement	SH	Against	Against	Against
25	Close Meeting	Mgmt			

The Walt Disney Company

Meeting Date: 03/20/2025

Country: USA

Ticker: DIS

Record Date: 01/21/2025

Meeting Type: Annual

Primary Security ID: 254687106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For	For	For
1b	Elect Director Amy L. Chang	Mgmt	For	For	For
1c	Elect Director D. Jeremy Darroch	Mgmt	For	For	For
1d	Elect Director Carolyn N. Everson	Mgmt	For	For	For
1e	Elect Director Michael B.G. Froman	Mgmt	For	For	For
1f	Elect Director James P. Gorman	Mgmt	For	For	For
1g	Elect Director Robert A. Iger	Mgmt	For	For	For
1h	Elect Director Maria Elena Lagomasino	Mgmt	For	For	For
1i	Elect Director Calvin R. McDonald	Mgmt	For	For	For
1j	Elect Director Derica W. Rice	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against
5	Reconsider Participation in Human Rights Campaign's Corporate Equality Index	SH	Against	Against	Against
6	Report on Risks of Discriminating Based on Religious and Political Views	SH	Against	Against	Against

Sika AG

Meeting Date: 03/25/2025

Country: Switzerland

Ticker: SIKA

Record Date:

Meeting Type: Annual

Primary Security ID: H7631K273

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Approve Allocation of Income and Dividends of CHF 1.80 per Share	Mgmt	For	For	For
2.2	Approve Dividends of CHF 1.80 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Thierry Vanlancker as Director	Mgmt	For	For	For
4.1.2	Reelect Viktor Balli as Director	Mgmt	For	For	For
4.1.3	Reelect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For	For	For
4.1.4	Reelect Justin Howell as Director	Mgmt	For	For	For
4.1.5	Reelect Gordana Landen as Director	Mgmt	For	For	For
4.1.6	Reelect Paul Schuler as Director	Mgmt	For	For	For
4.1.7	Reelect Thomas Aebischer as Director	Mgmt	For	For	For
4.2	Elect Kwok Wang Ng as Director	Mgmt	For	For	For
4.3	Elect Thierry Vanlancker as Board Chair	Mgmt	For	For	For
4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.3	Reappoint Paul Schuler as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
4.6	Designate Jost Windlin as Independent Proxy	Mgmt	For	For	For
5	Approve Sustainability Report	Mgmt	For	For	For
6.1	Approve Remuneration Report	Mgmt	For	For	For
6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For

Sika AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 26 Million	Mgmt	For	For	For
7	Amend Articles Re: Variable Remuneration of Executive Committee	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Carl Zeiss Meditec AG

Meeting Date: 03/26/2025 **Country:** Germany **Ticker:** AFX
Record Date: 03/04/2025 **Meeting Type:** Annual
Primary Security ID: D14895102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.60 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023/24	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023/24	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024/25	Mgmt	For	For	For
6.1	Elect Andreas Pecher to the Supervisory Board	Mgmt	For	Against	Against

Voting Policy Rationale: Votes AGAINST all nominees are warranted because their proposed term of office exceeds four years. A vote AGAINST the non-independent nominee, Andreas Pecher, is further warranted because of the failure to establish a sufficiently independent board.

6.2	Elect Isabel De Paoli to the Supervisory Board	Mgmt	For	Against	Against
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Voting Policy Rationale: Votes AGAINST all nominees are warranted because their proposed term of office exceeds four years. A vote AGAINST the non-independent nominee, Andreas Pecher, is further warranted because of the failure to establish a sufficiently independent board.

Carl Zeiss Meditec AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3	Elect Angelika Bullinger-Hoffmann to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST all nominees are warranted because their proposed term of office exceeds four years. A vote AGAINST the non-independent nominee, Andreas Pecher, is further warranted because of the failure to establish a sufficiently independent board.</i></p>					
7	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Disclosure practices continue to deviate from common market practice and SRD II regarding the years assessed in the report (the company is reporting on FY 2022/23 performance instead of FY 2023/24 performance). * The report does not address significant shareholder dissent on prior compensation-related votes.</i></p>					
8	Approve Supervisory Board Remuneration Policy	Mgmt	For	For	For

Crest Nicholson Holdings Plc

Meeting Date: 03/26/2025

Country: United Kingdom

Ticker: CRST

Record Date: 03/24/2025

Meeting Type: Annual

Primary Security ID: G25425102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Approve Share Incentive Plan	Mgmt	For	For	For
5	Elect Martyn Clark as Director	Mgmt	For	For	For
6	Re-elect David Arnold as Director	Mgmt	For	For	For
7	Re-elect Iain Ferguson as Director	Mgmt	For	For	For
8	Re-elect Bill Floyd as Director	Mgmt	For	For	For
9	Re-elect Louise Hardy as Director	Mgmt	For	For	For
10	Re-elect Octavia Morley as Director	Mgmt	For	For	For
11	Re-elect Maggie Semple as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For

Crest Nicholson Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Hollywood Bowl Group Plc

Meeting Date: 03/26/2025 **Country:** United Kingdom **Ticker:** BOWL
Record Date: 03/24/2025 **Meeting Type:** Special
Primary Security ID: G45655100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Relevant Distributions	Mgmt	For	For	For

SGS SA

Meeting Date: 03/26/2025 **Country:** Switzerland **Ticker:** SGSN
Record Date: **Meeting Type:** Annual
Primary Security ID: H63838116

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3.1	Approve Allocation of Income and Dividends of CHF 3.20 per Share, if Item 3.2 is Approved	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.2	Approve CHF 360,000 Ordinary Share Capital Increase without Preemptive Rights, if Item 3.1 is Approved	Mgmt	For	For	For
4.1.1	Reelect Calvin Grieder as Director	Mgmt	For	For	For
4.1.2	Reelect Sami Atiya as Director	Mgmt	For	For	For
4.1.3	Reelect Phyllis Cheung as Director	Mgmt	For	For	For
4.1.4	Reelect Ian Gallienne as Director	Mgmt	For	For	For
4.1.5	Reelect Tobias Hartmann as Director	Mgmt	For	For	For
4.1.6	Reelect Kory Sorenson as Director	Mgmt	For	For	For
4.1.7	Reelect Janet Vergis as Director	Mgmt	For	For	For
4.1.8	Elect Patrick Kron as Director	Mgmt	For	For	For
4.1.9	Elect Geraldine Picaud as Director	Mgmt	For	For	For
4.2.1	Reelect Calvin Grieder as Board Chair	Mgmt	For	For	For
4.3.1	Reappoint Sami Atiya as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Kory Sorenson as Member of the Compensation Committee	Mgmt	For	For	For
4.3.3	Appoint Patrick Kron as Member of the Compensation Committee	Mgmt	For	For	For
4.4	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
4.5	Designate Notaires Carouge as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 10.9 Million	Mgmt	For	For	For
5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2026	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Change Location of Registered Office/Headquarters to Baar (Canton of Zug, Switzerland)	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Svenska Handelsbanken AB

Meeting Date: 03/26/2025 **Country:** Sweden **Ticker:** SHB.A
Record Date: 03/18/2025 **Meeting Type:** Annual
Primary Security ID: W9112U104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	Do Not Vote
3	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
9	Approve Allocation of Income and Dividends of SEK 15 Per Share	Mgmt	For	For	Do Not Vote
10	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
11.1	Approve Discharge of Par Boman	Mgmt	For	For	Do Not Vote
11.2	Approve Discharge of Fredrik Lundberg	Mgmt	For	For	Do Not Vote
11.3	Approve Discharge of Mikael Almvret	Mgmt	For	For	Do Not Vote
11.4	Approve Discharge of Jon Fredrik Baksaas	Mgmt	For	For	Do Not Vote

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.5	Approve Discharge of Helene Barnekow	Mgmt	For	For	Do Not Vote
11.6	Approve Discharge of Stina Bergfors	Mgmt	For	For	Do Not Vote
11.7	Approve Discharge of Hans Biorck	Mgmt	For	For	Do Not Vote
11.8	Approve Discharge of Stefan Henricson	Mgmt	For	For	Do Not Vote
11.9	Approve Discharge of Kerstin Hessius	Mgmt	For	For	Do Not Vote
11.10	Approve Discharge of Anna Hjelmberg	Mgmt	For	For	Do Not Vote
11.11	Approve Discharge of Louise Lindh	Mgmt	For	For	Do Not Vote
11.12	Approve Discharge of Lena Renstrom	Mgmt	For	For	Do Not Vote
11.13	Approve Discharge of Ulf Riese	Mgmt	For	For	Do Not Vote
11.14	Approve Discharge of Arja Taaveniku	Mgmt	For	For	Do Not Vote
11.15	Approve Discharge of CEO Michael Green	Mgmt	For	For	Do Not Vote
12	Authorize Repurchase of up to 120 Million Class A and/or B Shares and Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote
13	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
14	Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights	Mgmt	For	For	Do Not Vote
15	Determine Number of Directors (9)	Mgmt	For	For	Do Not Vote
16	Determine Number of Auditors (2)	Mgmt	For	For	Do Not Vote
17	Approve Remuneration of Directors in the Amount of SEK 4.05 Million for Chair, SEK 1.15 Million for Vice Chair and SEK 825,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
18.1	Reelect Helene Barnekow as Director	Mgmt	For	For	Do Not Vote
18.2	Reelect Stina Bergfors as Director	Mgmt	For	For	Do Not Vote
18.3	Reelect Hans Biorck as Director	Mgmt	For	For	Do Not Vote

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18.4	Reelect Par Boman as Director	Mgmt	For	Against	Do Not Vote
18.5	Reelect Kerstin Hessius as Director	Mgmt	For	For	Do Not Vote
18.6	Elect Anders Jernhall as New Director	Mgmt	For	For	Do Not Vote
18.7	Reelect Louise Lindh as Director	Mgmt	For	For	Do Not Vote
18.8	Reelect Fredrik Lundberg as Director	Mgmt	For	Against	Do Not Vote
18.9	Reelect Ulf Riese as Director	Mgmt	For	Against	Do Not Vote
19	Elect Par Borman as Board Chair	Mgmt	For	Against	Do Not Vote
20	Ratify PricewaterhouseCoopers and Deloitte as Auditors	Mgmt	For	For	Do Not Vote
21	Ratify KPMG AB as Auditors In Foundations with Associated Management	Mgmt	For	For	Do Not Vote
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
22	Approve Proposal Regarding Improving Procedures for Issuing BankID	SH	Against	Against	Do Not Vote
23	Approve Proposal Regarding Improving the BankID Security	SH	Against	Against	Do Not Vote
	Shareholder Proposals Submitted by Henric Eriksson and Jacob Eriksson	Mgmt			
24	Change Dividend Policy	SH	Against	Against	Do Not Vote
25	Close Meeting	Mgmt			

ABB Ltd.

Meeting Date: 03/27/2025

Country: Switzerland

Ticker: ABBN

Record Date:

Meeting Type: Annual

Primary Security ID: H0010V101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
3	Approve Sustainability Report (Non-Binding)	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of CHF 0.90 per Share	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 4.3 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 44.5 Million	Mgmt	For	For	For
7.1	Reelect David Constable as Director	Mgmt	For	For	For
7.2	Reelect Frederico Curado as Director	Mgmt	For	For	For
7.3	Reelect Johan Forssell as Director	Mgmt	For	For	For
7.4	Reelect Denise Johnson as Director	Mgmt	For	For	For
7.5	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	For	For
7.6	Reelect Geraldine Matchett as Director	Mgmt	For	For	For
7.7	Reelect David Meline as Director	Mgmt	For	For	For
7.8	Elect Claudia Nemat as Director	Mgmt	For	For	For
7.9	Reelect Mats Rahmstrom as Director	Mgmt	For	For	For
7.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For	For	For
8.1	Reappoint David Constable as Member of the Compensation Committee	Mgmt	For	For	For
8.2	Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	For	For
8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For	For	For
9	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	For	For
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Meeting Date: 03/27/2025

Country: Sweden

Ticker: ESSITY.B

Record Date: 03/19/2025

Meeting Type: Annual

Primary Security ID: W3R06F100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chair of Meeting	Mgmt	For	For	Do Not Vote
2	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote
3	Designate Inspector(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
5	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President, Chair and Auditor Review	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
8.b	Approve Allocation of Income and Dividends of SEK 8.25 Per Share	Mgmt	For	For	Do Not Vote
8.c1	Approve Discharge of Ewa Bjorling	Mgmt	For	For	Do Not Vote
8.c2	Approve Discharge of Par Boman	Mgmt	For	For	Do Not Vote
8.c3	Approve Discharge of Maria Carell	Mgmt	For	For	Do Not Vote
8.c4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For	Do Not Vote
8.c5	Approve Discharge of Magnus Groth	Mgmt	For	For	Do Not Vote
8.c6	Approve Discharge of Jan Gurander	Mgmt	For	For	Do Not Vote
8.c7	Approve Discharge of Torbjorn Loof	Mgmt	For	For	Do Not Vote
8.c8	Approve Discharge of Bert Nordberg	Mgmt	For	For	Do Not Vote
8.c9	Approve Discharge of Barbara M. Thoralfsson	Mgmt	For	For	Do Not Vote
8.c10	Approve Discharge of Karl Aberg	Mgmt	For	For	Do Not Vote
8.c11	Approve Discharge of Sofia Lafqvist	Mgmt	For	For	Do Not Vote
8.c12	Approve Discharge of Andeas Larsson	Mgmt	For	For	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.c13	Approve Discharge of Suasanna Lind	Mgmt	For	For	Do Not Vote
8.c14	Approve Discharge of Orjan Svensson	Mgmt	For	For	Do Not Vote
8.c15	Approve Discharge of Niclas Thulin	Mgmt	For	For	Do Not Vote
8.c16	Approve Discharge of Magnus Groth (President)	Mgmt	For	For	Do Not Vote
9	Determine Number of Directors (10) and Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	Do Not Vote
11.a	Approve Remuneration of Directors in the Amount of SEK 2.9 Million for Chair and SEK 960,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
11.b	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
12.a	Reelect Maria Carell as Director	Mgmt	For	For	Do Not Vote
12.b	Reelect Annemarie Gardshol as Director	Mgmt	For	For	Do Not Vote
12.c	Reelect Magnus Groth as Director	Mgmt	For	For	Do Not Vote
12.d	Reelect Jan Gurander as Director	Mgmt	For	For	Do Not Vote
12.e	Reelect Torbjorn Loof as Director	Mgmt	For	For	Do Not Vote
12.f	Reelect Bert Nordberg as Director	Mgmt	For	For	Do Not Vote
12.g	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	For	Do Not Vote
12.h	Reelect Karl Aberg as Director	Mgmt	For	Against	Do Not Vote
12.i	Elect Alexander Lacik as New Director	Mgmt	For	For	Do Not Vote
12.j	Elect Katarina Martinson as New Director	Mgmt	For	Against	Do Not Vote
13	Reelect Jan Gurander as Board Chair	Mgmt	For	For	Do Not Vote
14	Ratify Ernst & Young as Auditor	Mgmt	For	For	Do Not Vote
15	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
16	Approve Cash-Based Incentive Program (Program 2025-2027) for Key Employees	Mgmt	For	For	Do Not Vote

Essity AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve SEK 31 Million Reduction in Share Capital via Share Cancellation; Approve Share Capital Increase Through Bonus Issue; Amend Articles	Mgmt	For	For	Do Not Vote
18.a	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
18.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote

Novo Nordisk A/S

Meeting Date: 03/27/2025 **Country:** Denmark **Ticker:** NOVO.B
Record Date: 03/20/2025 **Meeting Type:** Annual
Primary Security ID: K72807140

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
3	Approve Allocation of Income and Dividends of DKK 7.9 Per Share	Mgmt	For	For	Do Not Vote
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	Do Not Vote
5.1	Approve Remuneration of Directors for 2024	Mgmt	For	For	Do Not Vote
5.2	Approve Remuneration Level of Directors for 2025	Mgmt	For	For	Do Not Vote
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	For	Do Not Vote
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	Abstain	Do Not Vote
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For	Do Not Vote
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For	Do Not Vote
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For	Do Not Vote
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	Abstain	Do Not Vote
6.3e	Reelect Christina Law as Director	Mgmt	For	For	Do Not Vote
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For	Do Not Vote

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Ratify Deloitte as Auditors; Ratify Deloitte as Auditors for Sustainability Reporting	Mgmt	For	For	Do Not Vote
8.1	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
8.2	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	Mgmt	For	For	Do Not Vote
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt			
8.3	Approve Proposal Regarding Regulated Working Conditions at Construction Sites	SH	Against	Against	Do Not Vote
	Management Proposals	Mgmt			
9	Other Business	Mgmt			

UniCredit SpA

Meeting Date: 03/27/2025

Country: Italy

Ticker: UCG

Record Date: 03/18/2025

Meeting Type: Annual/Special

Primary Security ID: T9T23L642

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Elimination of Negative Reserves	Mgmt	For	For	For
4	Authorize Share Repurchase Program	Mgmt	For	For	For
5	Elect Doris Honold as Director	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted due to the excessive increase in the CEO pay opportunity.</i>					
7	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
<i>Voting Policy Rationale: These items warrant a vote AGAINST because the company assigned sizeable one-off awards to the CEO and other top managers without a sufficiently compelling rationale.</i>					

UniCredit SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve 2025 Group Incentive System	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: This proposal merits a vote AGAINST due to the high risk of pay-for-performance misalignments deriving from the combination of the sizeable variable pay opportunity of the CEO and the problematic plan features.</i></p>					
	Extraordinary Business	Mgmt			
1	Authorize Issuance of Shares to Be Subscribed Through a Contribution in Kind of Shares of Banco BPM SpA	Mgmt	For	For	For
2	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For
3	Authorize Board to Increase Capital to Service the 2019 Group Incentive System	Mgmt	For	For	For
4	Authorize Board to Increase Capital to Service the 2020 Group Incentive System	Mgmt	For	For	For
5	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	Mgmt	For	For	For
6	Authorize Board to Increase Capital to Service the 2023 Group Incentive System	Mgmt	For	For	For
7	Authorize Board to Increase Capital to Service the 2024 Group Incentive System	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: These items warrant a vote AGAINST because the company assigned sizeable one-off awards to the CEO and other top managers without a sufficiently compelling rationale.</i></p>					
8	Authorize Board to Increase Capital to Service the Long Term Incentive Plan 2020-2023	Mgmt	For	For	For

UPM-Kymmene Oyj

Meeting Date: 03/27/2025 **Country:** Finland **Ticker:** UPM
Record Date: 03/17/2025 **Meeting Type:** Annual

Primary Security ID: X9518S108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			

UPM-Kymmene Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.50 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Remuneration of Directors in the Amount of EUR 240,000 for Chair, EUR 150,000 for Deputy Chair and EUR 120,000 for Other Directors; Approve Compensation for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13	Reelect Pia Aaltonen-Forsell, Henrik Ehrnrooth, Jari Gustafsson, Pii-Noora Kauppi, Melanie Maas-Brunner, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
16	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
17	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Approve Issuance of up to 25 Million Shares without Preemptive Rights	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20A	Amend Articles Re: Auditor; General Meeting	Mgmt	For	For	For
20B	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	For	For
21	Authorize Charitable Donations	Mgmt	For	For	For

UPM-Kymmene Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Close Meeting	Mgmt			

Wynnstay Group Plc

Meeting Date: 03/27/2025 **Country:** United Kingdom **Ticker:** WYN
Record Date: 03/25/2025 **Meeting Type:** Annual
Primary Security ID: G9824A105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Steve Ellwood as Director	Mgmt	For	For	For
4	Re-elect Steven Esom as Director	Mgmt	For	For	For
5	Re-elect Catherine Bradshaw as Director	Mgmt	For	For	For
6	Elect Alk Brand as Director	Mgmt	For	For	For
7	Re-elect Rob Thomas as Director	Mgmt	For	For	For
8	Reappoint Crowe UK LLP as Auditors	Mgmt	For	For	For
9	Authorise Board or Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Approve Remuneration Policy	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Skandinaviska Enskilda Banken AB

Meeting Date: 04/01/2025 **Country:** Sweden **Ticker:** SEB.A
Record Date: 03/24/2025 **Meeting Type:** Annual
Primary Security ID: W25381141

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	Do Not Vote
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
5.1	Designate Anna Magnusson as Inspectors of Minutes of Meeting	Mgmt	For	For	Do Not Vote
5.2	Designate Emelie Westholm as Inspectors of Minutes of Meeting	Mgmt	For	For	Do Not Vote
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
10	Approve Allocation of Income and Dividends of SEK 8.50 Per A-share and C-share; Approve Special Dividend of SEK 3.00 Per A-share and C-share	Mgmt	For	For	Do Not Vote
11.1	Approve Discharge of Jacob Aarup-Andersen	Mgmt	For	For	Do Not Vote
11.2	Approve Discharge of Signhild Arnegard Hansen	Mgmt	For	For	Do Not Vote
11.3	Approve Discharge of Anne-Catherine Berner	Mgmt	For	For	Do Not Vote
11.4	Approve Discharge of Annika Dahlberg	Mgmt	For	For	Do Not Vote
11.5	Approve Discharge of John Flint	Mgmt	For	For	Do Not Vote
11.6	Approve Discharge of Winnie Fok	Mgmt	For	For	Do Not Vote
11.7	Approve Discharge of Anna-Karin Glimstrom	Mgmt	For	For	Do Not Vote
11.8	Approve Discharge of Svein Tore Holsether	Mgmt	For	For	Do Not Vote
11.9	Approve Discharge of Charlotta Lindholm	Mgmt	For	For	Do Not Vote
11.10	Approve Discharge of Goran Nettelblatt	Mgmt	For	For	Do Not Vote
11.11	Approve Discharge of Sven Nyman	Mgmt	For	For	Do Not Vote

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.12	Approve Discharge of Marika Ottander	Mgmt	For	For	Do Not Vote
11.13	Approve Discharge of Lars Ottersgard	Mgmt	For	For	Do Not Vote
11.14	Approve Discharge of Helena Saxon	Mgmt	For	For	Do Not Vote
11.15	Approve Discharge of Lena Skullman	Mgmt	For	For	Do Not Vote
11.16	Approve Discharge of Johan Torgeby (as Board Member)	Mgmt	For	For	Do Not Vote
11.17	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	Do Not Vote
11.18	Approve Discharge of Johan Torgeby (as President)	Mgmt	For	For	Do Not Vote
12.1	Determine Number of Directors (11) and Deputy Directors (0) of Board	Mgmt	For	For	Do Not Vote
12.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	Do Not Vote
13.1	Approve Remuneration of Directors in the Amount of SEK 4 Million for Chair, SEK 1.3 Million for Vice Chair and SEK 1 Million for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
13.2	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
14a1	Reelect Jacob Aarup-Andersen as Director	Mgmt	For	For	Do Not Vote
14a2	Reelect Signhild Arnegard Hansen as Director	Mgmt	For	Against	Do Not Vote
14a3	Reelect Anne-Catherine Berner as Director	Mgmt	For	For	Do Not Vote
14a4	Reelect John Flint as Director	Mgmt	For	For	Do Not Vote
14a5	Reelect Winnie Fok as Director	Mgmt	For	Against	Do Not Vote
14a6	Reelect Svein Tore Holsether as Director	Mgmt	For	For	Do Not Vote
14a7	Reelect Lars Ottersgard as Director	Mgmt	For	For	Do Not Vote
14a8	Reelect Johan Torgeby as Director	Mgmt	For	For	Do Not Vote
14a9	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Do Not Vote
14a10	Elect Jan Erik Back as New Director	Mgmt	For	For	Do Not Vote
14a11	Elect Eva Lindholm as New Director	Mgmt	For	For	Do Not Vote

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14b	Reelect Marcus Wallenberg as Board Chair	Mgmt	For	Against	Do Not Vote
15	Ratify Ernst & Young as Auditors	Mgmt	For	For	Do Not Vote
16	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
17.a	Approve SEB All Employee Program 2025 for All Employees in Most of the Countries where SEB Operates	Mgmt	For	For	Do Not Vote
17.b	Approve SEB Share Deferral Program 2025 for Group Executive Committee, Senior Managers and Key Employees	Mgmt	For	For	Do Not Vote
17.c	Approve SEB Restricted Share Program 2025 for Other than Senior Managers in Certain Business Units	Mgmt	For	For	Do Not Vote
18.a	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
18.b	Authorize Repurchase of Class A and/or Class C Shares and Reissuance of Repurchased Shares for Capital Purposes and Long-Term Incentive Plans	Mgmt	For	For	Do Not Vote
18.c	Approve Transfer of Class A Shares to Participants in 2025 Long-Term Equity Programmes	Mgmt	For	For	Do Not Vote
19	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For	Do Not Vote
20.a	Approve SEK 597 Million Reduction in Share Capital for Transfer to Unrestricted Equity	Mgmt	For	For	Do Not Vote
20.b	Approve Capitalization of Reserves of SEK 597 Million for a Bonus Issue	Mgmt	For	For	Do Not Vote
21	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For	Do Not Vote
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
22	Approve Proposal Regarding Improving Finance Sweden's Procedures for Issuing New BankID	SH	None	Against	Do Not Vote
23	Approve Proposal Regarding Improving the BankID Security	SH	None	Against	Do Not Vote
	Shareholder Proposals Submitted by the Swedish Society for Nature Conservation	Mgmt			

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Instruct Board of Directors to Revise SEB Overall Strategy to be in Line with the Paris Agreement Goals	SH	None	Against	Do Not Vote
25	Close Meeting	Mgmt			

Schlumberger N.V.

Meeting Date: 04/02/2025 **Country:** Curacao **Ticker:** SLB
Record Date: 02/05/2025 **Meeting Type:** Annual
Primary Security ID: 806857108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Coleman	Mgmt	For	For	For
1.2	Elect Director Patrick de La Chevardiere	Mgmt	For	For	For
1.3	Elect Director Miguel Galuccio	Mgmt	For	For	For
1.4	Elect Director Jim Hackett	Mgmt	For	For	For
1.5	Elect Director Olivier Le Peuch	Mgmt	For	For	For
1.6	Elect Director Samuel Leupold	Mgmt	For	For	For
1.7	Elect Director Maria Moraeus Hanssen	Mgmt	For	For	For
1.8	Elect Director Vanitha Narayanan	Mgmt	For	For	For
1.9	Elect Director Jeff Sheets	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Adopt and Approve Financials and Dividends	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Volvo AB

Meeting Date: 04/02/2025 **Country:** Sweden **Ticker:** VOLV.B
Record Date: 03/25/2025 **Meeting Type:** Annual
Primary Security ID: 928856301

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	Do Not Vote
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
7	Receive President's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
10	Approve Allocation of Income and Dividends of SEK 8 Per Share and an Extra Dividend of SEK 10.50 Per Share	Mgmt	For	For	Do Not Vote
11.1	Approve Discharge of Matti Alahuhta	Mgmt	For	For	Do Not Vote
11.2	Approve Discharge of Bo Annvik	Mgmt	For	For	Do Not Vote
11.3	Approve Discharge of Par Boman	Mgmt	For	For	Do Not Vote
11.4	Approve Discharge of Jan Carlson	Mgmt	For	For	Do Not Vote
11.5	Approve Discharge of Eric Elzvik	Mgmt	For	For	Do Not Vote
11.6	Approve Discharge of Martha Finn Brooks	Mgmt	For	For	Do Not Vote
11.7	Approve Discharge of Kurt Jofs	Mgmt	For	For	Do Not Vote
11.8	Approve Discharge of Martin Lundstedt (Board Member)	Mgmt	For	For	Do Not Vote
11.9	Approve Discharge of Kathryn V. Marinello	Mgmt	For	For	Do Not Vote
11.10	Approve Discharge of Martina Merz	Mgmt	For	For	Do Not Vote
11.11	Approve Discharge of Helena Stjernholm	Mgmt	For	For	Do Not Vote
11.12	Approve Discharge of Carl-Henric Svanberg	Mgmt	For	For	Do Not Vote
11.13	Approve Discharge of Lars Ask (Employee Representative)	Mgmt	For	For	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.14	Approve Discharge of Mari Larsson (Employee Representative)	Mgmt	For	For	Do Not Vote
11.15	Approve Discharge of Urban Spannar (Employee Representative)	Mgmt	For	For	Do Not Vote
11.16	Approve Discharge of Therese Koggdal (Employee Representative)	Mgmt	For	For	Do Not Vote
11.17	Approve Discharge of Danny Bilger (Deputy Employee Representative)	Mgmt	For	For	Do Not Vote
11.18	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	Mgmt	For	For	Do Not Vote
11.19	Approve Discharge of Erik Svensson (Deputy Employee Representative)	Mgmt	For	For	Do Not Vote
11.20	Approve Discharge of Martin Lundstedt (as CEO)	Mgmt	For	For	Do Not Vote
12.1	Determine Number of Members (11) of Board of Directors	Mgmt	For	For	Do Not Vote
12.2	Determine Number Deputy Members (0) of Board of Directors	Mgmt	For	For	Do Not Vote
13	Approve Remuneration of Directors in the Amount of SEK 4.3 Million for Chair and SEK 1.28 Million for Other Directors except CEO; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
14.1	Reelect Matti Alahuhta as Director	Mgmt	For	For	Do Not Vote
14.2	Reelect Bo Annvik as Director	Mgmt	For	For	Do Not Vote
14.3	Reelect Par Boman as Director	Mgmt	For	Against	Do Not Vote
14.4	Reelect Jan Carlson as Director	Mgmt	For	For	Do Not Vote
14.5	Reelect Eric Elzvik as Director	Mgmt	For	For	Do Not Vote
14.6	Reelect Martha Finn Brooks as Director	Mgmt	For	For	Do Not Vote
14.7	Reelect Kurt Jofs as Director	Mgmt	For	For	Do Not Vote
14.8	Reelect Martin Lundstedt as Director	Mgmt	For	For	Do Not Vote
14.9	Reelect Kathryn V. Marinello as Director	Mgmt	For	For	Do Not Vote
14.10	Reelect Martina Merz as Director	Mgmt	For	For	Do Not Vote

Volvo AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.11	Reelect Helena Stjernholm as Director	Mgmt	For	Against	Do Not Vote
15	Elect Par Boman as Board Chair	Mgmt	For	Against	Do Not Vote
16	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
17	Ratify Deloitte AB as Auditors	Mgmt	For	For	Do Not Vote
18.1	Elect Fredrik Persson as Member of Nominating Committee	Mgmt	For	For	Do Not Vote
18.2	Elect Anders Oscarsson as Member of Nominating Committee	Mgmt	For	For	Do Not Vote
18.3	Elect Carina Silberg as Member of Nominating Committee	Mgmt	For	For	Do Not Vote
18.4	Elect Anders Algotsson as Member of Nominating Committee	Mgmt	For	For	Do Not Vote
18.5	Elect Chair of the Board as Member of Nominating Committee	Mgmt	For	For	Do Not Vote
19	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
20	Approve Proposal Regarding Development of Standardized Low-power Charger for Electric Buses and Electric Trucks	SH	None	Against	Do Not Vote

Banco Santander SA

Meeting Date: 04/03/2025

Country: Spain

Ticker: SAN

Record Date: 03/28/2025

Meeting Type: Annual

Primary Security ID: E19790109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1B	Approve Non-Financial Information Statement	Mgmt	For	For	For
1C	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For

Banco Santander SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3A	Fix Number of Directors at 15	Mgmt	For	For	For
3B	Reelect Luis Isasi Fernandez de Bobadilla as Director	Mgmt	For	For	For
3C	Reelect Hector Blas Grisi Checa as Director	Mgmt	For	For	For
3D	Reelect Glenn Hogan Hutchins as Director	Mgmt	For	For	For
3E	Reelect Pamela Ann Walkden as Director	Mgmt	For	For	For
3F	Reelect Ana Botin-Sanz de Sautuola y O'Shea as Director	Mgmt	For	For	For
4	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
5	Appoint PricewaterhouseCoopers Auditores as Verifiers for Sustainability Reporting	Mgmt	For	For	For
6A	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
6B	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
7A	Approve Remuneration Policy	Mgmt	For	For	For
7B	Approve Remuneration of Directors	Mgmt	For	For	For
7C	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
7D	Approve Deferred Multiyear Objectives Variable Remuneration Plan	Mgmt	For	For	For
7E	Approve Buy-out Policy	Mgmt	For	For	For
7F	Advisory Vote on Remuneration Report	Mgmt	For	For	For
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Novonesis A/S

Meeting Date: 04/03/2025

Country: Denmark

Ticker: NSIS.B

Record Date: 03/27/2025

Meeting Type: Annual

Primary Security ID: K7317J133

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
3	Approve Allocation of Income and Dividends of DKK 4.2 Per Share	Mgmt	For	For	Do Not Vote
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	Do Not Vote
5	Approve Remuneration of Directors in the Amount of DKK 1.7 Million for Chairman, DKK 1.13 Million for Vice Chairman and DKK 564,800 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
6.a	Reelect Cornelis (Cees) de Jong (Chair) as Director	Mgmt	For	For	Do Not Vote
7.a	Reelect Heine Dalsgaard (Vice Chair) as Director	Mgmt	For	Abstain	Do Not Vote
8.a	Reelect Lise Kaae as Director	Mgmt	For	For	Do Not Vote
8.b	Reelect Kasim Kutay as Director	Mgmt	For	Abstain	Do Not Vote
8.c	Reelect Kevin Lane as Director	Mgmt	For	For	Do Not Vote
8.d	Reelect Morten Otto Alexander Sommer as Director	Mgmt	For	For	Do Not Vote
8.e	Reelect Kim Stratton as Director	Mgmt	For	For	Do Not Vote
8.f	Elect Monila Kothari as New Director	Mgmt	For	For	Do Not Vote
9.a	Ratify Ernst & Young as Auditors; Ratify Ernst & Young as Auditors for Sustainability Reporting	Mgmt	For	For	Do Not Vote
10.a	Approve Creation of DKK 93.7 Million Pool of Capital in B Shares without Preemptive Rights; DKK 93.7 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Mgmt	For	For	Do Not Vote
10.b	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
10.c	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	For	Do Not Vote

Novonesis A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	Do Not Vote
12	Other Business	Mgmt			

Orsted A/S

Meeting Date: 04/03/2025 **Country:** Denmark **Ticker:** ORSTED
Record Date: 03/27/2025 **Meeting Type:** Annual
Primary Security ID: K7653Q105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	Do Not Vote
4	Approve Discharge of Management and Board	Mgmt	For	For	Do Not Vote
5	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	Do Not Vote
6	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	Do Not Vote
7.1	Determine Number of Members (6) and Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote
7.2	Elect Lene Skole (Chair) as Director	Mgmt	For	For	Do Not Vote
7.3	Elect Andrew Brown (Vice Chair) as Director	Mgmt	For	For	Do Not Vote
7.4A	Reelect Julia King as Director	Mgmt	For	For	Do Not Vote
7.4B	Reelect Annica Bresky as Director	Mgmt	For	For	Do Not Vote
7.4C	Elect Judith Hartmann as New Director	Mgmt	For	For	Do Not Vote
7.4D	Elect Julian David Waldron as New Director	Mgmt	For	For	Do Not Vote

Orsted A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chair, DKK 800,000 for Deputy Chair and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
9	Ratify PricewaterhouseCoopers as Auditor; Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Mgmt	For	For	Do Not Vote
10	Other Business	Mgmt			

Rio Tinto Plc

Meeting Date: 04/03/2025

Country: United Kingdom

Ticker: RIO

Record Date: 04/01/2025

Meeting Type: Annual

Primary Security ID: G75754104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Resolutions 1 to 19 will be Voted on by Rio Tinto plc and Rio Tinto Limited Shareholders as a Joint Electorate	Mgmt			
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report for UK Law Purposes	Mgmt	For	For	For
3	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	For	For
4	Elect Sharon Thorne as Director	Mgmt	For	For	For
5	Re-elect Dominic Barton as Director	Mgmt	For	For	For
6	Re-elect Peter Cunningham as Director	Mgmt	For	For	For
7	Re-elect Dean Dalla Valle as Director	Mgmt	For	For	For
8	Re-elect Simon Henry as Director	Mgmt	For	For	For
9	Re-elect Susan Lloyd-Hurwitz as Director	Mgmt	For	For	For
10	Re-elect Martina Merz as Director	Mgmt	For	For	For

Rio Tinto Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Jennifer Nason as Director	Mgmt	For	For	For
12	Re-elect Joc O'Rourke as Director	Mgmt	For	For	For
13	Re-elect Jakob Stausholm as Director	Mgmt	For	For	For
14	Re-elect Ngairé Woods as Director	Mgmt	For	For	For
15	Re-elect Ben Wyatt as Director	Mgmt	For	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorise Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Approve Climate Action Plan	Mgmt	For	For	For
	Resolutions 20 to 24 will be Voted on by Rio Tinto plc Shareholders Only	Mgmt			
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
24	Shareholder Requisitioned Resolution That the Company Instigates an Independent Review into the Possible Unification of the Dual-listed Structure into a Single Australian-domiciled Holding Company and Publishes the Results of that Review	SH	Against	For	Against

Inficon Holding AG

Meeting Date: 04/08/2025

Country: Switzerland

Ticker: IFCN

Record Date:

Meeting Type: Annual

Primary Security ID: H7190K128

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Non-Financial Report	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 21.00 per Share	Mgmt	For	For	For
5.1	Reelect Beat Luethi as Director and Board Chair	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Board elections (Items 5.1 – 5.5) Votes AGAINST the non-independent nominees: Beat Luethi, Vanessa Frey, Beat Siegrist, and Lukas Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Vanessa Frey and Beat Siegrist, are further warranted because of the failure to establish a majority-independent committee. A vote FOR the remaining independent nominee is warranted due to a lack of further concerns. Committee elections (Items 6.1 – 6.3) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the incumbent chair, Beat Siegrist, is warranted as a signal of concern to the board because the board is insufficiently diverse. Votes AGAINST Beat Siegrist and Lukas Winkler are further warranted due to the failure to establish a majority-independent committee and because their elections to the board do not warrant support. A vote FOR the remaining independent nominee is warranted due to a lack of concerns.</i></p>					
5.2	Reelect Vanessa Frey as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Board elections (Items 5.1 – 5.5) Votes AGAINST the non-independent nominees: Beat Luethi, Vanessa Frey, Beat Siegrist, and Lukas Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Vanessa Frey and Beat Siegrist, are further warranted because of the failure to establish a majority-independent committee. A vote FOR the remaining independent nominee is warranted due to a lack of further concerns. Committee elections (Items 6.1 – 6.3) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the incumbent chair, Beat Siegrist, is warranted as a signal of concern to the board because the board is insufficiently diverse. Votes AGAINST Beat Siegrist and Lukas Winkler are further warranted due to the failure to establish a majority-independent committee and because their elections to the board do not warrant support. A vote FOR the remaining independent nominee is warranted due to a lack of concerns.</i></p>					
5.3	Reelect Beat Siegrist as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Board elections (Items 5.1 – 5.5) Votes AGAINST the non-independent nominees: Beat Luethi, Vanessa Frey, Beat Siegrist, and Lukas Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Vanessa Frey and Beat Siegrist, are further warranted because of the failure to establish a majority-independent committee. A vote FOR the remaining independent nominee is warranted due to a lack of further concerns. Committee elections (Items 6.1 – 6.3) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the incumbent chair, Beat Siegrist, is warranted as a signal of concern to the board because the board is insufficiently diverse. Votes AGAINST Beat Siegrist and Lukas Winkler are further warranted due to the failure to establish a majority-independent committee and because their elections to the board do not warrant support. A vote FOR the remaining independent nominee is warranted due to a lack of concerns.</i></p>					
5.4	Reelect Reto Suter as Director	Mgmt	For	For	For
5.5	Reelect Lukas Winkler as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Board elections (Items 5.1 – 5.5) Votes AGAINST the non-independent nominees: Beat Luethi, Vanessa Frey, Beat Siegrist, and Lukas Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Vanessa Frey and Beat Siegrist, are further warranted because of the failure to establish a majority-independent committee. A vote FOR the remaining independent nominee is warranted due to a lack of further concerns. Committee elections (Items 6.1 – 6.3) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the incumbent chair, Beat Siegrist, is warranted as a signal of concern to the board because the board is insufficiently diverse. Votes AGAINST Beat Siegrist and Lukas Winkler are further warranted due to the failure to establish a majority-independent committee and because their elections to the board do not warrant support. A vote FOR the remaining independent nominee is warranted due to a lack of concerns.</i></p>					

Inficon Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Reappoint Beat Siegrist as Member of the Compensation and HR Committee	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Board elections (Items 5.1 – 5.5) Votes AGAINST the non-independent nominees: Beat Luethi, Vanessa Frey, Beat Siegrist, and Lukas Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Vanessa Frey and Beat Siegrist, are further warranted because of the failure to establish a majority-independent committee. A vote FOR the remaining independent nominee is warranted due to a lack of further concerns. Committee elections (Items 6.1 – 6.3) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the incumbent chair, Beat Siegrist, is warranted as a signal of concern to the board because the board is insufficiently diverse. Votes AGAINST Beat Siegrist and Lukas Winkler are further warranted due to the failure to establish a majority-independent committee and because their elections to the board do not warrant support. A vote FOR the remaining independent nominee is warranted due to a lack of concerns.</i></p>					
6.2	Reappoint Reto Suter as Member of the Compensation and HR Committee	Mgmt	For	For	For
6.3	Reappoint Lukas Winkler as Member of the Compensation and HR Committee	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Board elections (Items 5.1 – 5.5) Votes AGAINST the non-independent nominees: Beat Luethi, Vanessa Frey, Beat Siegrist, and Lukas Winkler are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST the non-independent audit committee members, Vanessa Frey and Beat Siegrist, are further warranted because of the failure to establish a majority-independent committee. A vote FOR the remaining independent nominee is warranted due to a lack of further concerns. Committee elections (Items 6.1 – 6.3) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the incumbent chair, Beat Siegrist, is warranted as a signal of concern to the board because the board is insufficiently diverse. Votes AGAINST Beat Siegrist and Lukas Winkler are further warranted due to the failure to establish a majority-independent committee and because their elections to the board do not warrant support. A vote FOR the remaining independent nominee is warranted due to a lack of concerns.</i></p>					
7	Designate Baur Huerlimann AG as Independent Proxy	Mgmt	For	For	For
8	Ratify KPMG AG as Auditors	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of CHF 800,000	Mgmt	For	For	For
11	Approve Remuneration of Executive Committee in the Amount of CHF 3 Million for Fiscal Year 2026	Mgmt	For	For	For
12	Approve 1:10 Stock Split	Mgmt	For	For	For
13	Transact Other Business (Voting)	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i></p>					

Vestas Wind Systems A/S

Meeting Date: 04/08/2025

Country: Denmark

Ticker: VWS

Record Date: 04/01/2025

Meeting Type: Annual

Primary Security ID: K9773J201

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
3	Approve Allocation of Income and Dividends of DKK 0.55 Per Share	Mgmt	For	For	Do Not Vote
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	Do Not Vote
5	Approve Remuneration of Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
6.a	Reelect Anders Erik Runevad as Director	Mgmt	For	For	Do Not Vote
6.b	Reelect Eva Merete Sofelde Berneke as Director	Mgmt	For	For	Do Not Vote
6.c	Reelect Helle Thorning-Schmidt as Director	Mgmt	For	For	Do Not Vote
6.d	Reelect Henriette Hallberg Thygesen as Director	Mgmt	For	For	Do Not Vote
6.e	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	For	Do Not Vote
6.f	Reelect Lena Marie Olving as Director	Mgmt	For	For	Do Not Vote
6.g	Elect Bruno Stephane Emmanuel Bensasson as New Director	Mgmt	For	For	Do Not Vote
6.h	Elect Claudio Facchin as New Director	Mgmt	For	For	Do Not Vote
7	Ratify Deloitte as Auditors; Ratify Deloitte as Auditors for Sustainability Reporting	Mgmt	For	For	Do Not Vote
8.1	Approve Creation of DKK 20.2 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 20.2 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 20.2 Million	Mgmt	For	For	Do Not Vote
8.2	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	Do Not Vote
10	Other Business	Mgmt			

Carrier Global Corporation

Meeting Date: 04/09/2025

Country: USA

Ticker: CARR

Record Date: 02/13/2025

Meeting Type: Annual

Primary Security ID: 14448C104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean-Pierre Garnier	Mgmt	For	For	For
1b	Elect Director David L. Gitlin	Mgmt	For	For	For
1c	Elect Director John J. Greisch	Mgmt	For	For	For
1d	Elect Director Charles M. Holley, Jr.	Mgmt	For	For	For
1e	Elect Director Michael M. McNamara	Mgmt	For	For	For
1f	Elect Director Amy E. Miles	Mgmt	For	For	For
1g	Elect Director Susan N. Story	Mgmt	For	For	For
1h	Elect Director Michael A. Todman	Mgmt	For	For	For
1i	Elect Director Maximilian (Max) Viessmann	Mgmt	For	For	For
1j	Elect Director Virginia M. Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Lobbying Payments and Policy	SH	Against	Against	Against

Deutsche Telekom AG

Meeting Date: 04/09/2025

Country: Germany

Ticker: DTE

Record Date: 04/04/2025

Meeting Type: Annual

Primary Security ID: D2035M136

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For	For

Deutsche Telekom AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for Fiscal Year 2025 and First Quarter of Fiscal Year 2026	Mgmt	For	For	For
6	Appoint Deloitte GmbH as Auditor for Sustainability Reporting	Mgmt	For	For	For
7.a	Elect Stefan Ränge to the Supervisory Board	Mgmt	For	For	For
7.b	Elect Rachel Empey to the Supervisory Board	Mgmt	For	For	For
7.c	Elect Natalie Knight to the Supervisory Board	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For
12	Approve Remuneration Policy	Mgmt	For	For	For

Koninklijke Ahold Delhaize NV

Meeting Date: 04/09/2025

Country: Netherlands

Ticker: AD

Record Date: 03/12/2025

Meeting Type: Annual

Primary Security ID: N0074E105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.1	Receive Report of Management Board (Non-Voting)	Mgmt			

Koninklijke Ahold Delhaize NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.3	Adopt Financial Statements	Mgmt	For	For	For
2.4	Approve Dividends	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4.1	Approve Discharge of Management Board	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.1	Reelect Jan Zijderveld to Supervisory Board	Mgmt	For	For	For
5.2	Elect Per Bank to Supervisory Board	Mgmt	For	For	For
6.1	Amend Remuneration Policy for Supervisory Board	Mgmt	For	For	For
7.1	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
7.2	Ratify KPMG Accountants N.V. to Carry Out the Assurance of the Company's Sustainability Reporting for the Financial Year 2026	Mgmt	For	For	For
8	Amend Articles of Association	Mgmt	For	For	For
9.1	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
9.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9.3	Authorize Board to Acquire Common Shares	Mgmt	For	For	For
9.4	Approve Cancellation of Shares	Mgmt	For	For	For

Telefonica SA

Meeting Date: 04/09/2025

Country: Spain

Ticker: TEF

Record Date: 04/04/2025

Meeting Type: Annual

Primary Security ID: 879382109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.3	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
4.1	Ratify Appointment of and Elect Marc Thomas Murtra Millar as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the election of Marc Murtra under Item 4.1 is warranted as he serves as board chairman and de facto CEO. A vote FOR Item 4.2-4.5 is warranted due to a lack of material concerns about the proposed nominees and the resulting board composition. Support for the election of SEPI's representative and nomination committee member Carlos Ocaña Orbis is nonetheless qualified considering the recent abrupt leadership changes.</i></p>					
4.2	Ratify Appointment of and Elect Emilio Gayo Rodriguez as Director	Mgmt	For	For	For
4.3	Ratify Appointment of and Elect Carlos Ocana Orbis as Director	Mgmt	For	For	For
4.4	Ratify Appointment of and Elect Olayan M. Alwetaid as Director	Mgmt	For	For	For
4.5	Ratify Appointment of and Elect Ana Maria Sala Andres as Director	Mgmt	For	For	For
5	Approve Dividends Charged Against Unrestricted Reserves	Mgmt	For	For	For
6	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST these items is warranted because the potential dilution from these authorizations exceeds the 10 percent guideline for generic capital increase requests without pre-emptive rights and issuance of convertible debt.</i></p>					
7	Authorize Issuance of Non-Convertible and/or Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 25 Billion with Exclusion of Preemptive Rights up to 20 Percent of Capital	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST these items is warranted because the potential dilution from these authorizations exceeds the 10 percent guideline for generic capital increase requests without pre-emptive rights and issuance of convertible debt.</i></p>					
8	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Telefonica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST this item is warranted due to the excessive severance payments in favor of former executive chair Jose Maria Alvarez-Pallete Lopez.

Zurich Insurance Group AG

Meeting Date: 04/09/2025

Country: Switzerland

Ticker: ZURN

Record Date:

Meeting Type: Annual

Primary Security ID: H9870Y105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Approve Sustainability Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 28.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.a	Reelect Michel Lies as Director and Board Chair	Mgmt	For	For	For
4.1.b	Reelect Joan Amble as Director	Mgmt	For	For	For
4.1.c	Reelect Catherine Bessant as Director	Mgmt	For	For	For
4.1.d	Reelect Christoph Franz as Director	Mgmt	For	For	For
4.1.e	Reelect Michael Halbherr as Director	Mgmt	For	For	For
4.1.h	Reelect Sabine Keller-Busse as Director	Mgmt	For	For	For
4.1.i	Reelect Kishore Mahbubani as Director	Mgmt	For	For	For
4.1.j	Reelect Peter Maurer as Director	Mgmt	For	For	For
4.1.k	Reelect John Rafter as Director	Mgmt	For	For	For
4.1.l	Reelect Jasmin Staiblin as Director	Mgmt	For	For	For
4.1.m	Reelect Barry Stowe as Director	Mgmt	For	For	For
4.1.n	Elect Thomas Jordan as Director	Mgmt	For	For	For

Zurich Insurance Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	Mgmt	For	For	For
4.2.4	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	Mgmt	For	For	For
4.2.5	Reappoint Kishore Mahbubani as Member of the Compensation Committee	Mgmt	For	For	For
4.2.6	Reappoint Jasmin Staiblin as Member of the Compensation Committee	Mgmt	For	For	For
4.3	Designate Keller AG as Independent Proxy	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 6 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Dow Inc.

Meeting Date: 04/10/2025

Country: USA

Ticker: DOW

Record Date: 02/14/2025

Meeting Type: Annual

Primary Security ID: 260557103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Samuel R. Allen	Mgmt	For	For	For
1b	Elect Director Gaurdie E. Banister, Jr.	Mgmt	For	For	For
1c	Elect Director Wesley G. Bush	Mgmt	For	For	For
1d	Elect Director Richard K. Davis	Mgmt	For	For	For

Dow Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Jerri DeVard	Mgmt	For	For	For
1f	Elect Director Debra L. Dial	Mgmt	For	For	For
1g	Elect Director Jeff M. Fettig	Mgmt	For	For	For
1h	Elect Director Jim Fitterling	Mgmt	For	For	For
1i	Elect Director Jacqueline C. Hinman	Mgmt	For	For	For
1j	Elect Director Rebecca B. Liebert	Mgmt	For	For	For
1k	Elect Director Luis Alberto Moreno	Mgmt	For	For	For
1l	Elect Director Jill S. Wyant	Mgmt	For	For	For
1m	Elect Director Daniel W. Yohannes	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Julius Baer Gruppe AG

Meeting Date: 04/10/2025

Country: Switzerland

Ticker: BAER

Record Date:

Meeting Type: Annual

Primary Security ID: H4414N103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
1.3	Approve Sustainability Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 2.60 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve Remuneration of Board of Directors in the Amount of CHF 4.4 Million	Mgmt	For	For	For
4.2.1	Approve Variable Cash-Based Remuneration of Executive Committee in the Amount of CHF 14.9 Million for Fiscal Year 2024	Mgmt	For	For	For

Julius Baer Gruppe AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2.2	Approve Variable Share-Based Remuneration of Executive Committee in the Amount of CHF 13.2 Million for Fiscal Year 2025	Mgmt	For	For	For
4.2.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.3 Million for Fiscal Year 2026	Mgmt	For	For	For
5.1.1	Reelect Richard Campbell-Breeden as Director	Mgmt	For	For	For
5.1.2	Reelect Bruce Fletcher as Director	Mgmt	For	For	For
5.1.3	Reelect Juerg Hunziker as Director	Mgmt	For	For	For
5.1.4	Reelect Kathryn Shih as Director	Mgmt	For	For	For
5.1.5	Reelect Tomas Muina as Director	Mgmt	For	For	For
5.1.6	Reelect Eunice Zehnder-Lai as Director	Mgmt	For	For	For
5.1.7	Reelect Olga Zoutendijk as Director	Mgmt	For	For	For
5.2	Elect Noel Quinn as Director and Board Chair	Mgmt	For	For	For
5.3.1	Reappoint Richard Campbell-Breeden as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3.2	Reappoint Bruce Fletcher as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3.3	Reappoint Kathryn Shih as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.3.4	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7	Designate Marc Nater as Independent Proxy	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Meeting Date: 04/10/2025

Country: Canada

Ticker: RY

Record Date: 02/11/2025

Meeting Type: Annual/Special

Primary Security ID: 780087102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mirko Bibic	Mgmt	For	For	For
1.2	Elect Director Andrew A. Chisholm	Mgmt	For	For	For
1.3	Elect Director Jacynthe Cote	Mgmt	For	For	For
1.4	Elect Director Toos N. Daruvala	Mgmt	For	For	For
1.5	Elect Director Cynthia Devine	Mgmt	For	For	For
1.6	Elect Director Roberta L. Jamieson	Mgmt	For	For	For
1.7	Elect Director David McKay	Mgmt	For	For	For
1.8	Elect Director Amanda Norton	Mgmt	For	For	For
1.9	Elect Director Barry Perry	Mgmt	For	For	For
1.10	Elect Director Maryann Turcke	Mgmt	For	For	For
1.11	Elect Director Thierry Vandal	Mgmt	For	For	For
1.12	Elect Director Frank Vettese	Mgmt	For	For	For
1.13	Elect Director Jeffery Yabuki	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Amend Stock Option Plan	Mgmt	For	For	For
5	Approve Remuneration of Directors	Mgmt	For	For	For
6	SP 1: Disclosure of Internal Pay Metrics Used For Executive Compensation	SH	Against	Against	Against
7	SP 2: Report on Forced Labor and Child Labor in Lending Portfolios	SH	Against	Against	Against
8	SP 3: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Against	Against	Against
9	SP 4: Employee Language Skills Disclosure	SH	Against	Against	Against
10	SP 5: Advisory Vote on Environmental Policies	SH	Against	Against	For
11	SP 6: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	Against	Against

Royal Bank of Canada

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	SP 7: Report on Loans Made by the Bank in Support of the Circular Economy	SH	Against	Against	Against
13	SP 8: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	SH	Against	For	For

Voting Policy Rationale: Vote FOR this shareholder proposal. Similar to last year, the bank plans to hold its 2025 AGM in a hybrid format. However, the board has indicated that, despite currently offering a hybrid option, virtual meetings may align better with the bank's environmental goals, reduce meeting-related costs, maintain equal shareholder rights and opportunities, and offer greater flexibility. While many investors recognize the advantages of virtual participation as an enhancement to shareholder engagement, particularly when combined with a physical meeting, they express concern regarding the potential shift towards virtual-only meetings. Investors argue that virtual-only meetings could limit meaningful interaction between management and shareholders, potentially allowing management to evade challenging questions, marginalize certain shareholders, and erode shareholder rights. Additionally, investor feedback shows that most shareholders prefer retaining the option of attending meetings in person, even if they often opt for virtual participation. Moreover, should unforeseen circumstances occur, companies governed by the Bank Act can seek a court order to hold a virtual-only meeting as a temporary alternative. Therefore, given the absence of compelling circumstances preventing an in-person meeting, support for retaining physical shareholder meetings is warranted at this time.

Tecan Group AG

Meeting Date: 04/10/2025

Country: Switzerland

Ticker: TECN

Record Date:

Meeting Type: Annual

Primary Security ID: H84774167

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Non-Financial Report	Mgmt	For	For	For
3.a	Approve Allocation of Income and Dividends of CHF 1.50 per Share	Mgmt	For	For	For
3.b	Approve Dividends of CHF 1.50 per Share from Capital Contribution Reserves	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.a	Reelect Lukas Braunschweiler as Director	Mgmt	For	For	For
5.b	Reelect Myra Eskes as Director	Mgmt	For	For	For
5.c	Reelect Oliver Fetzer as Director	Mgmt	For	For	For
5.d	Reelect Matthias Gillner as Director	Mgmt	For	For	For
5.e	Reelect Christa Kreuzburg as Director	Mgmt	For	For	For

Tecan Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.f	Reelect Monica Manotas as Director	Mgmt	For	For	For
5.g	Reelect Daniel Marshak as Director	Mgmt	For	For	For
6	Reelect Lukas Braunschweiler as Board Chair	Mgmt	For	For	For
7.a	Reappoint Myra Eskes as Member of the Compensation Committee	Mgmt	For	For	For
7.b	Reappoint Christa Kreuzburg as Member of the Compensation Committee	Mgmt	For	For	For
7.c	Reappoint Daniel Marshak as Member of the Compensation Committee	Mgmt	For	For	For
8	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
9	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
10.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The LTI structure implies minimum guaranteed vesting which falls short of market practice. * This is exacerbated by concerns raised by the initial quantitative screen regarding relative pay for performance alignment. * Despite improvements, ex post disclosure under the STI remains incomplete.</i></p>					
10.2	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	Mgmt	For	For	For
10.3	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i></p>					

The Toronto-Dominion Bank

Meeting Date: 04/10/2025

Country: Canada

Ticker: TD

Record Date: 02/10/2025

Meeting Type: Annual

Primary Security ID: 891160509

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ayman Antoun	Mgmt	For	For	For

The Toronto-Dominion Bank

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Ana Arsov	Mgmt	For	For	For
1.3	Elect Director Cherie L. Brant	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p>					
1.4	Elect Director Raymond Chun	Mgmt	For	For	For
1.5	Elect Director Elio R. Luongo	Mgmt	For	For	For
1.6	Elect Director Alan N. MacGibbon	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p>					
1.7	Elect Director John B. MacIntyre	Mgmt	For	For	For
1.8	Elect Director Keith G. Martell	Mgmt	For	For	For
1.9	Elect Director Nathalie M. Palladitcheff	Mgmt	For	For	For
1.10	Elect Director S. Jane Rowe	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p>					
1.11	Elect Director Nancy G. Tower	Mgmt	For	For	For
1.12	Elect Director Ajay K. Virmani	Mgmt	For	For	For
1.13	Elect Director Mary A. Winston	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: Vote WITHHOLD for former Audit Committee Chair and Risk Committee member Alan MacGibbon given each committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Risk Committee member Cherie Brant given the Risk Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member S. Jane Rowe given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Vote WITHHOLD for Audit Committee member Mary Winston given the Audit Committee's failure to execute its mandate and prevent a material failure in risk oversight. Winston's service on TD's US subsidiary board and Audit Committee for a certain period heightens concern. Votes FOR all other nominees.</i></p>					
1.14	Elect Director Paul C. Wirth	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			

The Toronto-Dominion Bank

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	SP 1: Annual Energy Supply Ratio Disclosure	SH	Against	Against	Against
5	SP 2: Report on Forced Labor and Child Labor in Lending Portfolios	SH	Against	Against	Against
6	SP 3: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	SH	Against	Against	Against
7	SP 4: Employee Language Skills Disclosure	SH	Against	Against	Against
8	SP 5: Advisory Vote on Environmental Policies	SH	Against	Against	For
9	SP 6: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	SH	Against	Against	Against
10	SP 7: Dismiss Bharat Masrani as the Bank's Advisor and Prohibit From Holding Any Other Position Within the Organization	SH	Against	Against	Against
11	SP 8: Establish Retirement Age and Term Limits for Directors	SH	Against	Against	Against
12	SP 9: Hire a New Group President and CEO from Outside TD Bank	SH	Against	Against	Against

UBS Group AG

Meeting Date: 04/10/2025

Country: Switzerland

Ticker: UBSG

Record Date:

Meeting Type: Annual

Primary Security ID: H42097107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Sustainability Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of USD 0.90 per Share	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
6.1	Reelect Colm Kelleher as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Lukas Gahwiler as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3	Reelect Jeremy Anderson as Director	Mgmt	For	For	For
6.4	Reelect William Dudley as Director	Mgmt	For	For	For
6.5	Reelect Patrick Firmenich as Director	Mgmt	For	For	For
6.6	Reelect Fred Hu as Director	Mgmt	For	For	For
6.7	Reelect Mark Hughes as Director	Mgmt	For	For	For
6.8	Reelect Gail Kelly as Director	Mgmt	For	For	For
6.9	Reelect Julie Richardson as Director	Mgmt	For	For	For
6.10	Reelect Jeanette Wong as Director	Mgmt	For	For	For
6.11	Elect Renata Bruengger as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST Renata Jungo Bruengger is warranted because she holds an excessive number of mandates at listed companies. Votes FOR the remaining board and committee nominees are warranted due to a lack of concerns.</i></p>					
6.12	Elect Lila Tretikov as Director	Mgmt	For	For	For
7.1	Reappoint Julie Richardson as Chairperson of the Compensation Committee	Mgmt	For	For	For
7.2	Reappoint Jeanette Wong as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Appoint Gail Kelly as Member of the Compensation Committee	Mgmt	For	For	For
8.1	Approve Remuneration of Directors in the Amount of CHF 15 Million for the Period from 2025 AGM until 2026 AGM	Mgmt	For	For	For
8.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 114.2 Million	Mgmt	For	For	For
8.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 32 Million	Mgmt	For	For	For
9.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	Mgmt	For	For	For
9.2	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
10	Approve USD 12.1 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For

UBS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Authorize Repurchase of up to USD 3.5 Billion in Issued Share Capital	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	None	Against	Against

AstraZeneca PLC

Meeting Date: 04/11/2025

Country: United Kingdom

Ticker: AZN

Record Date: 04/09/2025

Meeting Type: Annual

Primary Security ID: G0593M107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Dividends	Mgmt	For	For	For
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5a	Re-elect Michel Demare as Director	Mgmt	For	For	For
5b	Re-elect Pascal Soriot as Director	Mgmt	For	For	For
5c	Re-elect Aradhana Sarin as Director	Mgmt	For	For	For
5d	Re-elect Philip Broadley as Director	Mgmt	For	For	For
5e	Re-elect Euan Ashley as Director	Mgmt	For	For	For
5f	Elect Birgit Conix as Director	Mgmt	For	For	For
5g	Elect Rene Haas as Director	Mgmt	For	For	For
5h	Elect Karen Knudsen as Director	Mgmt	For	For	For
5i	Re-elect Diana Layfield as Director	Mgmt	For	For	For
5j	Re-elect Anna Manz as Director	Mgmt	For	For	For
5k	Re-elect Sheri McCoy as Director	Mgmt	For	For	For
5l	Re-elect Tony Mok as Director	Mgmt	For	For	For
5m	Re-elect Nazneen Rahman as Director	Mgmt	For	For	For

AstraZeneca PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5n	Re-elect Marcus Wallenberg as Director	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Airbus SE

Meeting Date: 04/15/2025

Country: Netherlands

Ticker: AIR

Record Date: 03/18/2025

Meeting Type: Annual

Primary Security ID: N0280G100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Adopt Financial Statements	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Approve Extraordinary Dividend	Mgmt	For	For	For
4	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
5	Approve Discharge of Executive Directors	Mgmt	For	For	For
6	Reappoint EY Accountants B.V. as Auditor for the FY 2025	Mgmt	For	For	For
7	Ratify KPMG Accountants N.V. as Auditor for the FY 2026	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9	Approve Remuneration Policy for Board of Directors	Mgmt	For	For	For
10	Reelect Guillaume Faury as Executive Director	Mgmt	For	For	For

Airbus SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Reelect Catherine Guillaoud as Non-Executive Director	Mgmt	For	For	For
12	Reelect Irene Rummelhoff as Non-Executive Director	Mgmt	For	For	For
13	Elect Doris Hopke Non-Executive as Director	Mgmt	For	For	For
14	Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Employee Share Ownership Plans and Share-Related Long-Term Incentive Plans	Mgmt	For	For	For
15	Grant Board Authority to Issue Shares and Exclude Preemptive Rights for the Purpose of Company Funding	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
17	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For

Aviva Plc

Meeting Date: 04/15/2025 **Country:** United Kingdom **Ticker:** AV
Record Date: 04/11/2025 **Meeting Type:** Special
Primary Security ID: G0683Q158

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Capital Reduction by Cancelling, Extinguishing, and Repaying the Preference Shares	Mgmt	For	For	For
2	Approve Special Dividend	Mgmt	For	For	For
3	Authorise Market Purchase of Preference Shares Pursuant to the Tender Offer	Mgmt	For	For	For

Sandoz Group AG

Meeting Date: 04/15/2025 **Country:** Switzerland **Ticker:** SDZ
Record Date: **Meeting Type:** Annual
Primary Security ID: H7140B103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Non-Financial Report	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 0.60 per Share	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1	Change Location of Registered Office/Headquarters to Basel, Switzerland	Mgmt	For	For	For
5.2	Approve Creation of Capital Band within the Upper Limit of CHF 24.2 Million and the Lower Limit of CHF 22 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
5.3	Approve Creation of CHF 2.2 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments	Mgmt	For	For	For
5.4	Approve Creation of CHF 1.1 Million Pool of Conditional Capital for Employee Equity Participation	Mgmt	For	For	For
5.5	Amend Articles Re: Limitation of Subscription Rights	Mgmt	For	For	For
6.1.a	Reelect Gilbert Ghostine as Director and Board Chair	Mgmt	For	For	For
6.1.b	Reelect Karen Huebscher as Director	Mgmt	For	For	For
6.1.c	Reelect Shamiram Feinglass as Director	Mgmt	For	For	For
6.1.d	Reelect Mathai Mammen as Director	Mgmt	For	For	For
6.1.e	Reelect Graeme Pitkethly as Director	Mgmt	For	For	For
6.1.f	Reelect Michael Rechsteiner as Director	Mgmt	For	For	For
6.1.g	Reelect Urs Riedener as Director	Mgmt	For	For	For
6.1.h	Reelect Aarti Shah as Director	Mgmt	For	For	For
6.1.i	Reelect Ioannis Skoufalos as Director	Mgmt	For	For	For
6.1.j	Reelect Maria Varsellona as Director	Mgmt	For	For	For

Sandoz Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2.1	Reappoint Urs Riedener as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
6.2.2	Reappoint Michael Rechsteiner as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
6.2.3	Reappoint Aarti Shah as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
6.2.4	Reappoint Ioannis Skoufalos as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
6.2.5	Reappoint Maria Varsellona as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 47.1 Million	Mgmt	For	For	For
7.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
8	Ratify KPMG AG as Auditors	Mgmt	For	For	For
9	Designate Advoro Zurich AG as Independent Proxy	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Stellantis NV

Meeting Date: 04/15/2025

Country: Netherlands

Ticker: STLAM

Record Date: 03/18/2025

Meeting Type: Annual

Primary Security ID: N82405106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board (Non-Voting)	Mgmt			
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.c	Approve Remuneration Report Containing Remuneration Policy for Management Board Members	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * Absence of compelling responsiveness from the company on last year's voting results (ca. 70 percent of free float did not support the 2023 remuneration report), in deviation of SRD II reporting requirements. * This remuneration report contains the 'separation agreement' with former CEO Carlos Tavares which is considered to deliver excessive pay to the former CEO, particularly in light of company performance (1yr TSR -36.5% and 55% share price decline from peak in March 2024 to year-end 2024). * The former CEO's 2024 realized pay package amounting to EUR 39.8 million, appears excessive according to ISS-selected peers and European standards, and is considered high even when compared to the company's own selected US peers. The package is 6.32x ISS peer median. * The excessive quantum of the package is largely driven by the so-called 'transformation incentive' of EUR 20 million which is a one-off additional cash incentive, whereas the existing package is not considered uncompetitive and should already aim to retain and reward the CEO. * Concerns are raised with regard to the generous benefit package for the executive chair (personal use of aircraft, and tax equalization without clear disclosure).</i></p>					
2.d	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.e	Approve Dividends	Mgmt	For	For	For
2.f	Approve Discharge of Directors	Mgmt	For	For	For
3.a	Elect Fiona Clare Cicconi as Non-Executive Director	Mgmt	For	For	For
3.b	Elect Nicolas Dufourcq as Non-Executive Director	Mgmt	For	For	For
3.c	Elect Ann Frances Godbehere as Non-Executive Director	Mgmt	For	For	For
3.d	Elect Claudia Parzani as Non-Executive Director	Mgmt	For	For	For
3.e	Elect Daniel Ramot as Non-Executive Director	Mgmt	For	For	For
3.f	Elect Benoit Ribadeau-Dumas as Non-Executive Director	Mgmt	For	For	For
3.g	Elect Alice Davey Schroeder as Non-Executive Director	Mgmt	For	For	For
4.a	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
4.b	Appoint Deloitte Accountants B.V. as Assurance Provider for Sustainability Reporting	Mgmt	For	For	For
5.a	Approve Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * It is proposed to increase the pay package through an increase in award levels of the LTI without a compelling justification whereas the total compensation package was previously not uncompetitive. * Further existing concerns related to the company remuneration policy remain, namely (i) the non-specific nature of the entire remuneration policy without clear disclosure on how performance will be measured, (ii) the benefit package is considered generous and allows for uncapped personal use of aircraft and potential for tax equalization benefits, and (iii) the company did not disclose the limits applied to the derogation clause and details on how the company can temporarily derogate, whereas the company has used the derogation possibility in the past leading to excessive awards.</i></p>					

Stellantis NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.b	Approve Revised Equity Incentive Plan and Grant Board Authority to Issue Shares and Exclude Preemptive Rights in Connection with Equity Incentive Plan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The equity plan is a broad-based plan but under which also the executive LTIP is executed, whereas the LTIP as part of the remuneration policy (Item 5a) does not warrant support. * It is proposed to increase the pay package through an increase in award levels of the LTI without a compelling justification whereas the total compensation package was previously not uncompetitive. * The equity plan does not clearly disclose the performance framework for the executive LTI. Under previous iterations of the equity plan, the company clearly disclosed applicable metrics for the LTI plan as part of the remuneration reports, which is not the case this year. This is however not without noting that this is a broad-based plan that includes a large group of senior managers.</i></p>					
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8	Approve Cancellation of Common Shares	Mgmt	For	For	For
9	Close Meeting	Mgmt			

The Bank of New York Mellon Corporation

Meeting Date: 04/15/2025 **Country:** USA **Ticker:** BK
Record Date: 02/19/2025 **Meeting Type:** Annual
Primary Security ID: 064058100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda Z. Cook	Mgmt	For	For	For
1b	Elect Director Joseph J. Echevarria	Mgmt	For	For	For
1c	Elect Director M. Amy Gilliland	Mgmt	For	For	For
1d	Elect Director Jeffrey A. Goldstein	Mgmt	For	For	For
1e	Elect Director K. Guru Gowrappan	Mgmt	For	For	For
1f	Elect Director Ralph Izzo	Mgmt	For	For	For
1g	Elect Director Sandie O'Connor	Mgmt	For	For	For
1h	Elect Director Elizabeth E. Robinson	Mgmt	For	For	For

The Bank of New York Mellon Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Rakefet Russak-Aminoach	Mgmt	For	For	For
1j	Elect Director Robin A. Vince	Mgmt	For	For	For
1k	Elect Director Alfred W. "Al" Zollar	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

U.S. Bancorp

Meeting Date: 04/15/2025

Country: USA

Ticker: USB

Record Date: 02/18/2025

Meeting Type: Annual

Primary Security ID: 902973304

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Warner L. Baxter	Mgmt	For	For	For
1b	Elect Director Dorothy Bridges	Mgmt	For	For	For
1c	Elect Director Elizabeth L. Buse	Mgmt	For	For	For
1d	Elect Director Andrew Cecere	Mgmt	For	For	For
1e	Elect Director Alan B. Colberg	Mgmt	For	For	For
1f	Elect Director Kimberly N. Ellison-Taylor	Mgmt	For	For	For
1g	Elect Director Aleem Gillani	Mgmt	For	For	For
1h	Elect Director Kimberly J. Harris *Withdrawn Resolution*	Mgmt			
1i	Elect Director Roland A. Hernandez	Mgmt	For	For	For
1j	Elect Director Gunjan Kedia	Mgmt	For	For	For
1k	Elect Director Richard P. McKenney	Mgmt	For	For	For
1l	Elect Director Yusuf I. Mehdi	Mgmt	For	For	For
1m	Elect Director Loretta E. Reynolds	Mgmt	For	For	For
1n	Elect Director John P. Wiehoff	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

U.S. Bancorp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against

British American Tobacco plc

Meeting Date: 04/16/2025 **Country:** United Kingdom **Ticker:** BATS
Record Date: 04/14/2025 **Meeting Type:** Annual
Primary Security ID: G1510J102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Re-elect Luc Jobin as Director	Mgmt	For	For	For
7	Re-elect Tadeu Marroco as Director	Mgmt	For	For	For
8	Re-elect Kandy Anand as Director	Mgmt	For	For	For
9	Re-elect Karen Guerra as Director	Mgmt	For	For	For
10	Re-elect Holly Keller Koeppel as Director	Mgmt	For	For	For
11	Re-elect Veronique Laury as Director	Mgmt	For	For	For
12	Re-elect Darrell Thomas as Director	Mgmt	For	For	For
13	Re-elect Serpil Timuray as Director	Mgmt	For	For	For
14	Elect Soraya Benchikh as Director	Mgmt	For	For	For
15	Elect Uta Kemmerich-Keil as Director	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Approve Performance Share Plan	Mgmt	For	For	For

British American Tobacco plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Georg Fischer AG

Meeting Date: 04/16/2025

Country: Switzerland

Ticker: GF

Record Date:

Meeting Type: Annual

Primary Security ID: H26091274

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For
1.3	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 1.35 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Reelect Peter Hackel as Director	Mgmt	For	For	For
4.2	Reelect Annika Paasikivi as Director	Mgmt	For	For	For
4.3	Reelect Stefan Raebtsamen as Director	Mgmt	For	For	For
4.4	Reelect Eveline Saupper as Director	Mgmt	For	For	For
4.5	Reelect Ayano Senaha as Director	Mgmt	For	For	For
4.6	Reelect Yves Serra as Director	Mgmt	For	For	For
4.7	Reelect Michelle Wen as Director	Mgmt	For	For	For
5.1	Reelect Yves Serra as Board Chair	Mgmt	For	For	For
5.2.1	Reappoint Annika Paasikivi as Member of the Compensation Committee	Mgmt	For	For	For
5.2.2	Reappoint Eveline Saupper as Member of the Compensation Committee	Mgmt	For	For	For

Georg Fischer AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2.3	Reappoint Michelle Wen as Member of the Compensation Committee	Mgmt	For	For	For
6	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For
7	Approve Remuneration of Executive Committee in the Amount of CHF 12.4 Million	Mgmt	For	For	For
8	Ratify KPMG AG as Auditors	Mgmt	For	For	For
9	Designate Christoph Vaucher as Independent Proxy	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Hunting Plc

Meeting Date: 04/16/2025

Country: United Kingdom

Ticker: HTG

Record Date: 04/14/2025

Meeting Type: Annual

Primary Security ID: G46648104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Cathy Krajicek as Director	Mgmt	For	For	For
5	Re-elect Margaret Amos as Director	Mgmt	For	For	For
6	Re-elect Stuart Brightman as Director	Mgmt	For	For	For
7	Re-elect Carol Chesney as Director	Mgmt	For	For	For
8	Re-elect Bruce Ferguson as Director	Mgmt	For	For	For
9	Re-elect Paula Harris as Director	Mgmt	For	For	For
10	Re-elect Jim Johnson as Director	Mgmt	For	For	For
11	Re-elect Keith Lough as Director	Mgmt	For	For	For

Hunting Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Nestle SA

Meeting Date: 04/16/2025

Country: Switzerland

Ticker: NESN

Record Date:

Meeting Type: Annual

Primary Security ID: H57312649

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 3.05 per Share	Mgmt	For	For	For
4.1.a	Reelect Paul Bulcke as Director and Board Chair	Mgmt	For	For	For
4.1.b	Reelect Pablo Isla as Director	Mgmt	For	For	For
4.1.c	Reelect Renato Fassbind as Director	Mgmt	For	For	For
4.1.d	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	For	For
4.1.e	Reelect Dick Boer as Director	Mgmt	For	For	For
4.1.f	Reelect Patrick Aebischer as Director	Mgmt	For	For	For

Nestle SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.g	Reelect Dinesh Paliwal as Director	Mgmt	For	For	For
4.1.h	Reelect Lindiwe Sibanda as Director	Mgmt	For	For	For
4.1.i	Reelect Chris Leong as Director	Mgmt	For	For	For
4.1.j	Reelect Luca Maestri as Director	Mgmt	For	For	For
4.1.k	Reelect Rainer Blair as Director	Mgmt	For	For	For
4.1.l	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	Mgmt	For	For	For
4.1.m	Reelect Geraldine Matchett as Director	Mgmt	For	For	For
4.2	Elect Laurent Freixe as Director	Mgmt	For	For	For
4.3.1	Reappoint Dick Boer as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For	For	For
4.3.3	Reappoint Pablo Isla as Member of the Compensation Committee	Mgmt	For	For	For
4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 70 Million	Mgmt	For	For	For
6	Approve CHF 4.3 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	Against	Against	Against

Beiersdorf AG

Meeting Date: 04/17/2025

Country: Germany

Ticker: BEI

Record Date: 03/26/2025

Meeting Type: Annual

Primary Security ID: D08792109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5.a	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5.b	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * A retention payment of EUR 1.5 million in the form of a "reappointment bonus" was granted to an executive in the year under review. * Discretionary adjustments were made to several components of the variable remuneration in the year under review but the rationale behind the adjustments is not disclosed. * One of the company's supervisory board committees in charge of compensation matters is entirely non-independent, and has been so long-term.</i></p>					
7	Approve Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * There are unexplained, significant increases in total maximum compensation for all executives (+33 percent) without a compelling rationale. * The derogation clause remains broadly formulated and allows for substantial discretion. * The proposed policy contains significant scope for the award of discretionary payments via "reappointment" (retention) bonuses.</i></p>					
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
9	Approve Creation of EUR 40 Million Pool of Authorized Capital I with Preemptive Rights	Mgmt	For	For	For
10	Approve Creation of EUR 25 Million Pool of Authorized Capital II with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
11	Approve Creation of EUR 25 Million Pool of Authorized Capital III with or without Exclusion of Preemptive Rights	Mgmt	For	For	For

Beiersdorf AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion; Approve Creation of EUR 30 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
13	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
14	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The company has not held a single AGM in the in-person format since prior to the pandemic, and only commits to hosting an AGM with an in-person attendance option by 2028. As such, there is a possibility that no in-person meeting will take place during the proposed authorization period. * The rationale regarding why it was considered necessary to hold a virtual-only meeting in the past three years, or why the company chose the virtual-only format again for the 2025 AGM, is not considered compelling. * The company does not elaborate on the circumstances under which virtual-only meetings would be held in the future; rather, decisions will be made on a case-by-case basis at the discretion of the board.*

BP Plc

Meeting Date: 04/17/2025

Country: United Kingdom

Ticker: BP

Record Date: 04/15/2025

Meeting Type: Annual

Primary Security ID: G12793108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Helge Lund as Director	Mgmt	For	For	For
4	Re-elect Murray Auchincloss as Director	Mgmt	For	For	For
5	Re-elect Kate Thomson as Director	Mgmt	For	For	For
6	Re-elect Dame Amanda Blanc as Director	Mgmt	For	For	For
7	Re-elect Tushar Morzaria as Director	Mgmt	For	For	For
8	Re-elect Melody Meyer as Director	Mgmt	For	For	For
9	Re-elect Pamela Daley as Director	Mgmt	For	For	For

BP Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Karen Richardson as Director	Mgmt	For	For	For
11	Re-elect Satish Pai as Director	Mgmt	For	For	For
12	Re-elect Hina Nagarajan as Director	Mgmt	For	For	For
13	Re-elect Johannes Teysen as Director	Mgmt	For	For	For
14	Elect Ian Tyler as Director	Mgmt	For	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Approve Share Award Plan	Mgmt	For	For	For
19	Approve Global Share Match	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Heineken NV

Meeting Date: 04/17/2025

Country: Netherlands

Ticker: HEIA

Record Date: 03/20/2025

Meeting Type: Annual

Primary Security ID: N39427211

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.a	Receive Report of Executive Board (Non-Voting)	Mgmt			
1.b	Approve Remuneration Report	Mgmt	For	For	For
1.c	Adopt Financial Statements	Mgmt	For	For	For

Heineken NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.d	Receive Explanation on Company's Dividend Policy	Mgmt			
1.e	Approve Dividends	Mgmt	For	For	For
1.f	Approve Discharge of Executive Board	Mgmt	For	For	For
1.g	Approve Discharge of Supervisory Board	Mgmt	For	For	For
2.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
2.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
2.c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
2.d	Authorize Cancellation of Ordinary Shares	Mgmt	For	For	For
3	Reelect H.P.J. van den Broek to Executive Board	Mgmt	For	For	For
4.a	Reelect N. Paranjpe to Supervisory Board	Mgmt	For	For	For
4.b	Elect A.A.C. de Carvalho to Supervisory Board	Mgmt	For	For	For
5.a	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
5.b	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting for the Financial Year 2025	Mgmt	For	For	For
5.c	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting for the Financial Year 2026	Mgmt	For	For	For

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 04/17/2025 **Country:** France **Ticker:** MC
Record Date: 04/15/2025 **Meeting Type:** Annual/Special
Primary Security ID: F58485115

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 13 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted as the Company failed to provide enough information with respect to the transaction with Agache, the main shareholder, making it therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests.</i></p>					
5	Ratify Appointment of Wei Sun Christianson as Director	Mgmt	For	For	For
6	Reelect Bernard Arnault as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * A Votes FOR the (re)election of this independent nominees is warranted in the absence of specific concerns (Items 5). * Votes FOR the (re)elections of these independent nominees are warranted (Items 7 and 8) but are not without concerns considering the recurring high dissents (>50% of the free float votes) on both the related party transactions for the member of audit committee to be reelected (item 8) and the executive remunerations for the member of the remuneration committee to be reelected (item 7). * A Vote FOR the (re)election of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 43.8 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 50.0 percent vs 50 percent recommended) and the absence of specific concerns (Item 9). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Bernard Arnault (Item 6) is warranted.</i></p>					
7	Reelect Sophie Chassat as Director	Mgmt	For	For	For
8	Reelect Clara Gaymard as Director	Mgmt	For	For	For
9	Reelect Hubert Védrine as Director	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted in regard of * the high level of dissent recorded at several previous AGMs and the lack of response from the company. * the limited perimeter used for the pay ratio.</i></p>					
11	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because of the limited disclosure on the level of achievement of the performance conditions of both the STI and the LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging.</i></p>					
12	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because of the limited disclosure on the level of achievement of the performance conditions of both the STI and the LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging.</i></p>					
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A Votes AGAINST this remuneration policies is warranted as: * The Company does not disclose the base salary of the CEO anymore * The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed; * Post-mandate vesting of LTI grant is not explicitly excluded; * The derogation policy of the board is deemed too broad; and * The cap on the exceptional remuneration is not disclosed.</i></p>					
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * A vote FOR the authorizations under Items 18 is warranted as its proposed volumes respect the recommended guidelines for issuances with preemptive rights. * Votes AGAINST the authorizations under Items 19-23 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Votes AGAINST the authorizations under Items 19-21 are warranted because the maximum discount goes above the recommended 10 percent guidelines. * A vote FOR the total limit proposed under Item 27 is warranted as it limits shareholder dilution.</i></p>					
20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * A vote FOR the authorizations under Items 18 is warranted as its proposed volumes respect the recommended guidelines for issuances with preemptive rights. * Votes AGAINST the authorizations under Items 19-23 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Votes AGAINST the authorizations under Items 19-21 are warranted because the maximum discount goes above the recommended 10 percent guidelines. * A vote FOR the total limit proposed under Item 27 is warranted as it limits shareholder dilution.</i></p>					
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * A vote FOR the authorizations under Items 18 is warranted as its proposed volumes respect the recommended guidelines for issuances with preemptive rights. * Votes AGAINST the authorizations under Items 19-23 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Votes AGAINST the authorizations under Items 19-21 are warranted because the maximum discount goes above the recommended 10 percent guidelines. * A vote FOR the total limit proposed under Item 27 is warranted as it limits shareholder dilution.</i></p>					

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * A vote FOR the authorizations under Items 18 is warranted as its proposed volumes respect the recommended guidelines for issuances with preemptive rights. * Votes AGAINST the authorizations under Items 19-23 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Votes AGAINST the authorizations under Items 19-21 are warranted because the maximum discount goes above the recommended 10 percent guidelines. * A vote FOR the total limit proposed under Item 27 is warranted as it limits shareholder dilution.</i></p>					
23	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * A vote FOR the authorizations under Items 18 is warranted as its proposed volumes respect the recommended guidelines for issuances with preemptive rights. * Votes AGAINST the authorizations under Items 19-23 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. * Votes AGAINST the authorizations under Items 19-21 are warranted because the maximum discount goes above the recommended 10 percent guidelines. * A vote FOR the total limit proposed under Item 27 is warranted as it limits shareholder dilution.</i></p>					
24	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * No information is available on the existence of performance conditions. * The vesting period is not disclosed. * The performance period is not disclosed.</i></p>					
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
27	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	Mgmt	For	For	For
28	Amend Articles 12 and 16 of Bylaws Re: Age Limit of Chairman of the Board and CEO	Mgmt	For	For	For
29	Amend Articles of Bylaws to Incorporate Legal Changes	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR Item 28 is warranted as the statutory amendments would relax the statutory ages for the CEO and the Chairman. A vote AGAINST Item 29 is warranted as the proposed amendment may have a negative impact on shareholders' rights.</i></p>					

Texas Instruments Incorporated

Meeting Date: 04/17/2025

Country: USA

Ticker: TXN

Record Date: 02/20/2025

Meeting Type: Annual

Primary Security ID: 882508104

Texas Instruments Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark Blinn	Mgmt	For	For	For
1b	Elect Director Todd Bluedorn	Mgmt	For	For	For
1c	Elect Director Janet Clark	Mgmt	For	For	For
1d	Elect Director Carrie Cox	Mgmt	For	For	For
1e	Elect Director Martin Craighead	Mgmt	For	For	For
1f	Elect Director Reginald DesRoches	Mgmt	For	For	For
1g	Elect Director Curtis Farmer	Mgmt	For	For	For
1h	Elect Director Jean Hobby	Mgmt	For	For	For
1i	Elect Director Haviv Ilan	Mgmt	For	For	For
1j	Elect Director Ronald Kirk	Mgmt	For	For	For
1k	Elect Director Pamela Patsley	Mgmt	For	For	For
1l	Elect Director Robert Sanchez	Mgmt	For	For	For
1m	Elect Director Richard Templeton	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold to call a special meeting would enhance shareholder ability to utilize the right, and the likelihood of its abuse is low.

VINCI SA

Meeting Date: 04/17/2025

Country: France

Ticker: DG

Record Date: 04/15/2025

Meeting Type: Annual/Special

Primary Security ID: F5879X108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.75 per Share	Mgmt	For	For	For
4	Reelect Yannick Assouad as Director	Mgmt	For	For	For
5	Elect Pierre Anjolras as Director	Mgmt	For	For	For
6	Elect Karla Bertocco Trindade as Director	Mgmt	For	For	For
7	Elect Maria Victoria Zingoni as Director	Mgmt	For	For	For
8	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
9	Elect Ernst & Young Audit as Auditor	Mgmt	For	For	For
10	Appoint Ernst & Young Audit as Auditor for Sustainability Reporting	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Remuneration Policy of Xavier Huillard, Chairman and CEO for the Period between January 1, 2025 and the Dissociation of his Functions	Mgmt	For	For	For
14	Approve Remuneration Policy of CEO from the Date of his Appointment	Mgmt	For	For	For
15	Approve Remuneration Policy of Chairman of the Board as from the Dissociation of Functions	Mgmt	For	For	For
16	Approve Compensation Report	Mgmt	For	For	For
17	Approve Compensation of Xavier Huillard, Chairman and CEO	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
19	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 300 Million	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	For	For
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 150 Million	Mgmt	For	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20, 21, and 22	Mgmt	For	For	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
27	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees with Performance Conditions Attached	Mgmt	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Broadcom Inc.

Meeting Date: 04/21/2025 **Country:** USA **Ticker:** AVGO
Record Date: 02/21/2025 **Meeting Type:** Annual
Primary Security ID: 11135F101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Diane M. Bryant	Mgmt	For	For	For

Broadcom Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Gayla J. Delly	Mgmt	For	For	For
1c	Elect Director Kenneth Y. Hao	Mgmt	For	For	For
1d	Elect Director Eddy W. Hartenstein	Mgmt	For	For	For
1e	Elect Director Check Kian Low	Mgmt	For	For	For
1f	Elect Director Justine F. Page	Mgmt	For	For	For
1g	Elect Director Henry Samueli	Mgmt	For	For	For
1h	Elect Director Hock E. Tan	Mgmt	For	For	For
1i	Elect Director Harry L. You	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Adobe Inc.

Meeting Date: 04/22/2025

Country: USA

Ticker: ADBE

Record Date: 02/21/2025

Meeting Type: Annual

Primary Security ID: 00724F101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cristiano Amon	Mgmt	For	For	For
1b	Elect Director Amy Banse	Mgmt	For	For	For
1c	Elect Director Melanie Boulden	Mgmt	For	For	For
1d	Elect Director Frank Calderoni	Mgmt	For	For	For
1e	Elect Director Laura Desmond	Mgmt	For	For	For
1f	Elect Director Shantanu Narayan	Mgmt	For	For	For
1g	Elect Director Spencer Neumann	Mgmt	For	For	For
1h	Elect Director Kathleen Oberg	Mgmt	For	For	For
1i	Elect Director Dheeraj Pandey	Mgmt	For	For	For
1j	Elect Director David Ricks	Mgmt	For	For	For
1k	Elect Director Daniel Rosensweig	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Adobe Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Submit Severance Agreement to Shareholder Vote	SH	Against	For	For

Voting Policy Rationale: A vote FOR the proposal is warranted. While current severance arrangements are reasonable, the company does not disclose a policy prohibiting additional cash severance payments beyond a certain level or a mechanism that would require shareholder approval in order for excessive cash severance to be payable. The requested policy would ensure such shareholder protections.

Bank of America Corporation

Meeting Date: 04/22/2025 **Country:** USA **Ticker:** BAC
Record Date: 03/03/2025 **Meeting Type:** Annual
Primary Security ID: 060505104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon L. Allen	Mgmt	For	For	For
1b	Elect Director Jose (Joe) E. Almeida	Mgmt	For	For	For
1c	Elect Director Pierre J.P. de Weck	Mgmt	For	For	For
1d	Elect Director Arnold W. Donald	Mgmt	For	For	For
1e	Elect Director Linda P. Hudson	Mgmt	For	For	For
1f	Elect Director Monica C. Lozano	Mgmt	For	For	For
1g	Elect Director Maria N. Martinez	Mgmt	For	For	For
1h	Elect Director Brian T. Moynihan	Mgmt	For	For	For
1i	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
1j	Elect Director Denise L. Ramos	Mgmt	For	For	For
1k	Elect Director Clayton S. Rose	Mgmt	For	For	For
1l	Elect Director Michael D. White	Mgmt	For	For	For
1m	Elect Director Thomas D. Woods	Mgmt	For	For	For
1n	Elect Director Maria T. Zuber	Mgmt	For	For	For

Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The increase in CEO performance year pay appears directionally aligned with company performance. Additionally, long-term equity awards are majority performance-conditioned, and vest based on clearly disclosed multi-year goals with no upside potential. However, there are significant concerns regarding the structure and lack of key disclosures under the short-term incentive determination process. Although the process is guided by performance scorecards and various other performance considerations, award determinations are ultimately discretionary, and the committee's discretionary determinations contributed to a quantitative pay-for-performance misalignment for the year in review. Further, the proxy lacks related key disclosures, such as target and maximum pay opportunities, metric/category weightings, and quantified, preset threshold, target, and maximum goals.</i></p>					
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): * The plan cost is excessive * The three-year average burn rate is excessive * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) * The plan permits liberal recycling of shares * The plan allows broad discretion to accelerate vesting</i></p>					
5	Require More Director Nominations Than Open Seats	SH	Against	Against	Against
6	Report on Board Oversight of Material Risks Related to Animal Welfare	SH	Against	Against	Against
7	Report on Climate Lobbying	SH	Against	Against	Against
8	Report on Clean Energy Supply Financing Ratio	SH	Against	Against	Against

Charter Communications, Inc.

Meeting Date: 04/22/2025

Country: USA

Ticker: CHTR

Record Date: 02/21/2025

Meeting Type: Annual

Primary Security ID: 16119P108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eric L. Zinterhofer	Mgmt	For	For	For
1b	Elect Director W. Lance Conn	Mgmt	For	For	For
1c	Elect Director Kim C. Goodman	Mgmt	For	For	For
1d	Elect Director John D. Markley, Jr.	Mgmt	For	For	For
1e	Elect Director David C. Merritt	Mgmt	For	For	For
1f	Elect Director Steven A. Miron	Mgmt	For	For	For
1g	Elect Director Balan Nair	Mgmt	For	For	For

Charter Communications, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Michael A. Newhouse	Mgmt	For	For	For
1i	Elect Director Martin E. Patterson	Mgmt	For	For	For
1j	Elect Director Mauricio Ramos	Mgmt	For	For	For
1k	Elect Director Carolyn J. Slaski	Mgmt	For	For	For
1l	Elect Director J. David Wargo	Mgmt	For	For	For
1m	Elect Director Christopher L. Winfrey	Mgmt	For	For	For
2	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Report on Political Contributions	SH	Against	For	For

Voting Policy Rationale: A vote FOR this resolution is warranted. Additional disclosure would allow shareholders to more comprehensively evaluate the company's use of corporate funds in the political process and its management of related activities.

CTP NV

Meeting Date: 04/22/2025

Country: Netherlands

Ticker: CTPNV

Record Date: 03/25/2025

Meeting Type: Annual

Primary Security ID: N2368S105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Board Report (Non-Voting)	Mgmt			
2b	Approve Remuneration Report	Mgmt	For	For	For
2c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2d	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2e	Approve Final Dividend	Mgmt	For	For	For
3a	Approve Discharge of Executive Directors	Mgmt	For	For	For
3b	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
4	Reelect Richard Wilkinson as Executive Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5a	Amend Base Salary of an Executive Director	Mgmt	For	For	For
5b	Amend Compensation of the Senior Independent Director	Mgmt	For	For	For
6ai	Reappoint KPMG Accountants N.V. as Auditors for the Financial Year 2025	Mgmt	For	For	For
6aii	Appoint PricewaterhouseCoopers Accountants N.V. as Auditors for the Financial Year 2026, 2027 and 2028	Mgmt	For	For	For
6bi	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting for the Financial Year 2025	Mgmt	For	For	For
6bii	Appoint PricewaterhouseCoopers Accountants N.V as Auditor for Sustainability Reporting for the Financial Year 2026, 2027 and 2028	Mgmt	For	For	For
7a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital for General Purposes and Additional 10 Percent of Issued Capital in Case of Mergers, Acquisitions, or Strategic Alliances	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST these proposals is warranted because it is not in line with commonly used safeguards regarding volume (i.e. the management board would be able to issue share up to 20.00 percent of the issued share capital).</i></p>					
7b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST these proposals is warranted because it is not in line with commonly used safeguards regarding volume (i.e. the management board would be able to issue share up to 20.00 percent of the issued share capital).</i></p>					
7c	Grant Board Authority to Issue Shares or Grant Rights to Subscribe for Shares Pursuant to an Interim Scrip Dividend	Mgmt	For	For	For
7d	Authorize Board to Exclude Preemptive Rights from Share Issuances in Relation to an Interim Scrip Dividend	Mgmt	For	For	For
7e	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8	Close Meeting	Mgmt			

Meeting Date: 04/22/2025

Country: Netherlands

Ticker: INGA

Record Date: 03/25/2025

Meeting Type: Annual

Primary Security ID: N4578E595

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2A	Receive Report of Executive Board (Non-Voting)	Mgmt			
2B	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
2C	Approve Remuneration Report	Mgmt	For	For	For
2D	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3A	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3B	Approve Dividends	Mgmt	For	For	For
4A	Approve Discharge of Executive Board	Mgmt	For	For	For
4B	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Appoint Deloitte Accountants B.V. as Assurance Provider for Sustainability Reporting	Mgmt	For	For	For
6A	Reelect Steven van Rijswijk to Executive Board	Mgmt	For	For	For
6B	Reelect Ljiljana Cortan to Executive Board	Mgmt	For	For	For
7A	Reelect Margarete Haase to Supervisory Board	Mgmt	For	For	For
7B	Reelect Lodewijk Hijmans van den Bergh to Supervisory Board	Mgmt	For	For	For
7C	Elect Petri Hofste to Supervisory Board	Mgmt	For	For	For
7D	Elect Stuart Graham to Supervisory Board	Mgmt	For	For	For
8A	Grant Board Authority to Issue Shares	Mgmt	For	For	For
8B	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Shares	Mgmt	For	For	For

ING Groep NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	Mgmt	For	For	For

ASML Holding NV

Meeting Date: 04/23/2025 **Country:** Netherlands **Ticker:** ASML
Record Date: 03/26/2025 **Meeting Type:** Annual
Primary Security ID: N07059202

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Discuss the Company's Business, Financial Situation and ESG Sustainability	Mgmt			
3a	Approve Remuneration Report	Mgmt	For	For	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3d	Approve Dividends	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Approve Number of Shares for Management Board	Mgmt	For	For	For
6	Amend Remuneration Policy of Executive Board	Mgmt	For	For	For
7	Amend Remuneration of Supervisory Board	Mgmt	For	For	For
8a	Reelect B.M. Conix to Supervisory Board	Mgmt	For	For	For
8b	Elect C.E.G. van Gennip to Supervisory Board	Mgmt	For	For	For
8c	Discuss Composition of the Supervisory Board	Mgmt			
9a	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
9b	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	For
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
12	Authorize Cancellation of Ordinary Shares	Mgmt	For	For	For
13	Other Business (Non-Voting)	Mgmt			
14	Close Meeting	Mgmt			

Assa Abloy AB

Meeting Date: 04/23/2025 **Country:** Sweden **Ticker:** ASSA.B
Record Date: 04/11/2025 **Meeting Type:** Annual
Primary Security ID: W0817X204

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	Do Not Vote
3	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
7	Receive President's Report	Mgmt			
8.a	Receive Financial Statements and Statutory Reports	Mgmt			
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
8.c	Receive Board's Report	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote

Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.b	Approve Allocation of Income and Dividends of SEK 5.90 Per Share	Mgmt	For	For	Do Not Vote
9.c	Approve Discharge of Board and President	Mgmt	For	For	Do Not Vote
10	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote
11.a	Approve Remuneration of Directors in the Amount of SEK 3.5 Million for Chair, SEK 1.3 Million for Vice Chair and SEK 1.05 Million for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
11.b	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
12	Reelect Johan Hjertonsson (Chair), Carl Douglas (Vice Chair), Erik Ekudden, Sofia Schorling Hogberg, Lena Olving, Victoria Van Camp and Susanne Pahlen Aklundh as Directors	Mgmt	For	Against	Do Not Vote
13	Ratify Ernst & Young as Auditors	Mgmt	For	For	Do Not Vote
14	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
15	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote
16	Approve Performance Share Matching Plan LTI 2025 for Senior Executives and Key Employees	Mgmt	For	Against	Do Not Vote
17	Close Meeting	Mgmt			

Assicurazioni Generali SpA

Meeting Date: 04/23/2025

Country: Italy

Ticker: G

Record Date: 04/10/2025

Meeting Type: Annual/Special

Primary Security ID: T05040109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			

Assicurazioni Generali SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
2a	Fix Number of Directors	Mgmt	For	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
2b.1	Slate 1 Submitted by Mediobanca	SH	None	For	For
2b.2	Slate 2 Submitted by VM 2006 Srl	SH	None	Against	Against
2b.3	Slate 3 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
	Approve Remuneration of Directors - Choose One of the Following Proposals	Mgmt			
2c.1	Approve Fees Proposed by the Board of Directors	Mgmt	For	For	For
2c.2	Approve Fees Proposed by VM 2006 Srl	SH	None	Against	Against
	Shareholder Proposal Submitted by VM 2006 Srl	Mgmt			
3a	Appoint Annalisa Firmani as Alternate Internal Statutory Auditor	SH	None	For	For
	Management Proposals	Mgmt			
4a	Approve Remuneration Policy	Mgmt	For	For	For
4b	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
<i>Voting Policy Rationale: This item warrants a vote AGAINST because of the excessive realized pay of the CEO in 2024.</i>					
5a	Approve Group Long Term Incentive Plan	Mgmt	For	For	For
5b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	Mgmt	For	For	For
6a	Authorize Share Repurchase Program	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
6b	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	Mgmt	For	For	For
7a	Amend Company Bylaws Re: Article 9.1	Mgmt	For	For	For

Meeting Date: 04/23/2025

Country: United Kingdom

Ticker: BNZL

Record Date: 04/17/2025

Meeting Type: Annual

Primary Security ID: G16968110

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Peter Ventress as Director	Mgmt	For	For	For
4	Re-elect Frank van Zanten as Director	Mgmt	For	For	For
5	Re-elect Richard Howes as Director	Mgmt	For	For	For
6	Re-elect Stephan Nanninga as Director	Mgmt	For	For	For
7	Re-elect Vin Murria as Director	Mgmt	For	For	For
8	Re-elect Pam Kirby as Director	Mgmt	For	For	For
9	Re-elect Jacky Simmonds as Director	Mgmt	For	For	For
10	Elect Daniela Soares as Director	Mgmt	For	For	For
11	Elect Julia Wilson as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Croda International Plc

Meeting Date: 04/23/2025

Country: United Kingdom

Ticker: CRDA

Record Date: 04/17/2025

Meeting Type: Annual

Primary Security ID: G25536155

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Ian Bull as Director	Mgmt	For	For	For
5	Elect Stephen Oxley as Director	Mgmt	For	For	For
6	Re-elect Roberto Cirillo as Director	Mgmt	For	For	For
7	Re-elect Chris Good as Director	Mgmt	For	For	For
8	Re-elect Danuta Gray as Director	Mgmt	For	For	For
9	Re-elect Jacqui Ferguson as Director	Mgmt	For	For	For
10	Re-elect Steve Foots as Director	Mgmt	For	For	For
11	Re-elect Julie Kim as Director	Mgmt	For	For	For
12	Re-elect Keith Layden as Director	Mgmt	For	For	For
13	Re-elect Nawal Ouzren as Director	Mgmt	For	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 04/23/2025

Country: United Kingdom

Ticker: NWG

Record Date: 04/17/2025

Meeting Type: Annual

Primary Security ID: G6422B147

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Rick Haythornthwaite as Director	Mgmt	For	For	For
6	Re-elect Paul Thwaite as Director	Mgmt	For	For	For
7	Re-elect Katie Murray as Director	Mgmt	For	For	For
8	Re-elect Frank Dangeard as Director	Mgmt	For	Abstain	Abstain
<p><i>Voting Policy Rationale: An ABSTAIN vote regarding the re-election of Frank Dangeard is considered warranted: * He will step down at the upcoming AGM, as per the Company's recent announcement post-publication of the Notice of Meeting. A vote FOR this resolution is warranted for those shareholders in markets which have a fiduciary responsibility to vote either for or against and who do not recognise abstention as a valid option.</i></p>					
9	Re-elect Roisin Donnelly as Director	Mgmt	For	For	For
10	Re-elect Patrick Flynn as Director	Mgmt	For	For	For
11	Elect Geeta Gopalan as Director	Mgmt	For	For	For
12	Re-elect Yasmin Jetha as Director	Mgmt	For	For	For
13	Re-elect Stuart Lewis as Director	Mgmt	For	For	For
14	Elect Gill Whitehead as Director	Mgmt	For	For	For
15	Re-elect Lena Wilson as Director	Mgmt	For	For	For
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
17	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

NatWest Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorise Issue of Equity in Connection with Equity Convertible Notes	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
24	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise Off-Market Purchase of Ordinary Shares from HM Treasury	Mgmt	For	For	For
27	Authorise Off-Market Purchase of Preference Shares	Mgmt	For	For	For

Sampo Oyj

Meeting Date: 04/23/2025

Country: Finland

Ticker: SAMPO

Record Date: 04/09/2025

Meeting Type: Annual

Primary Security ID: X75653232

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Finnish Shares	Mgmt			
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.34 Per Share	Mgmt	For	For	For

Sampo Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 243,000 for Chair, EUR 140,000 for Vice Chair and EUR 108,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Eight	Mgmt	For	For	For
13	Reelect Christian Clausen, Steve Langan, Risto Murto, Antti Makinen, Markus Rauramo, Astrid Stange and Annica Witschard as Directors; Elect Sara Mella as New Director	Mgmt	For	For	For
14	Approve Remuneration of Auditor; Approve Remuneration of Auditor for the Sustainability Reporting	Mgmt	For	For	For
15	Ratify Deloitte as Auditor; Appoint Deloitte as Auditor for Sustainability Reporting	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Close Meeting	Mgmt			

Sulzer AG

Meeting Date: 04/23/2025

Country: Switzerland

Ticker: SUN

Record Date:

Meeting Type: Annual

Primary Security ID: H83580284

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Information on individual STI metrics remains vague and overall ex post disclosure is insufficient to understand the evolution of payouts versus company performance. * The level of disclosure makes it impossible to assess whether the increased STI cap is counterbalanced by stretched financial performance targets.</i></p>					
2	Approve Non-Financial Report	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of CHF 4.25 per Share	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 17.5 Million	Mgmt	For	For	For
6.1	Reelect Suzanne Thoma as Director and Board Chair	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Board elections (Items 6.1 – 6.2.6) A vote AGAINST Suzanne Thoma is warranted because the combination of the CEO and board chair roles under a single "executive chair" is a breach of market best practice. A vote AGAINST the incumbent nomination committee chair, Per Utnegaard, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 7.1 – 7.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i></p>					
6.2.1	Reelect Alexey Moskov as Director	Mgmt	For	For	For
6.2.2	Reelect David Metzger as Director	Mgmt	For	For	For
6.2.3	Reelect Markus Kammüller as Director	Mgmt	For	For	For
6.2.4	Reelect Prisca Havranek-Kosicek as Director	Mgmt	For	For	For
6.2.5	Reelect Hariolf Kottmann as Director	Mgmt	For	For	For
6.2.6	Reelect Per Utnegaard as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Board elections (Items 6.1 – 6.2.6) A vote AGAINST Suzanne Thoma is warranted because the combination of the CEO and board chair roles under a single "executive chair" is a breach of market best practice. A vote AGAINST the incumbent nomination committee chair, Per Utnegaard, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Compensation committee elections (Items 7.1 – 7.3) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i></p>					
7.1	Reappoint Alexey Moskov as Member of the Compensation Committee	Mgmt	For	For	For
7.2	Reappoint Markus Kammüller as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Reappoint Hariolf Kottman as Member of the Compensation Committee	Mgmt	For	For	For
8	Ratify KPMG AG as Auditors	Mgmt	For	For	For
9	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For

Sulzer AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

The PNC Financial Services Group, Inc.

Meeting Date: 04/23/2025 **Country:** USA **Ticker:** PNC
Record Date: 01/31/2025 **Meeting Type:** Annual
Primary Security ID: 693475105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joseph Alvarado	Mgmt	For	For	For
1b	Elect Director Debra A. Cafaro	Mgmt	For	For	For
1c	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	For	For
1d	Elect Director Douglas A. Dachtler	Mgmt	For	For	For
1e	Elect Director William S. Demchak	Mgmt	For	For	For
1f	Elect Director Andrew T. Feldstein	Mgmt	For	For	For
1g	Elect Director Richard J. Harshman	Mgmt	For	For	For
1h	Elect Director Daniel R. Hesse	Mgmt	For	For	For
1i	Elect Director Renu Khator	Mgmt	For	For	For
1j	Elect Director Linda R. Medler	Mgmt	For	For	For
1k	Elect Director Robert A. Niblock	Mgmt	For	For	For
1l	Elect Director Martin Pfinsgraff	Mgmt	For	For	For
1m	Elect Director Bryan S. Salesky	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Meeting Date: 04/24/2025

Country: France

Ticker: CS

Record Date: 04/22/2025

Meeting Type: Annual/Special

Primary Security ID: F06106102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.15 per Share	Mgmt	For	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
5	Approve Compensation of Antoine Gosset-Grainville, Chairman of the Board	Mgmt	For	For	For
6	Approve Compensation of Thomas Buberl, CEO	Mgmt	For	For	For
7	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
8	Approve Remuneration Policy of CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
11	Reelect Guillaume Faury as Director	Mgmt	For	For	For
12	Reelect Ramon Fernandez as Director	Mgmt	For	For	For
13	Ratify Appointment of Ewout Steenbergen as Director	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 2 Billion	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 500 Million	Mgmt	For	For	For
20	Authorize Capital Increase of Up to EUR 500 Million for Future Exchange Offers	Mgmt	For	For	For
21	Authorize Capital Increase of up to EUR 500 Million for Contributions in Kind	Mgmt	For	For	For
22	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 500 Million	Mgmt	For	For	For
23	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities with Preemptive Rights for Up to EUR 2 Billion	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
26	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt	For	For	For
27	Authorize up to 0.40 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Pension Contribution	Mgmt	For	For	For
28	Amend Articles 11, 12, 14, 15, and 23 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For

AXA SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
29	Amend Article 14 of Bylaws Re: Written Consultation	Mgmt	For	For	For

Coventry Building Society

Meeting Date: 04/24/2025 **Country:** United Kingdom **Ticker:** CVBP
Record Date: 04/21/2025 **Meeting Type:** Annual
Primary Security ID: G2479PHJ7

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Refer	
2	Approve Remuneration Policy	Mgmt	For	Refer	
3	Approve Remuneration Report	Mgmt	For	Refer	
4	Reappoint PricewaterhouseCoopers UK as Auditors	Mgmt	For	Refer	
5	Elect Iain Plunkett as Director	Mgmt	For	Refer	
6	Re-elect Iraj Amiri as Director	Mgmt	For	Refer	
7	Re-elect Stephen Hughes as Director	Mgmt	For	Refer	
8	Re-elect Joanne Kenrick as Director	Mgmt	For	Refer	
9	Re-elect Shamira Mohammed as Director	Mgmt	For	Refer	
10	Re-elect Brendan O'Connor as Director	Mgmt	For	Refer	
11	Re-elect Lee Raybould as Director	Mgmt	For	Refer	
12	Re-elect Martin Stewart as Director	Mgmt	For	Refer	
13	Re-elect David Thorburn as Director	Mgmt	For	Refer	

Danone SA

Meeting Date: 04/24/2025 **Country:** France **Ticker:** BN
Record Date: 04/22/2025 **Meeting Type:** Annual/Special
Primary Security ID: F12033134

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.15 per Share	Mgmt	For	For	For
4	Reelect Antoine de Saint-Affrique as Director	Mgmt	For	For	For
5	Reelect Geraldine Picaud as Director	Mgmt	For	For	For
6	Reelect Susan Roberts as Director	Mgmt	For	For	For
7	Reelect Patrice Louvet as Director	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Antoine de Saint-Affrique, CEO	Mgmt	For	For	For
10	Approve Compensation of Gilles Schnepf, Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 51 Million	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 17 Million	Mgmt	For	For	For

Danone SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16	Mgmt	For	For	For
18	Authorize Capital Increase of Up to EUR 17 Million for Future Exchange Offers	Mgmt	For	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
20	Authorize Capitalization of Reserves of Up to EUR 43 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
23	Authorize up to 0.5 Percent Per Year of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	For	For
24	Authorize up to 0.2 Percent Per Year of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
26	Amend Article 18 of Bylaws Re: Board Deliberations	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Domino's Pizza Group Plc

Meeting Date: 04/24/2025 **Country:** United Kingdom **Ticker:** DOM
Record Date: 04/22/2025 **Meeting Type:** Annual
Primary Security ID: G28113101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Domino's Pizza Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Ian Bull as Director	Mgmt	For	For	For
6	Re-elect Andrew Rennie as Director	Mgmt	For	For	For
7	Re-elect Edward Jamieson as Director	Mgmt	For	For	For
8	Re-elect Natalia Barseguyan as Director	Mgmt	For	For	For
9	Re-elect Tracy Corrigan as Director	Mgmt	For	For	For
10	Re-elect Lynn Fordham as Director	Mgmt	For	For	For
11	Re-elect Elias Diaz Sese as Director	Mgmt	For	For	For
12	Elect Mitesh Patel as Director	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Approve All-Employee Share Plan	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Adopt New Articles of Association	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

ENGIE SA

Meeting Date: 04/24/2025

Country: France

Ticker: ENGI

Record Date: 04/22/2025

Meeting Type: Annual/Special

Primary Security ID: F7629A107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.48 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Reelect Catherine MacGregor as Director	Mgmt	For	For	For
A	Elect Stefano Bassi as Representative of Employee Shareholders to the Board	Mgmt	Abstain	Against	Against
<p><i>Voting Policy Rationale: * A vote FOR the (re)election of the CEO is warranted as it does not raise specific concerns (Item 6). * A vote FOR item 7 is warranted considering the board's support for the candidate. Therefore, vote AGAINST item A is warranted.</i></p>					
7	Elect Gildas Gouvaze as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Jean-Pierre Clamadieu, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Catherine MacGregor, CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	For	For
14	Approve Company's Climate Transition Plan	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
17	Amend Article 13 of Bylaws Re: Election of Representatives of Employee to the Board	Mgmt	For	For	For
18	Amend Articles 13, 14, 17, 27 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Eurofins Scientific SE

Meeting Date: 04/24/2025 **Country:** Luxembourg **Ticker:** ERF
Record Date: 04/10/2025 **Meeting Type:** Annual/Special
Primary Security ID: L31839134

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive and Approve Board's Reports	Mgmt	For	For	For
2	Receive and Approve Director's Special Report Re: Operations Carried Out Under the Authorized Capital Established	Mgmt	For	For	For
3	Receive and Approve Auditor's Reports	Mgmt	For	For	For
4	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Financial Statements	Mgmt	For	For	For
6	Approve Allocation of Income	Mgmt	For	For	For
7	Approve Discharge of Directors	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the discharge of directors is warranted because Gilles Martin and Yves-Loic Martin are founding family members of the company and the beneficiary of the unequal vote structure via the beneficiary units owned by Martin family holding. Since the discharge resolution is currently bundled, it does not allow shareholders to target individuals primarily responsible for, or benefiting from, the unequal vote structure.</i></p>					
8	Approve Discharge of Auditors	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted, because: * Continuation of the non-performance based LTI awards for stock options (50 percent of LTI) * The TSR performance measurement allows for vesting for below median performance. * The company has not responded to significant minority shareholder dissent on previous policy vote.*

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration Report	Mgmt	For	Against	Against
	<p><i>Voting Policy Rationale: A vote AGAINST is warranted because * The proposed remuneration is below par in relation to market standards, particularly with regard to disclosure of the performance achievement of non-financial metrics for the STI award, which does not allow shareholders to assess the stringency of the total STI payout. * 50 percent of the LTI award is not performance based (stock options); * However, achievement information and actually number of vested awards to individual executives is not provided and does not allow to fully understand the 2024 realized pay package. * Despite improvements in the reporting, the lack of responsiveness remains a cause for concern.</i></p>				
11	Reelect Erica Monfardini as Non-Executive Director	Mgmt	For	For	For
12	Reelect Ivo Rauh Non-Executive as Director	Mgmt	For	For	For
13	Elect Gavin Hill as Non-Executive Director	Mgmt	For	For	For
14	Renewal Appointment of Deloitte Audit or Appointment of a New Approved Statutory Auditor	Mgmt	For	For	For
15	Approve Attendance Fees of Directors	Mgmt	For	For	For
16	Approve Transactions of the Share Capital Carried out by the Board of Directors in Accordance with the Buy-Back Program	Mgmt	For	For	For
17	Approve Share Repurchase Program	Mgmt	For	For	For
18	Approve Purchase of Certain Real Estate Properties or Companies Currently Owned, Directly or Indirectly, by Analytical Bioventures SCA, and Leased to the Company and Its Subsidiaries as Related Party Transactions	Mgmt	For	For	For
19	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
	Extraordinary Meeting Agenda	Mgmt			
1	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
2	Amend Article 21 Re: Automatic Adjustment Mechanism in Relation to the Voting Rights Associated with the Profit Shares	Mgmt	For	For	For
3	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Fastenal Company

Meeting Date: 04/24/2025

Country: USA

Ticker: FAST

Record Date: 02/24/2025

Meeting Type: Annual

Primary Security ID: 311900104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott A. Satterlee	Mgmt	For	For	For
1b	Elect Director Michael J. Ancius	Mgmt	For	For	For
1c	Elect Director Stephen L. Eastman	Mgmt	For	For	For
1d	Elect Director Brady D. Ericson	Mgmt	For	For	For
1e	Elect Director Daniel L. Florness	Mgmt	For	For	For
1f	Elect Director Rita J. Heise	Mgmt	For	For	For
1g	Elect Director Hsenghung Sam Hsu	Mgmt	For	For	For
1h	Elect Director Daniel L. Johnson	Mgmt	For	For	For
1i	Elect Director Sarah N. Nielsen	Mgmt	For	For	For
1j	Elect Director Irene A. Quarshie	Mgmt	For	For	For
1k	Elect Director Reyne K. Wisecup	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Fugro NV

Meeting Date: 04/24/2025

Country: Netherlands

Ticker: FUR

Record Date: 03/27/2025

Meeting Type: Annual

Primary Security ID: N3385Q312

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Report of Management Board (Non-Voting)	Mgmt			
3a	Receive Report of Supervisory Board (Non-Voting)	Mgmt			

Fugro NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3b	Approve Remuneration Report	Mgmt	For	For	For
4	Adopt Financial Statements	Mgmt	For	For	For
5	Approve Dividends	Mgmt	For	For	For
6	Approve Cancellation of Shares Acquired under the Q4 2024 SBB	Mgmt	For	For	For
7a	Approve Discharge of Management Board	Mgmt	For	For	For
7b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
8	Reelect Barbara Geelen to Management Board	Mgmt	For	For	For
9a	Reelect Marc J.C. de Jong to Supervisory Board	Mgmt	For	For	For
9b	Elect Tuula Rytla to Supervisory Board	Mgmt	For	For	For
10a	Ratify Deloitte as Auditors	Mgmt	For	For	For
10b	Appoint Deloitte as Auditor for Sustainability Reporting	Mgmt	For	For	For
11a	Grant Board Authority to Issue Shares	Mgmt	For	For	For
11b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
12	Authorize Repurchase of Shares	Mgmt	For	For	For
13	Approve Cancellation of Ordinary Shares in Connection with the Repurchase Authorisation of Agenda Item 12	Mgmt	For	For	For
14	Other Business (Non-Voting)	Mgmt			
15	Close Meeting	Mgmt			

Johnson & Johnson

Meeting Date: 04/24/2025

Country: USA

Ticker: JNJ

Record Date: 02/25/2025

Meeting Type: Annual

Primary Security ID: 478160104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	For	For	For
1b	Elect Director Mary C. Beckerle	Mgmt	For	For	For

Johnson & Johnson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Jennifer A. Doudna	Mgmt	For	For	For
1d	Elect Director Joaquin Duato	Mgmt	For	For	For
1e	Elect Director Marillyn A. Hewson	Mgmt	For	For	For
1f	Elect Director Paula A. Johnson	Mgmt	For	For	For
1g	Elect Director Hubert Joly	Mgmt	For	For	For
1h	Elect Director Mark B. McClellan	Mgmt	For	For	For
1i	Elect Director Mark A. Weinberger	Mgmt	For	For	For
1j	Elect Director Nadja Y. West	Mgmt	For	For	For
1k	Elect Director Eugene A. Woods	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against
5	Oversee and Report Human Rights Impact Assessment	SH	Against	Against	Against

Kering SA

Meeting Date: 04/24/2025

Country: France

Ticker: KER

Record Date: 04/22/2025

Meeting Type: Annual/Special

Primary Security ID: F5433L103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 6 per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Reelect François-Henri Pinault as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Francois-Henri Pinault (Item 4) is warranted. * A vote AGAINST the reelection of Heloise Temple-Boyer is warranted since she is the representative of a shareholder that benefits from the company's distortive voting structure (Item 5). * A vote FOR the reelection of non-independent nominee Baudouin Prot is warranted given the satisfactory level of board independence (including all board members: 53.8 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 6).</i></p>					
5	Reelect Financière Pinault as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Francois-Henri Pinault (Item 4) is warranted. * A vote AGAINST the reelection of Heloise Temple-Boyer is warranted since she is the representative of a shareholder that benefits from the company's distortive voting structure (Item 5). * A vote FOR the reelection of non-independent nominee Baudouin Prot is warranted given the satisfactory level of board independence (including all board members: 53.8 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 63.6 percent vs 50 percent recommended) and the absence of specific concerns (Item 6).</i></p>					
6	Reelect Baudouin Prot as Director	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of François-Henri Pinault, Chairman and CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Executive Corporate Officer	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
12	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	For	For
14	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	For

Kering SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors, up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 13, 15, and 16	Mgmt	For	For	For
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
21	Amend Article 13 of Bylaws Re: Board Deliberations	Mgmt	For	For	For
	Ordinary Business	Mgmt			
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Pfizer Inc.

Meeting Date: 04/24/2025

Country: USA

Ticker: PFE

Record Date: 02/26/2025

Meeting Type: Annual

Primary Security ID: 717081103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald E. Blaylock	Mgmt	For	For	For
1.2	Elect Director Albert Bourla	Mgmt	For	For	For
1.3	Elect Director Mortimer J. Buckley	Mgmt	For	For	For
1.4	Elect Director Susan Desmond-Hellmann	Mgmt	For	For	For
1.5	Elect Director Joseph J. Echevarria	Mgmt	For	For	For

Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Scott Gottlieb	Mgmt	For	For	For
1.7	Elect Director Susan Hockfield	Mgmt	For	For	For
1.8	Elect Director Dan R. Littman	Mgmt	For	For	For
1.9	Elect Director Shantanu Narayen	Mgmt	For	For	For
1.10	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
1.11	Elect Director James Quincey	Mgmt	For	For	For
1.12	Elect Director James C. Smith	Mgmt	For	For	For
1.13	Elect Director Cyrus Taraporevala	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although the company's annual and long-term incentive programs were sufficiently tied to objective performance criteria, the compensation committee modified certain in-cycle LTI awards to provide additional opportunity to earn the awards despite the fact that those awards would likely otherwise not have been earned under their original schedules. In addition, concern is raised regarding the repeated lowering of annual incentive targets that are then achieved above target, as well as failure to disclose the forward-looking target for the FY24 LTI performance award.</i></p>					
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against

RELX Plc

Meeting Date: 04/24/2025 **Country:** United Kingdom **Ticker:** REL
Record Date: 04/22/2025 **Meeting Type:** Annual
Primary Security ID: G7493L105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For

RELX Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Elect Andy Halford as Director	Mgmt	For	For	For
7	Re-elect Paul Walker as Director	Mgmt	For	For	For
8	Re-elect Erik Engstrom as Director	Mgmt	For	For	For
9	Re-elect Nick Luff as Director	Mgmt	For	For	For
10	Re-elect Alistair Cox as Director	Mgmt	For	For	For
11	Re-elect June Felix as Director	Mgmt	For	For	For
12	Re-elect Charlotte Hogg as Director	Mgmt	For	For	For
13	Re-elect Andrew Sukawaty as Director	Mgmt	For	For	For
14	Re-elect Bianca Tetteroo as Director	Mgmt	For	For	For
15	Re-elect Suzanne Wood as Director	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

The Boeing Company

Meeting Date: 04/24/2025

Country: USA

Ticker: BA

Record Date: 02/24/2025

Meeting Type: Annual

Primary Security ID: 097023105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert A. Bradway	Mgmt	For	For	For
1b	Elect Director Mortimer J. "Tim" Buckley	Mgmt	For	For	For
1c	Elect Director Lynne M. Doughtie	Mgmt	For	For	For
1d	Elect Director David L. Gitlin	Mgmt	For	For	For

The Boeing Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Lynn J. Good	Mgmt	For	For	For
1f	Elect Director Stayce D. Harris	Mgmt	For	For	For
1g	Elect Director Akhil Johri	Mgmt	For	For	For
1h	Elect Director David L. Joyce	Mgmt	For	For	For
1i	Elect Director Steven M. Mollenkopf	Mgmt	For	For	For
1j	Elect Director Robert Kelly Ortberg	Mgmt	For	For	For
1k	Elect Director John M. Richardson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against
5	Oversee and Report a Civil Rights Audit	SH	Against	Against	Against

The Weir Group Plc

Meeting Date: 04/24/2025

Country: United Kingdom

Ticker: WEIR

Record Date: 04/22/2025

Meeting Type: Annual

Primary Security ID: G95248137

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Share Reward Plan	Mgmt	For	For	For
5	Approve Deferred Bonus Plan	Mgmt	For	For	For
6	Approve ShareBuilder	Mgmt	For	For	For
7	Approve Final Dividend	Mgmt	For	For	For
8	Re-elect Barbara Jeremiah as Director	Mgmt	For	For	For
9	Re-elect Jon Stanton as Director	Mgmt	For	For	For
10	Re-elect Brian Puffer as Director	Mgmt	For	For	For

The Weir Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Dame Nicola Brewer as Director	Mgmt	For	For	For
12	Re-elect Andrew Agg as Director	Mgmt	For	For	For
13	Elect Nicholas Anderson as Director	Mgmt	For	For	For
14	Re-elect Penelope Freer as Director	Mgmt	For	For	For
15	Re-elect Tracey Kerr as Director	Mgmt	For	For	For
16	Re-elect Bennetor Magara as Director	Mgmt	For	For	For
17	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
24	Adopt New Articles of Association	Mgmt	For	For	For

UCB SA

Meeting Date: 04/24/2025

Country: Belgium

Ticker: UCB

Record Date: 04/10/2025

Meeting Type: Annual/Special

Primary Security ID: B93562120

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual/Special Meeting Agenda	Mgmt			
	Ordinary Part	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			

UCB SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.39 per Share	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	For	For
7	Approve Discharge of Directors	Mgmt	For	For	For
8	Approve Discharge of Auditors	Mgmt	For	For	For
9.1A	Reelect Jonathan Peacock as Director	Mgmt	For	For	For
9.1B	Indicate Jonathan Peacock as Independent Director	Mgmt	For	For	For
9.2A	Elect Fiona Powrie as Director	Mgmt	For	For	For
9.2B	Indicate Fiona Powrie as Independent Director	Mgmt	For	For	For
9.3	Elect Stefaan Heylen as Director	Mgmt	For	For	For
	Special Part	Mgmt			
10	Approve Change-of-Control Clause Re: EMTN Program Renewal	Mgmt	For	For	For

Veolia Environnement SA

Meeting Date: 04/24/2025

Country: France

Ticker: VIE

Record Date: 04/22/2025

Meeting Type: Annual/Special

Primary Security ID: F9686M107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.40 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For

Veolia Environnement SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Reelect Pierre-André de Chalendar as Director	Mgmt	For	For	For
6	Elect Philippe Brassac as Director	Mgmt	For	For	For
7	Elect Elena Salgado as Director	Mgmt	For	For	For
8	Elect Arnaud Caudoux as Director	Mgmt	For	For	For
9	Appoint Deloitte & Associés as Auditor	Mgmt	For	For	For
10	Appoint Deloitte & Associés as Auditor for Sustainability Reporting	Mgmt	For	For	For
11	Approve Compensation of Antoine Frérot, Chairman of the Board	Mgmt	For	For	For
12	Approve Compensation of Estelle Brachlianoff, CEO	Mgmt	For	For	For
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	For	For
16	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.5 Million	Mgmt	For	For	For
17	Approve Remuneration Policy of Directors	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
21	Authorize up to 0.35 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
22	Amend Bylaws to Add Corporate Purpose	Mgmt	For	For	For
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Abbott Laboratories

Meeting Date: 04/25/2025

Country: USA

Ticker: ABT

Record Date: 02/26/2025

Meeting Type: Annual

Primary Security ID: 002824100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	For	For	For
1.2	Elect Director Claire Babineaux-Fontenot	Mgmt	For	For	For
1.3	Elect Director Sally E. Blount	Mgmt	For	For	For
1.4	Elect Director Robert B. Ford	Mgmt	For	For	For
1.5	Elect Director Paola Gonzalez	Mgmt	For	For	For
1.6	Elect Director Michelle A. Kumbier	Mgmt	For	For	For
1.7	Elect Director Darren W. McDew	Mgmt	For	For	For
1.8	Elect Director Nancy McKinstry	Mgmt	For	For	For
1.9	Elect Director Michael G. O'Grady	Mgmt	For	For	For
1.10	Elect Director Michael F. Roman	Mgmt	For	For	For
1.11	Elect Director Daniel J. Starks	Mgmt	For	For	For
1.12	Elect Director John G. Stratton	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Akzo Nobel NV

Meeting Date: 04/25/2025

Country: Netherlands

Ticker: AKZA

Record Date: 03/28/2025

Meeting Type: Annual

Primary Security ID: N01803308

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Report of Management Board (Non-Voting)	Mgmt			
3a	Adopt Financial Statements	Mgmt	For	For	For

Akzo Nobel NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3b	Discuss on the Company's Dividend Policy	Mgmt			
3c	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3d	Approve Remuneration Report	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5a	Ratify EY Accountants B.V. as Auditors	Mgmt	For	For	For
5b	Appoint EY Accountants B.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For
6a	Approve Remuneration Policy of Management Board	Mgmt	For	For	For
6b	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For
7	Elect H.J. Muller to Supervisory Board	Mgmt	For	For	For
8a	Grant Board Authority to Issue Shares	Mgmt	For	For	For
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Shares	Mgmt	For	For	For
10	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Close Meeting	Mgmt			

Bayer AG

Meeting Date: 04/25/2025

Country: Germany

Ticker: BAYN

Record Date: 04/18/2025

Meeting Type: Annual

Primary Security ID: D0712D163

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of EUR 0.11 per Share for Fiscal Year 2024	Mgmt	For	For	For
2	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For

Bayer AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
4	Elect Alberto Weisser to the Supervisory Board	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
7	Approve Creation of EUR 875 Million Pool of Authorized Capital with Preemptive Rights	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the proposed article amendments in regard to virtual-only shareholder meetings is warranted because: * The new proposal appears to be a blanket authorization to continue holding AGMs in the virtual format only. * The rationale regarding why it was considered necessary to hold a virtual-only meeting in the past three years, or why the company chose the virtual-only format again for the 2025 AGM, is not considered compelling. * The company has not given shareholders the option to attend the AGM in-person since prior to the pandemic, and there is no commitment by the boards to giving shareholders an in-person attendance option in the near future. In this vein, the company only vaguely addresses the circumstances under which in-person meetings might be held in the future.</i></p>					
9	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for Fiscal Year 2025 and First Quarter of Fiscal Year 2026	Mgmt	For	For	For
10	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Mgmt	None	Against	Against

Continental AG

Meeting Date: 04/25/2025

Country: Germany

Ticker: CON

Record Date: 04/03/2025

Meeting Type: Annual

Primary Security ID: D16212140

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.50 per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Approve Discharge of Management Board Member Nikolai Setzer for Fiscal Year 2024	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Philipp von Hirschheydt for Fiscal Year 2024	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Christian Koetz for Fiscal Year 2024	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Philip Nelles for Fiscal Year 2024	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Ariane Reinhart for Fiscal Year 2024	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Olaf Schick for Fiscal Year 2024	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Katja Garcia Vila for Fiscal Year 2024	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Wolfgang Reitzle for Fiscal Year 2024	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Discharge of the management board (Items 3.1-3.7) Votes FOR the discharge of the management board members are warranted at this time. However, some shareholders may wish to vote against the discharge of the board members on a precautionary basis in light of the ongoing investigations and lawsuits concerning antitrust violations. Discharge of the supervisory board (Items 4.1-4.24) Votes AGAINST the discharge of supervisory board members Wolfgang Reitzle (Item 4.1), Rolf Nonnenmacher (Item 4.15), and Dirk Nordmann (Item 4.21) are warranted because: * Despite the conclusion of both internal and external investigations into the diesel emissions scandal (which resulted in a EUR 100 million fine against Continental AG in 2024), the lack of transparency surrounding the underlying facts can be considered a poor governance practice. * They were the members of the 'Special Emissions Committee' that was formed in connection with the supervisory board's investigation into the manipulation of emission limits by certain automotive manufacturers, and can be considered directly accountable for the lack of transparency. Votes FOR the discharge of the remaining supervisory board members are warranted at this time. However, some shareholders may wish to vote against the discharge of the board members on a precautionary basis in light of the ongoing investigations and lawsuits concerning antitrust violations.</i></p>					
4.2	Approve Discharge of Supervisory Board Member Hasan Allak for Fiscal Year 2024	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2024	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Kevin Borck for Fiscal Year 2024	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.5	Approve Discharge of Supervisory Board Member Dorothea von Boxberg for Fiscal Year 2024	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Stefan Buchner for Fiscal Year 2024	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Gunter Dunkel for Fiscal Year 2024	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Matthias Ebenau for Fiscal Year 2024	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Francesco Grioli for Fiscal Year 2024	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Michael Iglhaut for Fiscal Year 2024	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Satish Khata for Fiscal Year 2024	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Isabel Knauf for Fiscal Year 2024	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Carmen Loeffler for Fiscal Year 2024	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Sabine Neuss for Fiscal Year 2024	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Rolf Nonnenmacher for Fiscal Year 2024	Mgmt	For	Against	Against

*Voting Policy Rationale: Discharge of the management board (Items 3.1-3.7) Votes FOR the discharge of the management board members are warranted at this time. However, some shareholders may wish to vote against the discharge of the board members on a precautionary basis in light of the ongoing investigations and lawsuits concerning antitrust violations. Discharge of the supervisory board (Items 4.1-4.24) Votes AGAINST the discharge of supervisory board members Wolfgang Reitzle (Item 4.1), Rolf Nonnenmacher (Item 4.15), and Dirk Nordmann (Item 4.21) are warranted because: * Despite the conclusion of both internal and external investigations into the diesel emissions scandal (which resulted in a EUR 100 million fine against Continental AG in 2024), the lack of transparency surrounding the underlying facts can be considered a poor governance practice. * They were the members of the 'Special Emissions Committee' that was formed in connection with the supervisory board's investigation into the manipulation of emission limits by certain automotive manufacturers, and can be considered directly accountable for the lack of transparency. Votes FOR the discharge of the remaining supervisory board members are warranted at this time. However, some shareholders may wish to vote against the discharge of the board members on a precautionary basis in light of the ongoing investigations and lawsuits concerning antitrust violations.*

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.16	Approve Discharge of Supervisory Board Member Anne Nothing for Fiscal Year 2024	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Klaus Rosenfeld for Fiscal Year 2024	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Georg Schaeffler for Fiscal Year 2024	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Joerg Schoenfelder for Fiscal Year 2024	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Matthias Tote for Fiscal Year 2024	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Dirk Nordmann for Fiscal Year 2024	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Discharge of the management board (Items 3.1-3.7) Votes FOR the discharge of the management board members are warranted at this time. However, some shareholders may wish to vote against the discharge of the board members on a precautionary basis in light of the ongoing investigations and lawsuits concerning antitrust violations. Discharge of the supervisory board (Items 4.1-4.24) Votes AGAINST the discharge of supervisory board members Wolfgang Reitzle (Item 4.1), Rolf Nonnenmacher (Item 4.15), and Dirk Nordmann (Item 4.21) are warranted because: * Despite the conclusion of both internal and external investigations into the diesel emissions scandal (which resulted in a EUR 100 million fine against Continental AG in 2024), the lack of transparency surrounding the underlying facts can be considered a poor governance practice. * They were the members of the 'Special Emissions Committee' that was formed in connection with the supervisory board's investigation into the manipulation of emission limits by certain automotive manufacturers, and can be considered directly accountable for the lack of transparency. Votes FOR the discharge of the remaining supervisory board members are warranted at this time. However, some shareholders may wish to vote against the discharge of the board members on a precautionary basis in light of the ongoing investigations and lawsuits concerning antitrust violations.</i></p>					
4.22	Approve Discharge of Supervisory Board Member Lorenz Pfau for Fiscal Year 2024	Mgmt	For	For	For
4.23	Approve Discharge of Supervisory Board Member Stefan Scholz for Fiscal Year 2024	Mgmt	For	For	For
4.24	Approve Discharge of Supervisory Board Member Elke Volkmann for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the Review of Interim Financial Statements for Fiscal Year 2025	Mgmt	For	For	For

Continental AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Merger by Absorption of Continental Automotive GmbH	Mgmt	For	For	For
9	Approve Spin-Off Agreement with Continental Automotive Holding SE	Mgmt	For	For	For
10	Approve Decrease in Size of Supervisory Board as per Statutory Provisions	Mgmt	For	For	For
11	Amend Articles Re: Election of Shareholder Representatives to the Supervisory Board	Mgmt	For	For	For
12	Amend Articles Re: Supervisory Board Resignations	Mgmt	For	For	For
13	Amend Article Re: Location of Annual Meeting	Mgmt	For	For	For
14	Amend Articles Re: Editorial Changes	Mgmt	For	For	For

Merck KGaA

Meeting Date: 04/25/2025

Country: Germany

Ticker: MRK

Record Date: 04/03/2025

Meeting Type: Annual

Primary Security ID: D5357W103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Accept Financial Statements and Statutory Reports for Fiscal Year 2024	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For

Merck KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For

Skipton Building Society

Meeting Date: 04/28/2025 **Country:** United Kingdom **Ticker:** SKIP
Record Date: 04/24/2025 **Meeting Type:** Annual
Primary Security ID: G8175CEY0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Refer	
2	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	Refer	
3	Approve Remuneration Report	Mgmt	For	Refer	
4	Approve Remuneration Policy	Mgmt	For	Refer	
5.1	Elect Hasintha Gunawickrema as Director	Mgmt	For	Refer	
5.2	Re-elect Gwyneth Burr as Director	Mgmt	For	Refer	
5.3	Re-elect Paul Chambers as Director	Mgmt	For	Refer	
5.4	Re-elect Iain Cummings as Director	Mgmt	For	Refer	
5.5	Re-elect Steven Davis as Director	Mgmt	For	Refer	
5.6	Re-elect Stuart Haire as Director	Mgmt	For	Refer	
5.7	Re-elect Denis Hall as Director	Mgmt	For	Refer	
5.8	Re-elect Heather Jackson as Director	Mgmt	For	Refer	

Viscofan SA

Meeting Date: 04/28/2025

Country: Spain

Ticker: VIS

Record Date: 04/23/2025

Meeting Type: Annual

Primary Security ID: E97579192

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends	Mgmt	For	For	For
6	Approve Scrip Dividends	Mgmt	For	For	For
7	Approve Scrip Dividends	Mgmt	For	For	For
8	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
9	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
10	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because * The company paid a severance indemnity to the former executive chair for transitioning into a non-executive role and not considered to be in line with best market practice; * The new retainer fee for the non-executive chair of the board was increased excessively to EUR 655,000 and is substantially above market practice without the company having provided a compelling explanation. * Retrospective disclosure on the STI remains to fall short of market best practices.</i></p>					
11	Approve Long-Term Incentive Plan	Mgmt	For	For	For
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

American Express Company

Meeting Date: 04/29/2025

Country: USA

Ticker: AXP

Record Date: 03/03/2025

Meeting Type: Annual

Primary Security ID: 025816109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael J. Angelakis	Mgmt	For	For	For

American Express Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Thomas J. Baltimore	Mgmt	For	For	For
1c	Elect Director John J. Brennan	Mgmt	For	For	For
1d	Elect Director Theodore J. Leonsis	Mgmt	For	For	For
1e	Elect Director Deborah P. Majoras	Mgmt	For	For	For
1f	Elect Director Karen L. Parkhill	Mgmt	For	For	For
1g	Elect Director Charles E. Phillips	Mgmt	For	For	For
1h	Elect Director Lynn A. Pike	Mgmt	For	For	For
1i	Elect Director Stephen J. Squeri	Mgmt	For	For	For
1j	Elect Director Daniel L. Vasella	Mgmt	For	For	For
1k	Elect Director Lisa W. Wardell	Mgmt	For	For	For
1l	Elect Director Christopher D. Young	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Revisit Pay Incentives for Diversity, Equity, and Inclusion Goals	SH	Against	Against	Against
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against

Atlas Copco AB

Meeting Date: 04/29/2025 **Country:** Sweden **Ticker:** ATCO.A
Record Date: 04/17/2025 **Meeting Type:** Annual
Primary Security ID: W1R924252

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	Mgmt	For	For	Do Not Vote
2	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote
3	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote

Atlas Copco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive CEO's Report	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
8.b1	Approve Discharge of Jumana Al Sibai	Mgmt	For	For	Do Not Vote
8.b2	Approve Discharge of Johan Forssell	Mgmt	For	For	Do Not Vote
8.b3	Approve Discharge of Helene Mellquist	Mgmt	For	For	Do Not Vote
8.b4	Approve Discharge of Anna Ohlsson-Leijon	Mgmt	For	For	Do Not Vote
8.b5	Approve Discharge of Mats Rahmstrom	Mgmt	For	For	Do Not Vote
8.b6	Approve Discharge of Vagner Rego	Mgmt	For	For	Do Not Vote
8.b7	Approve Discharge of Gordon Riske	Mgmt	For	For	Do Not Vote
8.b8	Approve Discharge of Karin Radstrom	Mgmt	For	For	Do Not Vote
8.b9	Approve Discharge of Hans Straberg	Mgmt	For	For	Do Not Vote
8.b10	Approve Discharge of Peter Wallenberg Jr	Mgmt	For	For	Do Not Vote
8.b11	Approve Discharge of Mikael Bergstedt	Mgmt	For	For	Do Not Vote
8.b12	Approve Discharge of Helena Hemstrom	Mgmt	For	For	Do Not Vote
8.b13	Approve Discharge of Benny Larsson	Mgmt	For	For	Do Not Vote
8.b14	Approve Discharge of CEO Vagner Rego	Mgmt	For	For	Do Not Vote
8.c	Approve Allocation of Income and Dividends of SEK 3.00 Per Share	Mgmt	For	For	Do Not Vote
8.d	Approve Record Date for Dividend Payment	Mgmt	For	For	Do Not Vote
9.a	Determine Number of Members (9) and Deputy Members of Board (0)	Mgmt	For	For	Do Not Vote
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	Do Not Vote
10.a1	Reelect Juman Al Sibai as Director	Mgmt	For	For	Do Not Vote

Atlas Copco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.a2	Reelect Johan Forssell as Director	Mgmt	For	Against	Do Not Vote
10.a3	Reelect Helene Mellquist as Director	Mgmt	For	For	Do Not Vote
10.a4	Reelect Anna Ohlsson-Leijon as Director	Mgmt	For	For	Do Not Vote
10.a5	Reelect Vagner Rego as Director	Mgmt	For	For	Do Not Vote
10.a6	Reelect Gordon Riske as Director	Mgmt	For	For	Do Not Vote
10.a7	Reelect Karin Radstrom as Director	Mgmt	For	For	Do Not Vote
10.a8	Reelect Hans Straberg as Director	Mgmt	For	Against	Do Not Vote
10.a9	Reelect Peter Wallenberg Jr as Director	Mgmt	For	Against	Do Not Vote
10.b	Reelect Hans Straberg as Board Chair	Mgmt	For	Against	Do Not Vote
10.c	Ratify Ernst & Young as Auditors	Mgmt	For	For	Do Not Vote
11.a	Approve Remuneration of Directors in the Amount of SEK 3.9 Million to Chair and SEK 1.3 Million to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	Mgmt	For	For	Do Not Vote
11.b	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
12.a	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
12.b	Approve Stock Option Plan 2025 for Key Employees	Mgmt	For	For	Do Not Vote
13.a	Acquire Class A Shares Related to Personnel Option Plan	Mgmt	For	For	Do Not Vote
13.b	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	Mgmt	For	For	Do Not Vote
13.c	Transfer Class A Shares Related to Personnel Option Plan for 2025	Mgmt	For	For	Do Not Vote
13.d	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	Mgmt	For	For	Do Not Vote
13.e	Sell Class A to Cover Costs in Relation to the Personnel Option Plans for 2018, 2019, 2020, 2021 and 2022	Mgmt	For	For	Do Not Vote
14	Close Meeting	Mgmt			

Meeting Date: 04/29/2025

Country: USA

Ticker: C

Record Date: 03/03/2025

Meeting Type: Annual

Primary Security ID: 172967424

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Titi Cole	Mgmt	For	For	For
1b	Elect Director Ellen M. Costello	Mgmt	For	For	For
1c	Elect Director Grace E. Dailey	Mgmt	For	For	For
1d	Elect Director John C. Dugan	Mgmt	For	For	For
1e	Elect Director Jane N. Fraser	Mgmt	For	For	For
1f	Elect Director Duncan P. Hennes	Mgmt	For	For	For
1g	Elect Director Peter B. Henry	Mgmt	For	For	For
1h	Elect Director Renee J. James	Mgmt	For	For	For
1i	Elect Director Gary M. Reiner	Mgmt	For	For	For
1j	Elect Director Diana L. Taylor	Mgmt	For	For	For
1k	Elect Director James S. Turley	Mgmt	For	For	For
1l	Elect Director Casper W. von Koskull	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive * The three-year average burn rate is excessive * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and * The plan allows broad discretion to accelerate vesting</i></p>					
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The board's current policy that requires shareholder approval of certain change of control severance payments lacks key disclosures for shareholders, and the company does not otherwise disclose a requiring shareholder approval of excess termination-related payments to be payable. The requested policy would ensure further shareholder safeguards.</i></p>					
6	Report on Respecting Indigenous Peoples' Rights	SH	Against	Against	Against
7	Issue Audited Report on Financial Statement Assumptions and Climate Change	SH	Against	Against	Against
8	Disclose Board Oversight Regarding Material Risks Associated with Animal Welfare	SH	Against	Against	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Elect Luc van Ravenstein as Director	Mgmt	For	For	For
6	Elect Christopher Mills as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Items 5, 7-14 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 6 A vote AGAINST the election of Christopher Mills is warranted because: Apart from his role as a NED of the Company, he also serves in various roles at 10 other publicly listed companies. These other roles represent significant time commitments, which could compromise his ability to commit sufficient time to his role at the Company.</i></p>					
7	Re-elect John O'Higgins as Director	Mgmt	For	For	For
8	Re-elect Ralph Hewins as Director	Mgmt	For	For	For
9	Re-elect Heejae Chae as Director	Mgmt	For	For	For
10	Re-elect Maria Ciliberti as Director	Mgmt	For	For	For
11	Re-elect Dorothee Deuring as Director	Mgmt	For	For	For
12	Re-elect Trudy Schoolenberg as Director	Mgmt	For	For	For
13	Re-elect Christine Soden as Director	Mgmt	For	For	For
14	Re-elect Clement Woon as Director	Mgmt	For	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Elementis Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Exelon Corporation

Meeting Date: 04/29/2025 **Country:** USA **Ticker:** EXC
Record Date: 03/03/2025 **Meeting Type:** Annual
Primary Security ID: 30161N101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director W. Paul Bowers	Mgmt	For	For	For
1b	Elect Director Calvin G. Butler, Jr.	Mgmt	For	For	For
1c	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	For	For
1d	Elect Director David DeWalt	Mgmt	For	For	For
1e	Elect Director Linda Jojo	Mgmt	For	For	For
1f	Elect Director Charisse Lillie	Mgmt	For	For	For
1g	Elect Director Anna Richo	Mgmt	For	For	For
1h	Elect Director Matthew Rogers	Mgmt	For	For	For
1i	Elect Director Bryan Segedi	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

International Business Machines Corporation

Meeting Date: 04/29/2025 **Country:** USA **Ticker:** IBM
Record Date: 02/28/2025 **Meeting Type:** Annual
Primary Security ID: 459200101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marianne C. Brown	Mgmt	For	For	For

International Business Machines Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Thomas Buberl	Mgmt	For	For	For
1c	Elect Director David N. Farr	Mgmt	For	For	For
1d	Elect Director Alex Gorsky	Mgmt	For	For	For
1e	Elect Director Michelle J. Howard	Mgmt	For	For	For
1f	Elect Director Arvind Krishna	Mgmt	For	For	For
1g	Elect Director Andrew N. Liveris	Mgmt	For	For	For
1h	Elect Director Frederick William McNabb, III	Mgmt	For	For	For
1i	Elect Director Michael Miebach	Mgmt	For	For	For
1j	Elect Director Martha E. Pollack	Mgmt	For	For	For
1k	Elect Director Peter R. Voser	Mgmt	For	For	For
1l	Elect Director Frederick H. Waddell	Mgmt	For	For	For
1m	Elect Director Alfred W. Zollar	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	Against	Against
5	Report on Risks of Discriminating Based on Religious and Political Views	SH	Against	Against	Against

Intesa Sanpaolo SpA

Meeting Date: 04/29/2025 **Country:** Italy **Ticker:** ISP
Record Date: 04/16/2025 **Meeting Type:** Annual/Special
Primary Security ID: T55067101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
	Shareholder Proposal Submitted by Banking Foundations	Mgmt			

Intesa Sanpaolo SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Fix Number of Directors	SH	None	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
2b.1	Slate 1 Submitted by Banking Foundations	SH	None	Against	Against
2b.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Shareholder Proposal Submitted by Banking Foundations	Mgmt			
2c	Elect Gian Maria Gros-Pietro as Board Chair and Paola Tagliavini as Deputy Chair	SH	None	For	For
	Management Proposal	Mgmt			
3a	Approve Remuneration Policies in Respect of Board Members	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST Items 3a and 3c is warranted due to the sizeable rise in the CEO/GM base salary and the resulting increased risk of excessive compensation payouts. Item 3e warrants a vote FOR because the annual incentive plan is overall unproblematic.</i></p>					
	Shareholder Proposal Submitted by Banking Foundations	Mgmt			
3b	Approve Remuneration of Directors	SH	None	For	For
	Management Proposals	Mgmt			
3c	Approve Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST Items 3a and 3c is warranted due to the sizeable rise in the CEO/GM base salary and the resulting increased risk of excessive compensation payouts. Item 3e warrants a vote FOR because the annual incentive plan is overall unproblematic.</i></p>					
3d	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
3e	Approve Annual Incentive Plan	Mgmt	For	For	For
4a	Authorize Share Repurchase Program	Mgmt	For	For	For
4b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	Mgmt	For	For	For
4c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Cancellation of Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For

Knowles Corporation

Meeting Date: 04/29/2025

Country: USA

Ticker: KN

Record Date: 03/07/2025

Meeting Type: Annual

Primary Security ID: 49926D109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Laura Angelini	Mgmt	For	For	For
1b	Elect Director Keith Barnes	Mgmt	For	For	For
1c	Elect Director Jason Cardew	Mgmt	For	For	For
1d	Elect Director Daniel J. Crowley	Mgmt	For	For	For
1e	Elect Director Didier Hirsch	Mgmt	For	For	For
1f	Elect Director Ye Jane Li	Mgmt	For	For	For
1g	Elect Director Jeffrey Niew	Mgmt	For	For	For
1h	Elect Director Cheryl Shavers	Mgmt	For	For	For
1i	Elect Director Michael Wishart	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

L'Oreal SA

Meeting Date: 04/29/2025

Country: France

Ticker: OR

Record Date: 04/25/2025

Meeting Type: Annual/Special

Primary Security ID: F58149133

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 7 per Share and an Extra of EUR 0.70 per Share to Long Term Registered Shares	Mgmt	For	For	For
4	Elect Thélys as Director	Mgmt	For	For	For
5	Elect Isabelle Seillier as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Elect Aurélie Jean as Director	Mgmt	For	For	For
7	Reelect Nicolas Hieronimus as Director	Mgmt	For	For	For
8	Reelect Paul Bulcke as Director	Mgmt	For	For	For
9	Reelect Alexandre Ricard as Director	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 2 Million	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Jean-Paul Agon, Chairman of the Board	Mgmt	For	For	For
13	Approve Compensation of Nicolas Hieronimus, CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted, given that the following concerns are raised:</i> * The base salary and STI caps are increasing, and the company's rationale is not fully compelling; * The company does not disclose any payout scales for the metrics concerning its annual variable remuneration; * In case of an executive departure, unvested long-term instrument might not be pro-rated for time; * The termination package benefiting Nicolas Hieronimus as set by his (suspended) employment contract is not without any concerns regarding its cap and absence of performance conditions;</p>					
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,607,365.88	Mgmt	For	For	For
19	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
20	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For

L'Oreal SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Amend Article 9 of Bylaws to Incorporate Legal Changes	Mgmt	For	For	For
24	Amend Article 12 of Bylaws to Incorporate Legal Changes	Mgmt	For	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Merlin Properties SOCIMI SA

Meeting Date: 04/29/2025 **Country:** Spain **Ticker:** MRL
Record Date: 04/25/2025 **Meeting Type:** Annual
Primary Security ID: E7390Z100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Consolidated Financial Statements	Mgmt	For	For	For
1.3	Approve Non-Financial Information Statement	Mgmt	For	For	For
2.1	Approve Allocation of Income and Dividends	Mgmt	For	For	For
2.2	Approve Distribution of Share Issuance Premium	Mgmt	For	For	For
3	Approve Discharge of Board	Mgmt	For	For	For
4.1	Fix Number of Directors at 14	Mgmt	For	For	For
4.2	Ratify Appointment of and Elect Jose Luis de Mora Gil-Gallardo as Director	Mgmt	For	For	For
4.3	Reelect Juan Maria Aguirre Gonzalo as Director	Mgmt	For	For	For
4.4	Reelect Maria del Pilar Cavero Mestre as Director	Mgmt	For	For	For
4.5	Reelect Francisca Ortega Hernandez-Agero as Director	Mgmt	For	For	For
5	Approve Remuneration Policy	Mgmt	For	For	For
6	Approve Long-Term Incentive Plan	Mgmt	For	For	For
7	Advisory Vote on Remuneration Report	Mgmt	For	For	For
8	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For	For

Merlin Properties SOCIMI SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Authorize Share Repurchase Program	Mgmt	For	For	For
10.1	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 1 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	For	For
10.2	Authorize Issuance of Non-Convertible Bonds/Debentures and/or Other Debt Securities up to EUR 7.5 Billion and Issuance of Notes up to EUR 750 Million	Mgmt	For	For	For
11	Authorize Company to Call EGM with 15 Days' Notice	Mgmt	For	For	For
12	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Nokia Oyj

Meeting Date: 04/29/2025

Country: Finland

Ticker: NOKIA

Record Date: 04/15/2025

Meeting Type: Annual

Primary Security ID: X61873133

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.14 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because the company is proposing to introduce a RSU plan without performance conditions and absent disclosure on the financial underpins. Additionally, the company has not provided a compelling rationale for the introduction of a RSU element in the policy.</i></p>					
12	Approve Remuneration of Directors in the Amount of EUR 440,000 to Chair, EUR 210,000 to Vice Chair and EUR 185,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
13	Fix Number of Directors at Ten	Mgmt	For	For	For
14.1	Reelect Timo Ahopelto as Director	Mgmt	For	For	For
14.2	Reelect Sari Baldauf (Chair) as Director	Mgmt	For	For	For
14.3	Reelect Elizabeth Crain as Director	Mgmt	For	For	For
14.4	Reelect Thomas Dannenfeldt as Director	Mgmt	For	For	For
14.5	Elect Pernille Erenbjerg as New Director	Mgmt	For	For	For
14.6	Reelect Lisa Hook as Director	Mgmt	For	For	For
14.7	Elect Timo Ihamuotila (Vice Chair) as New Director	Mgmt	For	For	For
14.8	Reelect Mike McNamara as Director	Mgmt	For	For	For
14.9	Reelect Thomas Saueressig as Director	Mgmt	For	For	For
14.10	Reelect Kai Oistamo as Director	Mgmt	For	For	For
15	Approve Remuneration of Auditor	Mgmt	For	For	For
16	Ratify Deloitte as Auditor	Mgmt	For	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Appoint Deloitte as Auditor for Sustainability Reporting	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Approve Issuance of up to 530 Million Shares without Preemptive Rights	Mgmt	For	For	For
21	Close Meeting	Mgmt			

Robert Walters Plc

Meeting Date: 04/29/2025

Country: United Kingdom

Ticker: RWA

Record Date: 04/25/2025

Meeting Type: Annual

Primary Security ID: G7608T118

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Leslie Van de Walle as Director	Mgmt	For	For	For
5	Re-elect Toby Fowlston as Director	Mgmt	For	For	For
6	Re-elect David Bower as Director	Mgmt	For	For	For
7	Re-elect Tanith Dodge as Director	Mgmt	For	For	For
8	Re-elect Matt Ashley as Director	Mgmt	For	For	For
9	Re-elect Michaela Tod as Director	Mgmt	For	For	For
10	Re-elect Jane Hesmondhalgh as Director	Mgmt	For	For	For
11	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Sandvik Aktiebolag

Meeting Date: 04/29/2025

Country: Sweden

Ticker: SAND

Record Date: 04/17/2025

Meeting Type: Annual

Primary Security ID: W74857165

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2.1	Elect Patrik Marcellius as Chair of Meeting	Mgmt	For	For	Do Not Vote
3	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
10.1	Approve Discharge of Johan Molin	Mgmt	For	For	Do Not Vote
10.2	Approve Discharge of Jennifer Allerton	Mgmt	For	For	Do Not Vote
10.3	Approve Discharge of Claes Boustedt	Mgmt	For	For	Do Not Vote
10.4	Approve Discharge of Marika Fredriksson	Mgmt	For	For	Do Not Vote
10.5	Approve Discharge of Andreas Nordbrandt	Mgmt	For	For	Do Not Vote
10.6	Approve Discharge of Susanna Schneeberger	Mgmt	For	For	Do Not Vote
10.7	Approve Discharge of Helena Stjernholm	Mgmt	For	For	Do Not Vote
10.8	Approve Discharge of Stefan Widing	Mgmt	For	For	Do Not Vote
10.9	Approve Discharge of Kai Warn	Mgmt	For	For	Do Not Vote
10.10	Approve Discharge of Thomas Andersson	Mgmt	For	For	Do Not Vote
10.11	Approve Discharge of Fredrik Haf	Mgmt	For	For	Do Not Vote
10.12	Approve Discharge of Thomas Lilja	Mgmt	For	For	Do Not Vote
10.13	Approve Discharge of Erik Knebel	Mgmt	For	For	Do Not Vote
10.14	Approve Discharge of Carl-Ake Jansson	Mgmt	For	For	Do Not Vote

Sandvik Aktiebolag

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.15	Approve Discharge of Jessica Smedjegard	Mgmt	For	For	Do Not Vote
10.16	Approve Discharge of CEO Stefan Widing	Mgmt	For	For	Do Not Vote
11	Approve Allocation of Income and Dividends of SEK 5.75 Per Share	Mgmt	For	For	Do Not Vote
12	Determine Number of Directors (8) and Deputy Directors (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For	Do Not Vote
13	Approve Remuneration of Directors in the Amount of SEK 3.1 Million for Chair and SEK 830,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Auditor	Mgmt	For	For	Do Not Vote
14.1	Reelect Claes Boustedt as Director	Mgmt	For	For	Do Not Vote
14.2	Reelect Marika Fredriksson as Director	Mgmt	For	For	Do Not Vote
14.3	Reelect Johan Molin as Director	Mgmt	For	For	Do Not Vote
14.4	Reelect Andreas Nordbrandt as Director	Mgmt	For	For	Do Not Vote
14.5	Reelect Susanna Schneeberger as Director	Mgmt	For	For	Do Not Vote
14.6	Reelect Helena Stjernholm as Director	Mgmt	For	For	Do Not Vote
14.7	Reelect Stefan Widing as Director	Mgmt	For	For	Do Not Vote
14.8	Reelect Kai Warn as Director	Mgmt	For	For	Do Not Vote
15.1	Reelect Johan Molin as Board Chair	Mgmt	For	For	Do Not Vote
16.1	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	Do Not Vote
17	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
18	Approve Performance Share Matching Plan LTIP 2025 for Key Employees	Mgmt	For	Against	Do Not Vote
19	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
	Shareholder Proposals Submitted by Kent Eklund	Mgmt			
20	Approve Contribution to the Cost of Saving Edske Masung	SH	Against	Against	Do Not Vote
21	Close Meeting	Mgmt			

Truist Financial Corporation

Meeting Date: 04/29/2025

Country: USA

Ticker: TFC

Record Date: 02/20/2025

Meeting Type: Annual

Primary Security ID: 89832Q109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jennifer S. Banner	Mgmt	For	For	For
1b	Elect Director K. David Boyer, Jr.	Mgmt	For	For	For
1c	Elect Director Agnes Bundy Scanlan	Mgmt	For	For	For
1d	Elect Director Dallas S. Clement	Mgmt	For	For	For
1e	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1f	Elect Director Donna S. Morea	Mgmt	For	For	For
1g	Elect Director Charles A. Patton	Mgmt	For	For	For
1h	Elect Director William H. Rogers, Jr.	Mgmt	For	For	For
1i	Elect Director Thomas E. Skains	Mgmt	For	For	For
1j	Elect Director Laurence Stein	Mgmt	For	For	For
1k	Elect Director Bruce L. Tanner	Mgmt	For	For	For
1l	Elect Director Steven C. Voorhees	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST this proposal is warranted. For FY24, the committee transitioned from a largely formulaic program primarily based on two financial metrics with weightings and robust goal disclosure to a scorecard which ultimately appears discretionary. The new structure is significantly more complex than the prior program and lacks several key disclosures, including individual metric (and category) weightings, and quantified threshold and maximum goals. Annual equity awards are majority based on multi-year performance goals. However, the proxy does not disclose the forward-looking target goal for the absolute metric and the relative metric targets merely median performance. Lastly, the company granted off-cycle awards to two NEOs which, although entirely based on relative TSR, effectively provide for guaranteed vesting at the threshold level.

Wells Fargo & Company

Meeting Date: 04/29/2025

Country: USA

Ticker: WFC

Record Date: 03/03/2025

Meeting Type: Annual

Primary Security ID: 949746101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven D. Black	Mgmt	For	For	For
1b	Elect Director Mark A. Chancy	Mgmt	For	For	For
1c	Elect Director Celeste A. Clark	Mgmt	For	For	For
1d	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For	For
1e	Elect Director Richard K. Davis	Mgmt	For	For	For
1f	Elect Director Fabian T. Garcia	Mgmt	For	For	For
1g	Elect Director Wayne M. Hewett	Mgmt	For	For	For
1h	Elect Director CeCelia G. Morken	Mgmt	For	For	For
1i	Elect Director Maria R. Morris	Mgmt	For	For	For
1j	Elect Director Felicia F. Norwood	Mgmt	For	For	For
1k	Elect Director Ronald L. Sargent	Mgmt	For	For	For
1l	Elect Director Charles W. Scharf	Mgmt	For	For	For
1m	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Report on Prevention of Workplace Harassment and Discrimination	SH	Against	Against	Against
5	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	Against	Against
6	Report Annually on Energy Supply Ratio	SH	Against	Against	Against
7	Report on Respecting Indigenous Peoples' Rights	SH	Against	Against	Against

Alfa Financial Software Holdings Plc

Meeting Date: 04/30/2025

Country: United Kingdom

Ticker: ALFA

Record Date: 04/28/2025

Meeting Type: Annual

Primary Security ID: G01682106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Reena Raichura as Director	Mgmt	For	For	For
5	Re-elect Steve Breach as Director	Mgmt	For	For	For
6	Re-elect Adrian Chamberlain as Director	Mgmt	For	For	For
7	Re-elect Charlotte de Metz as Director	Mgmt	For	For	For
8	Re-elect Chris Sullivan as Director	Mgmt	For	For	For
9	Re-elect Andrew Denton as Director	Mgmt	For	For	For
10	Re-elect Duncan Magrath as Director	Mgmt	For	For	For
11	Re-elect Andrew Page as Director	Mgmt	For	For	For
12	Re-elect Matthew White as Director	Mgmt	For	For	For
13	Reappoint RSM UK Audit LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Anglo American Plc

Meeting Date: 04/30/2025

Country: United Kingdom

Ticker: AAL

Record Date: 04/28/2025

Meeting Type: Annual

Primary Security ID: G03764134

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Anne Wade as Director	Mgmt	For	For	For
4	Re-elect Stuart Chambers as Director	Mgmt	For	For	For
5	Re-elect Duncan Wanblad as Director	Mgmt	For	For	For
6	Re-elect John Heasley as Director	Mgmt	For	For	For
7	Re-elect Ian Tyler as Director	Mgmt	For	For	For
8	Re-elect Magali Anderson as Director	Mgmt	For	For	For
9	Re-elect Ian Ashby as Director	Mgmt	For	For	For
10	Re-elect Marcelo Bastos as Director	Mgmt	For	For	For
11	Re-elect Hilary Maxson as Director	Mgmt	For	For	For
12	Re-elect Hixonia Nyasulu as Director	Mgmt	For	For	For
13	Re-elect Nonkululeko Nyembezi as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is considered warranted because: * The Remuneration Committee exercised discretion to alter how the ROCE metric of the vesting 2022 LTIP was calculated, which in turn led to a material uplift in the vesting outcome.</i></p>					
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Anglo American Plc

Meeting Date: 04/30/2025

Country: United Kingdom

Ticker: AAL

Record Date: 04/28/2025

Meeting Type: Special

Primary Security ID: G03764134

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve the Demerger Distribution, the Demerger and the Share Consolidation	Mgmt	For	For	For

Anheuser-Busch InBev SA/NV

Meeting Date: 04/30/2025

Country: Belgium

Ticker: ABI

Record Date: 04/16/2025

Meeting Type: Annual

Primary Security ID: B639CJ108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.00 per Share	Mgmt	For	For	For
5	Approve Discharge of Directors	Mgmt	For	For	For
6	Approve Discharge of Auditors	Mgmt	For	For	For
7a	Reelect Martin J. Barrington as Restricted Share Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the elections of Martin Barrington, Salvatore Mancuso, and Alejandro Santo Domingo Davila is warranted because the nominees are non-independent while the board is not sufficiently independent.</i></p>					
7b	Reelect Salvatore Mancuso as Restricted Share Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the elections of Martin Barrington, Salvatore Mancuso, and Alejandro Santo Domingo Davila is warranted because the nominees are non-independent while the board is not sufficiently independent.</i></p>					
7c	Reelect Alejandro Santo Domingo as Restricted Share Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the elections of Martin Barrington, Salvatore Mancuso, and Alejandro Santo Domingo Davila is warranted because the nominees are non-independent while the board is not sufficiently independent.</i></p>					

Anheuser-Busch InBev SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Ratify PwC BV, Permanently Represented by Peter D'hondt, as Auditors of the Company and for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted, because: * A lack of disclosure on the performance metrics and the subsequent targets and level of achievement, especially as part of the various LTI plans; * Absence of clearly disclosed (maximum) award levels under the LTI and 80 percent of total LTI awards being RSUs and not subject to performance conditions; * In 2024, the non-executive directors real pay is substantially higher than that of ISS peers and market practice. * The volume of awards under the long term incentive plan is beyond 5 percent of the company's current issued share capital. However, this is not without recognizing and acknowledging the improvements in reporting on the retrospective achievements on the different STI metrics, albeit this still being without full retrospective disclosure on targets.</i></p>					
10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

Aviva Plc

Meeting Date: 04/30/2025 **Country:** United Kingdom **Ticker:** AV
Record Date: 04/28/2025 **Meeting Type:** Annual
Primary Security ID: G0683Q158

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Climate-Related Financial Disclosure	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Cheryl Agius as Director	Mgmt	For	For	For
6	Elect Neil Morrison as Director	Mgmt	For	For	For
7	Re-elect George Culmer as Director	Mgmt	For	For	For
8	Re-elect Amanda Blanc as Director	Mgmt	For	For	For
9	Re-elect Charlotte Jones as Director	Mgmt	For	For	For
10	Re-elect Andrea Blance as Director	Mgmt	For	For	For
11	Re-elect Ian Clark as Director	Mgmt	For	For	For
12	Re-elect Patrick Flynn as Director	Mgmt	For	For	For

Aviva Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Re-elect Shonaid Jemmett-Page as Director	Mgmt	For	For	For
14	Re-elect Mohit Joshi as Director	Mgmt	For	For	For
15	Re-elect Pippa Lambert as Director	Mgmt	For	For	For
16	Re-elect Jim McConville as Director	Mgmt	For	For	For
17	Re-elect Michael Mire as Director	Mgmt	For	For	For
18	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
19	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
21	Authorise Issue of Equity	Mgmt	For	For	For
22	Authorise Issue of Equity in Relation to Any Issuance of SII Instruments and Conversion of the Direct Line RT1s	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments and Conversion of the Direct Line RT1s	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise Market Purchase of 8 3/4 % Preference Shares	Mgmt	For	For	For
27	Authorise Market Purchase of 8 3/8 % Preference Shares	Mgmt	For	For	For
28	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Canadian Pacific Kansas City Limited

Meeting Date: 04/30/2025

Country: Canada

Ticker: CP

Record Date: 03/10/2025

Meeting Type: Annual/Special

Primary Security ID: 13646K108

Canadian Pacific Kansas City Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
2	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
3	Management Advisory Vote on Climate Change	Mgmt	For	For	For
4	Approve Amendments to Advance Notice Requirement	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Vote AGAINST this resolution as the ANP provides the board with flexibility and authority to request additional disclosure from nominees.</i></p>					
5.1	Elect Director John Baird	Mgmt	For	For	For
5.2	Elect Director Isabelle Courville	Mgmt	For	For	For
5.3	Elect Director Keith E. Creel	Mgmt	For	For	For
5.4	Elect Director Antonio Garza	Mgmt	For	For	For
5.5	Elect Director Arturo Gutierrez Hernandez	Mgmt	For	For	For
5.6	Elect Director Edward R. Hamberger	Mgmt	For	For	For
5.7	Elect Director Janet H. Kennedy	Mgmt	For	For	For
5.8	Elect Director Henry J. Maier	Mgmt	For	For	For
5.9	Elect Director Matthew H. Paull	Mgmt	For	For	For
5.10	Elect Director Jane L. Peverett	Mgmt	For	For	For
5.11	Elect Director Andrea Robertson	Mgmt	For	For	For
5.12	Elect Director Gordon T. Trafton	Mgmt	For	For	For

Corteva, Inc.

Meeting Date: 04/30/2025

Country: USA

Ticker: CTVA

Record Date: 03/05/2025

Meeting Type: Annual

Primary Security ID: 22052L104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lamberto Andreotti	Mgmt	For	For	For
1b	Elect Director Klaus A. Engel	Mgmt	For	For	For
1c	Elect Director David C. Everitt	Mgmt	For	For	For

Corteva, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Janet P. Giesselman	Mgmt	For	For	For
1e	Elect Director Karen H. Grimes	Mgmt	For	For	For
1f	Elect Director Michael O. Johanns	Mgmt	For	For	For
1g	Elect Director Marcos M. Lutz	Mgmt	For	For	For
1h	Elect Director Charles V. Magro	Mgmt	For	For	For
1i	Elect Director Nayaki R. Nayyar	Mgmt	For	For	For
1j	Elect Director Gregory R. Page	Mgmt	For	For	For
1k	Elect Director Kerry J. Preete	Mgmt	For	For	For
1l	Elect Director Patrick J. Ward	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

EssilorLuxottica SA

Meeting Date: 04/30/2025 **Country:** France **Ticker:** EL
Record Date: 04/28/2025 **Meeting Type:** Annual/Special
Primary Security ID: F31665106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.95 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
6	Approve Compensation of Francesco Milleri, Chairman and CEO	Mgmt	For	For	For
7	Approve Compensation of Paul du Saillant, Vice-CEO	Mgmt	For	For	For

EssilorLuxottica SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration Policy of Directors	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: * The company introduces the possibility of exceptional awards but fails to provide detailed circumstances justifying such payments, of which the cap is deemed very substantial compared to market practice. * The criterion related to the company's performance against the EuroStoxx 50 would be removed, which makes the criterion focusing on the growth of the company's share market value less stringent. * Performance conditions attached to the termination payments of executives may prove not to be sufficiently challenging.</i></p>					
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: * The company introduces the possibility of exceptional awards but fails to provide detailed circumstances justifying such payments, of which the cap is deemed very substantial compared to market practice. * The criterion related to the company's performance against the EuroStoxx 50 would be removed, which makes the criterion focusing on the growth of the company's share market value less stringent. * Performance conditions attached to the termination payments of executives may prove not to be sufficiently challenging.</i></p>					
11	Renew Appointment of Forvis Mazars as Auditor	Mgmt	For	For	For
12	Appoint Ernst & Young Audit as Auditor	Mgmt	For	For	For
13	Appoint Ernst & Young Audit as Auditor for Sustainability Reporting	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Amend Article 22 of Bylaws Re: Alternate Auditors	Mgmt	For	For	For
	Ordinary Business	Mgmt			
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Hermes International SCA

Meeting Date: 04/30/2025

Country: France

Ticker: RMS

Record Date: 04/28/2025

Meeting Type: Annual/Special

Primary Security ID: F48051100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			

Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Discharge of General Managers	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of EUR 26 per Share	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The company failed to provide sufficient information concerning a consulting agreement entered into with Studio des Fleurs. It is therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests; and * The company fails to provide comprehensive information regarding the transactions with RDAI. In this context, it is impossible to ascertain that the continuation of transactions with RDAI is in the interest of all shareholders.</i></p>					
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.</i></p>					
7	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted as: * The discretionary power to set executives' remunerations lies in the hands of the General Partner, which is the same legal entity as one of the General Managers and is controlled by the family of the other General Manager, leading to an important conflict of interest; * The pay equity ratio's perimeter is not relevant to all the company's employees; and * The company remains unresponsive about last AGM's significant dissent on compensation-related items.</i></p>					
8	Approve Compensation of Axel Dumas, General Manager	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because the discretionary power to set executives' remunerations lies in the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest. The structure of the statutory remuneration seems biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only, on the basis of previous year results) and as the variable remuneration is nearly uncapped.</i></p>					
9	Approve Compensation of Emile Hermes SAS, General Manager	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration reports are warranted because the discretionary power to set executives' remunerations lies in the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest. The structure of the statutory remuneration seems biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only, on the basis of previous year results) and as the variable remuneration is nearly uncapped.</i></p>					
10	Approve Compensation of Éric de Seynes, Chairman of the Supervisory Board	Mgmt	For	For	For

Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration Policy of General Managers	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because: * The discretionary power to set executives' remunerations lies in the hands of the General Partner, which is the same legal entity as one of the General Managers and is controlled by the family of the other General Manager, leading to an important conflict of interest; and * Despite the addition of a cap mechanism last year, the structure of the statutory remuneration seems to remain biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only, on the basis of previous year results) and as the variable remuneration is nearly uncapped.</i></p>					
12	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
13	Reelect Charles-Eric Bauer as Supervisory Board Member	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes FOR the (re)elections of Estelle Brachlianoff, Cecile Beliot-Zind, Jean-Laurent Bonnafé, and Bernard Emie as independent nominees are warranted in the absence of specific concerns (Items 14, 16, 17 and 18). * Votes AGAINST the reelections of Charles-Eric Bauer and Julie Guerrand are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13 and 15).</i></p>					
14	Reelect Estelle Brachlianoff as Supervisory Board Member	Mgmt	For	For	For
15	Reelect Julie Guerrand as Supervisory Board Member	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes FOR the (re)elections of Estelle Brachlianoff, Cecile Beliot-Zind, Jean-Laurent Bonnafé, and Bernard Emie as independent nominees are warranted in the absence of specific concerns (Items 14, 16, 17 and 18). * Votes AGAINST the reelections of Charles-Eric Bauer and Julie Guerrand are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13 and 15).</i></p>					
16	Elect Cécile Béliot-Zind as Supervisory Board Member	Mgmt	For	For	For
17	Elect Jean-Laurent Bonnafé as Supervisory Board Member	Mgmt	For	For	For
18	Elect Bernard Emié as Supervisory Board Member	Mgmt	For	For	For
19	Extraordinary Business Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes AGAINST Items 21, 22, 24, 25 and 26 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 22, 24 and 26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.</i></p>					
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 40 Percent of Issued Capital	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes AGAINST Items 21, 22, 24, 25 and 26 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 22, 24 and 26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.</i></p>					

Hermes International SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to 20 Percent of Issued Capital	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes AGAINST Items 21, 22, 24, 25 and 26 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 22, 24 and 26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.</i></p>					
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes AGAINST Items 21, 22, 24, 25 and 26 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 22, 24 and 26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.</i></p>					
26	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to 10 Percent of Issued Capital	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes AGAINST Items 21, 22, 24, 25 and 26 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 22, 24 and 26 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights.</i></p>					
27	Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</i></p>					
28	Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 27 Above	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.</i></p>					
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

KBC Group SA/NV

Meeting Date: 04/30/2025

Country: Belgium

Ticker: KBC

Record Date: 04/16/2025

Meeting Type: Annual

Primary Security ID: B5337G162

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt			
	Receive Directors' Reports (Non-Voting)	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Assurance Report on Sustainability Reporting of KBC Group NV	Mgmt			
4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
5	Approve Financial Statements, Allocation of Income, and Dividends of EUR 4.85 per Share	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Discharge of Directors	Mgmt	For	For	For
8	Approve Discharge of Auditors	Mgmt	For	For	For
9	Approve Auditors' Remuneration	Mgmt	For	For	For
10	Ratify KPMG, Permanently Represented by Kenneth Vermeire and Stephane Nolf, as Auditors	Mgmt	For	For	For
11	Appoint KPMG, Permanently Represented by Kenneth Vermeire and Steven Mulken, for Sustainability Reporting and Approve Their Remuneration	Mgmt	For	For	For
12.1	Approve Co-optation of Bartel Puelinckx as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the elections of Kristine Braden and Line Hestvik is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the elections of Baron Philippe Vlerick, Bartel Puelinckx and Michiel Allaerts is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members.</i></p>					
12.2	Elect Kristine Wolcott Braden as Independent Director	Mgmt	For	For	For
12.3	Elect Line Merethe Hestvik as Independent Director	Mgmt	For	For	For
12.4	Elect Michiel Allaerts as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the elections of Kristine Braden and Line Hestvik is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the elections of Baron Philippe Vlerick, Bartel Puelinckx and Michiel Allaerts is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members.</i></p>					
12.5	Reelect Philippe Vlerick as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the elections of Kristine Braden and Line Hestvik is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the elections of Baron Philippe Vlerick, Bartel Puelinckx and Michiel Allaerts is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members.</i></p>					
13	Transact Other Business	Mgmt			

Lancashire Holdings Ltd.

Meeting Date: 04/30/2025

Country: Bermuda

Ticker: LRE

Record Date: 04/23/2025

Meeting Type: Annual

Primary Security ID: G5361W104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Philip Broadley as Director	Mgmt	For	For	For
5	Elect Bob Cox as Director	Mgmt	For	For	For
6	Elect Paul Gregory as Director	Mgmt	For	For	For
7	Re-elect Jack Gressier as Director	Mgmt	For	For	For
8	Re-elect Bryan Joseph as Director	Mgmt	For	For	For
9	Re-elect Natalie Kershaw as Director	Mgmt	For	For	For
10	Re-elect Alex Maloney as Director	Mgmt	For	For	For
11	Re-elect Irene McDermott Brown as Director	Mgmt	For	For	For
12	Elect Nathalie Rachou as Director	Mgmt	For	For	For
13	Elect Linda Ventresca as Director	Mgmt	For	For	For
14	Re-elect Sally Williams as Director	Mgmt	For	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Common Shares	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect Paul Evans as Director	Mgmt	For	For	For
5	Re-elect Clive Adamson as Director	Mgmt	For	For	For
6	Re-elect Sir Edward Braham as Director	Mgmt	For	For	For
7	Re-elect Clare Chapman as Director	Mgmt	For	For	For
8	Re-elect Kathryn McLeland as Director	Mgmt	For	For	For
9	Re-elect Andrea Rossi as Director	Mgmt	For	For	For
10	Re-elect Debasish Sanyal as Director	Mgmt	For	For	For
11	Re-elect Elisabeth Stheeman as Director	Mgmt	For	For	For
12	Re-elect Clare Thompson as Director	Mgmt	For	For	For
13	Re-elect Massimo Tosato as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Preference Shares	Mgmt	For	For	For
19	Authorise Issue of Equity in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Melrose Industries Plc

Meeting Date: 04/30/2025 Country: United Kingdom Ticker: MRO
 Record Date: 04/28/2025 Meeting Type: Annual
 Primary Security ID: G5973J210

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is considered warranted because: * Substantial payouts have been made to EDs following the crystallisation of the 2020 MESP award. The substantial quantum of the awards is not considered to be commensurate with the level of awards available to the wider workforce * The accelerated vesting of the 2020 MESP award for certain former EDs is not considered appropriate. * The FY2024 bonus outcomes (at 100% of maximum opportunity) for the former CEO and former CFO are not considered appropriate, as they were conditional upon the new CEO's bonus achievement, rather than being solely relied upon their own performance targets. * FY2024 bonus for the former CEO and former CFO are not pro-rated to suitably reflect their performance on the Board during the year under review.</i></p>					
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Peter Dilnot as Director	Mgmt	For	For	For
5	Re-elect Matthew Gregory as Director	Mgmt	For	For	For
6	Re-elect David Lis as Director	Mgmt	For	For	For
7	Re-elect Charlotte Twynning as Director	Mgmt	For	For	For
8	Re-elect Heather Lawrence as Director	Mgmt	For	For	For
9	Re-elect Gillian Elcock as Director	Mgmt	For	For	For
10	Elect Chris Grigg as Director	Mgmt	For	For	For
11	Elect Ian Barkshire as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Melrose Industries Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Moderna, Inc.

Meeting Date: 04/30/2025

Country: USA

Ticker: MRNA

Record Date: 03/05/2025

Meeting Type: Annual

Primary Security ID: 60770K107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Noubar B. Afeyan	Mgmt	For	For	For
1b	Elect Director Stéphane Bancel	Mgmt	For	For	For
1c	Elect Director François Nader	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST Governance Committee member Francois Nader is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i></p>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. Some concerns are noted regarding a lowered financial goal, the lack of forward-looking disclosure of PSU goals, and that over half of the LTI grants for non-CEO NEOs do not utilize pre-set performance criteria. However, annual incentives were predominantly tied to well-disclosed objective criteria and the committee exercised negative discretion to reduce the CEO's payout. In addition, the CEO's LTI mix is half performance-conditioned and PSU goals and achievements are thoroughly disclosed retrospectively. However, two NEOs each received two special retention grants in FY24, which raises significant concern. The total value of the grants was relatively large and the vast majority of the grants lacked any performance conditions.</i></p>					
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Meeting Date: 04/30/2025

Country: Germany

Ticker: MUV2

Record Date: 04/23/2025

Meeting Type: Annual

Primary Security ID: D55535104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 20.00 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2024	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2024	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2024	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2024	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2024	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2024	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Michael Kerner for Fiscal Year 2024	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Clarisse Kopff for Fiscal Year 2024	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Mari-Lizette Malherbe for Fiscal Year 2024	Mgmt	For	For	For
3.10	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2024	Mgmt	For	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2024	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2024	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2024	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Matthias Beier for Fiscal Year 2024	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2024	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2024	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2024	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Grzegorz Czlowiekowski for Fiscal Year 2024	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2024	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2024	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2024	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2024	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2024	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2024	Mgmt	For	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.15	Approve Discharge of Supervisory Board Member Julia Jaekel for Fiscal Year 2024	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Renata Jungo Bruengger for Fiscal Year 2024	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2024	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2024	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Andrea Maier for Fiscal Year 2024	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2024	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Victoria Ossadnik for Fiscal Year 2024	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2024	Mgmt	For	For	For
4.23	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2024	Mgmt	For	For	For
4.24	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2024	Mgmt	For	For	For
4.25	Approve Discharge of Supervisory Board Member Anita Stocker-Napravnik for Fiscal Year 2024	Mgmt	For	For	For
4.26	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2024	Mgmt	For	For	For
4.27	Approve Discharge of Supervisory Board Member Susanne Terhoeven for Fiscal Year 2024	Mgmt	For	For	For
4.28	Approve Discharge of Supervisory Board Member Jens-Juergen Vogel for Fiscal Year 2024	Mgmt	For	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.29	Approve Discharge of Supervisory Board Member Markus Wagner for Fiscal Year 2024	Mgmt	For	For	For
4.30	Approve Discharge of Supervisory Board Member Jens Weidmann for Fiscal Year 2024	Mgmt	For	For	For
4.31	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For	For
5.2	Appoint EY GmbH & Co. KG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
5.3	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2026	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For
9.1	Amend Articles Re: Share Transfer Restriction	Mgmt	For	For	For
9.2	Amend Articles Re: Third-Party Ownership Entries in the Share Register	Mgmt	For	For	For
9.3	Amend Articles Re: Third-Party Ownership Voting Rights	Mgmt	For	For	For
9.4	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
9.5	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
9.6	Amend Articles Re: Sequence of Agenda Items	Mgmt	For	For	For
10	Approve Creation of EUR 117.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 7.5 Billion; Approve Creation of EUR 117.5 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 20.00 per Share	Mgmt	For	For	
3.1	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2024	Mgmt	For	For	
3.2	Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2024	Mgmt	For	For	
3.3	Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2024	Mgmt	For	For	
3.4	Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2024	Mgmt	For	For	
3.5	Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2024	Mgmt	For	For	
3.6	Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2024	Mgmt	For	For	
3.7	Approve Discharge of Management Board Member Michael Kerner for Fiscal Year 2024	Mgmt	For	For	
3.8	Approve Discharge of Management Board Member Clarisse Kopff for Fiscal Year 2024	Mgmt	For	For	

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.9	Approve Discharge of Management Board Member Mari-Lizette Malherbe for Fiscal Year 2024	Mgmt	For	For	
3.10	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2024	Mgmt	For	For	
4.1	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2024	Mgmt	For	For	
4.2	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2024	Mgmt	For	For	
4.3	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2024	Mgmt	For	For	
4.4	Approve Discharge of Supervisory Board Member Matthias Beier for Fiscal Year 2024	Mgmt	For	For	
4.5	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2024	Mgmt	For	For	
4.6	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2024	Mgmt	For	For	
4.7	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2024	Mgmt	For	For	
4.8	Approve Discharge of Supervisory Board Member Grzegorz Czlowiekowski for Fiscal Year 2024	Mgmt	For	For	
4.9	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2024	Mgmt	For	For	
4.10	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2024	Mgmt	For	For	
4.11	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2024	Mgmt	For	For	
4.12	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2024	Mgmt	For	For	

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.13	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2024	Mgmt	For	For	
4.14	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2024	Mgmt	For	For	
4.15	Approve Discharge of Supervisory Board Member Julia Jaekel for Fiscal Year 2024	Mgmt	For	For	
4.16	Approve Discharge of Supervisory Board Member Renata Jungo Bruengger for Fiscal Year 2024	Mgmt	For	For	
4.17	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2024	Mgmt	For	For	
4.18	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2024	Mgmt	For	For	
4.19	Approve Discharge of Supervisory Board Member Andrea Maier for Fiscal Year 2024	Mgmt	For	For	
4.20	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2024	Mgmt	For	For	
4.21	Approve Discharge of Supervisory Board Member Victoria Ossadnik for Fiscal Year 2024	Mgmt	For	For	
4.22	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2024	Mgmt	For	For	
4.23	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2024	Mgmt	For	For	
4.24	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2024	Mgmt	For	For	
4.25	Approve Discharge of Supervisory Board Member Anita Stocker-Napravnik for Fiscal Year 2024	Mgmt	For	For	
4.26	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2024	Mgmt	For	For	

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.27	Approve Discharge of Supervisory Board Member Susanne Terhoeven for Fiscal Year 2024	Mgmt	For	For	
4.28	Approve Discharge of Supervisory Board Member Jens-Juergen Vogel for Fiscal Year 2024	Mgmt	For	For	
4.29	Approve Discharge of Supervisory Board Member Markus Wagner for Fiscal Year 2024	Mgmt	For	For	
4.30	Approve Discharge of Supervisory Board Member Jens Weidmann for Fiscal Year 2024	Mgmt	For	For	
4.31	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2024	Mgmt	For	For	
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For	
5.2	Appoint EY GmbH & Co. KG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	
5.3	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2026	Mgmt	For	For	
6	Approve Remuneration Report	Mgmt	For	For	
7	Approve Remuneration Policy	Mgmt	For	For	
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	
9.1	Amend Articles Re: Share Transfer Restriction	Mgmt	For	For	
9.2	Amend Articles Re: Third-Party Ownership Entries in the Share Register	Mgmt	For	For	
9.3	Amend Articles Re: Third-Party Ownership Voting Rights	Mgmt	For	For	
9.4	Amend Articles Re: Editorial Changes	Mgmt	For	For	
9.5	Amend Articles Re: Editorial Changes	Mgmt	For	For	
9.6	Amend Articles Re: Sequence of Agenda Items	Mgmt	For	For	

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Creation of EUR 117.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 7.5 Billion; Approve Creation of EUR 117.5 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	

RWE AG

Meeting Date: 04/30/2025 **Country:** Germany **Ticker:** RWE
Record Date: 04/08/2025 **Meeting Type:** Annual
Primary Security ID: D6629K109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.10 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Markus Krebber for Fiscal Year 2024	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Katja van Doren for Fiscal Year 2024	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Michael Mueller for Fiscal Year 2024	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2024	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Ralf Sikorski for Fiscal Year 2024	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Frank Appel for Fiscal Year 2024	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4	Approve Discharge of Supervisory Board Member Michael Bochinsky for Fiscal Year 2024	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Sandra Bossemeyer for Fiscal Year 2024	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Hans Buenting for Fiscal Year 2024	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Matthias Duerbaum for Fiscal Year 2024	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Ute Gerbaulet for Fiscal Year 2024	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Hans-Peter Keitel for Fiscal Year 2024	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Monika Kircher for Fiscal Year 2024	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Thomas Kufen for Fiscal Year 2024	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Reiner van Limbeck for Fiscal Year 2024	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Harald Louis for Fiscal Year 2024	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Dagmar Paasch for Fiscal Year 2024	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Joerg Rochol for Fiscal Year 2024	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Erhard Schipporeit for Fiscal Year 2024	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Dirk Schumacher for Fiscal Year 2024	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.18	Approve Discharge of Supervisory Board Member Ullrich Sierau for Fiscal Year 2024	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Hauke Stars for Fiscal Year 2024	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Helle Valentin for Fiscal Year 2024	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Andreas Wagner for Fiscal Year 2024	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Marion Weckes for Fiscal Year 2024	Mgmt	For	For	For
4.23	Approve Discharge of Supervisory Board Member Thomas Westphal for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5.2	Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6.1	Elect Hans Buenting to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Monika Kircher to the Supervisory Board	Mgmt	For	For	For
6.3	Elect Thomas Kufen to the Supervisory Board	Mgmt	For	For	For
6.4	Elect Stefan Schulte to the Supervisory Board	Mgmt	For	For	For
6.5	Elect Hauke Stars to the Supervisory Board	Mgmt	For	For	For
6.6	Elect Helle Valentin to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the proposed article amendments in regard to virtual-only shareholder meetings is warranted because: * The new proposal appears to be a blanket authorization to continue holding AGMs in the virtual format only. * The rationale regarding why it was considered necessary to hold a virtual-only meeting in the past three years, or why the company chose the virtual-only format again for the 2025 AGM, is not considered compelling. * The company has not given shareholders the option to attend the AGM in-person since prior to the pandemic, and there is no commitment by the boards to giving shareholders an in-person attendance option in the near future. In this vein, the company only vaguely addresses the circumstances under which in-person meetings might be held in the future.</i></p>					
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Sanofi

Meeting Date: 04/30/2025 **Country:** France **Ticker:** SAN
Record Date: 04/28/2025 **Meeting Type:** Annual/Special
Primary Security ID: F5548N101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.92 per Share	Mgmt	For	For	For
4	Approve Transaction with l'Oreal Re: Share Repurchase Agreement	Mgmt	For	For	For
5	Ratify Appointment of Jean-Paul Kress as Director	Mgmt	For	For	For
6	Reelect Carole Ferrand as Director	Mgmt	For	For	For
7	Reelect Barbara Lavernos as Director	Mgmt	For	For	For
8	Reelect Emile Voest as Director	Mgmt	For	For	For
9	Reelect Antoine Yver as Director	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Compensation of Frederic Oudea, Chairman of the Board	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Compensation of Paul Hudson, CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because: * It is proposed to increase the base salary and number of LTIP to be granted to the CEO while the company does not provide a sufficiently compelling rationale.</i></p>					
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 997 Million	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 240 Million	Mgmt	For	For	For
21	Approve Issuance of Debt Securities Giving Access to New Shares of Subsidiaries and/or Debt Securities, up to Aggregate Amount of EUR 7 Billion	Mgmt	For	For	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18, 19, and 20	Mgmt	For	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
24	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
27	Amend Articles 3 and 13 of Bylaws	Mgmt	For	For	For
28	Ordinary Business	Mgmt			
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

SEGRO PLC

Meeting Date: 04/30/2025

Country: United Kingdom

Ticker: SGRO

Record Date: 04/28/2025

Meeting Type: Annual

Primary Security ID: G80277141

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Re-elect Andy Harrison as Director	Mgmt	For	For	For
6	Re-elect Mary Barnard as Director	Mgmt	For	For	For
7	Re-elect Sue Clayton as Director	Mgmt	For	For	For
8	Re-elect Soumen Das as Director	Mgmt	For	For	For
9	Re-elect Carol Fairweather as Director	Mgmt	For	For	For
10	Re-elect Simon Fraser as Director	Mgmt	For	For	For
11	Re-elect David Sleath as Director	Mgmt	For	For	For
12	Re-elect Linda Yueh as Director	Mgmt	For	For	For
13	Elect Marcus Sperber as Director	Mgmt	For	For	For

SEGRO PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Amend Long Term Incentive Plan	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Smith & Nephew plc

Meeting Date: 04/30/2025 **Country:** United Kingdom **Ticker:** SN
Record Date: 04/28/2025 **Meeting Type:** Annual
Primary Security ID: G82343164

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Sybella Stanley as Director	Mgmt	For	For	For
5	Re-elect Rupert Soames as Director	Mgmt	For	For	For
6	Re-elect Jo Hallas as Director	Mgmt	For	For	For
7	Re-elect Simon Lowth as Director	Mgmt	For	For	For
8	Re-elect John Ma as Director	Mgmt	For	For	For
9	Re-elect Jeremy Maiden as Director	Mgmt	For	For	For

Smith & Nephew plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Katarzyna Mazur-Hofsaess as Director	Mgmt	For	For	For
11	Re-elect Deepak Nath as Director	Mgmt	For	For	For
12	Re-elect Marc Owen as Director	Mgmt	For	For	For
13	Re-elect Angie Risley as Director	Mgmt	For	For	For
14	Re-elect John Rogers as Director	Mgmt	For	For	For
15	Re-elect Bob White as Director	Mgmt	For	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Solventum Corp.

Meeting Date: 04/30/2025

Country: USA

Ticker: SOLV

Record Date: 03/05/2025

Meeting Type: Annual

Primary Security ID: 83444M101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Glenn A. Eisenberg	Mgmt	For	For	For
1b	Elect Director Elizabeth A. Mily	Mgmt	For	For	For
1c	Elect Director John H. Weiland	Mgmt	For	For	For
1d	Elect Director Amy A. Wendell	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Solventum Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Taylor Wimpey Plc

Meeting Date: 04/30/2025

Country: United Kingdom

Ticker: TW

Record Date: 04/28/2025

Meeting Type: Annual

Primary Security ID: G86954107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Robert Noel as Director	Mgmt	For	For	For
4	Re-elect Jennie Daly as Director	Mgmt	For	For	For
5	Re-elect Chris Carney as Director	Mgmt	For	For	For
6	Re-elect Lord Jitesh Gadhia as Director	Mgmt	For	For	For
7	Re-elect Irene Dorner as Director	Mgmt	For	For	For
8	Re-elect Scilla Grimble as Director	Mgmt	For	For	For
9	Re-elect Mark Castle as Director	Mgmt	For	For	For
10	Re-elect Clodagh Moriarty as Director	Mgmt	For	For	For
11	Elect Martyn Coffey as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Taylor Wimpey Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted: * For the second consecutive year, concerns have been highlighted regarding the alignment between variable pay outcomes and Company performance. In FY2024, annual bonus awards made to the EDs' paid out at c.94% of maximum opportunity despite several declining KPI's and with reduced targets.</i></p>					
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

The Coca-Cola Company

Meeting Date: 04/30/2025 **Country:** USA **Ticker:** KO
Record Date: 03/03/2025 **Meeting Type:** Annual
Primary Security ID: 191216100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Herb Allen	Mgmt	For	For	For
1.2	Elect Director Bela Bajaria	Mgmt	For	For	For
1.3	Elect Director Ana Botin	Mgmt	For	For	For
1.4	Elect Director Christopher C. Davis	Mgmt	For	For	For
1.5	Elect Director Carolyn Everson	Mgmt	For	For	For
1.6	Elect Director Thomas S. Gayner	Mgmt	For	For	For
1.7	Elect Director Maria Elena Lagomasino	Mgmt	For	For	For
1.8	Elect Director Amity Millhiser	Mgmt	For	For	For
1.9	Elect Director James Quincey	Mgmt	For	For	For
1.10	Elect Director Caroline J. Tsay	Mgmt	For	For	For
1.11	Elect Director David B. Weinberg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Against	Against	Against
5	Report on Food Waste Management and Targets to Reduce Food Waste	SH	Against	Against	Against

The Coca-Cola Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Establish a Board Committee on Improper Influence	SH	Against	Against	Against
7	Consider Abolishing DEI Goals from Compensation Inducements	SH	Against	Against	Against
8	Report on Impacts Related to Associating Brand with Politically Divisive Events	SH	Against	Against	Against
9	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Against	Against	Against

Unilever Plc

Meeting Date: 04/30/2025 **Country:** United Kingdom **Ticker:** ULVR
Record Date: 04/28/2025 **Meeting Type:** Annual
Primary Security ID: G92087165

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	For
3	Elect Benoit Potier as Director	Mgmt	For	For	For
4	Elect Zoe Ujnovich as Director	Mgmt	For	For	For
5	Re-elect Fernando Fernandez as Director	Mgmt	For	For	For
6	Re-elect Adrian Hennah as Director	Mgmt	For	For	For
7	Re-elect Susan Kilsby as Director	Mgmt	For	For	For
8	Re-elect Ruby Lu as Director	Mgmt	For	For	For
9	Re-elect Judith McKenna as Director	Mgmt	For	For	For
10	Re-elect Ian Meakins as Director	Mgmt	For	For	For
11	Re-elect Nelson Peltz as Director	Mgmt	For	For	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Unilever Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Boston Scientific Corporation

Meeting Date: 05/01/2025 **Country:** USA **Ticker:** BSX
Record Date: 03/07/2025 **Meeting Type:** Annual
Primary Security ID: 101137107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Yoshiaki Fujimori	Mgmt	For	For	For
1b	Elect Director David C. Habiger	Mgmt	For	For	For
1c	Elect Director Edward J. Ludwig	Mgmt	For	For	For
1d	Elect Director Michael F. Mahoney	Mgmt	For	For	For
1e	Elect Director Jessica L. Mega	Mgmt	For	For	For
1f	Elect Director Susan E. Morano	Mgmt	For	For	For
1g	Elect Director Cheryl Pegus	Mgmt	For	For	For
1h	Elect Director John E. Sununu	Mgmt	For	For	For
1i	Elect Director David S. Wichmann	Mgmt	For	For	For
1j	Elect Director Ellen M. Zane	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	None	For	For

Duke Energy Corporation

Meeting Date: 05/01/2025

Country: USA

Ticker: DUK

Record Date: 03/03/2025

Meeting Type: Annual

Primary Security ID: 26441C204

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Derrick Burks	Mgmt	For	For	For
1b	Elect Director Annette K. Clayton	Mgmt	For	For	For
1c	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For	For
1d	Elect Director Robert M. Davis	Mgmt	For	For	For
1e	Elect Director Caroline Dorsa	Mgmt	For	For	For
1f	Elect Director W. Roy Dunbar	Mgmt	For	For	For
1g	Elect Director Nicholas C. Fanandakis	Mgmt	For	For	For
1h	Elect Director John T. Herron	Mgmt	For	For	For
1i	Elect Director Idalene F. Kesner	Mgmt	For	For	For
1j	Elect Director E. Marie McKee	Mgmt	For	For	For
1k	Elect Director Michael J. Pacilio	Mgmt	For	For	For
1l	Elect Director Harry K. Sideris	Mgmt	For	For	For
1m	Elect Director Thomas E. Skains	Mgmt	For	For	For
1n	Elect Director William E. Webster, Jr.	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	For	For	For
5	Report on Net Zero Activities	SH	Against	Against	Against

International Flavors & Fragrances Inc.

Meeting Date: 05/01/2025

Country: USA

Ticker: IFF

Record Date: 03/07/2025

Meeting Type: Annual

Primary Security ID: 459506101

International Flavors & Fragrances Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kathryn J. Boor	Mgmt	For	For	For
1b	Elect Director Mark J. Costa	Mgmt	For	For	For
1c	Elect Director John F. Ferraro	Mgmt	For	For	For
1d	Elect Director J. Erik Fyrwald	Mgmt	For	For	For
1e	Elect Director Vincent J. Intrieri	Mgmt	For	For	For
1f	Elect Director Cynthia T. Jamison	Mgmt	For	For	For
1g	Elect Director Mehmood Khan	Mgmt	For	For	For
1h	Elect Director Kevin O'Byrne	Mgmt	For	For	For
1i	Elect Director Margarita Palau-Hernandez	Mgmt	For	For	For
1j	Elect Director Dawn C. Willoughby	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Kerry Group Plc

Meeting Date: 05/01/2025

Country: Ireland

Ticker: KRZ

Record Date: 04/27/2025

Meeting Type: Annual

Primary Security ID: G52416107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Re-elect Gerry Behan as Director	Mgmt	For	For	For
3b	Re-elect Genevieve Berger as Director	Mgmt	For	For	For
3c	Re-elect Fiona Dawson as Director	Mgmt	For	For	For
3d	Re-elect Emer Gilvarry as Director	Mgmt	For	For	For
3e	Re-elect Catherine Godson as Director	Mgmt	For	For	For

Kerry Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3f	Re-elect Liz Hewitt as Director	Mgmt	For	For	For
3g	Re-elect Michael Kerr as Director	Mgmt	For	For	For
3h	Re-elect Marguerite Larkin as Director	Mgmt	For	For	For
3i	Re-elect Tom Moran as Director	Mgmt	For	For	For
3j	Re-elect Christopher Rogers as Director	Mgmt	For	For	For
3k	Re-elect Patrick Rohan as Director	Mgmt	For	For	For
3l	Re-elect Edmond Scanlon as Director	Mgmt	For	For	For
3m	Re-elect Jinlong Wang as Director	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Authorise Issue of Equity	Mgmt	For	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
9	Authorise Market Purchase of A Ordinary Shares	Mgmt	For	For	For
10	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Kingspan Group Plc

Meeting Date: 05/01/2025

Country: Ireland

Ticker: KRX

Record Date: 04/27/2025

Meeting Type: Annual

Primary Security ID: G52654103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Re-elect Jost Massenberg as Director	Mgmt	For	For	For
3b	Re-elect Gene Murtagh as Director	Mgmt	For	For	For

Kingspan Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3c	Re-elect Geoff Doherty as Director	Mgmt	For	For	For
3d	Re-elect Russell Shiels as Director	Mgmt	For	For	For
3e	Re-elect Gilbert McCarthy as Director	Mgmt	For	For	For
3f	Re-elect Anne Heraty as Director	Mgmt	For	For	For
3g	Re-elect Eimear Moloney as Director	Mgmt	For	For	For
3h	Re-elect Paul Murtagh as Director	Mgmt	For	For	For
3i	Re-elect Senan Murphy as Director	Mgmt	For	For	For
3j	Re-elect Louise Phelan as Director	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Approve Remuneration Policy	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
11	Authorise Market Purchase of Shares	Mgmt	For	For	For
12	Authorise Reissuance of Treasury Shares	Mgmt	For	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
14	Amend Performance Share Plan	Mgmt	For	For	For
15	Amend Articles of Association	Mgmt	For	For	For

London Stock Exchange Group plc

Meeting Date: 05/01/2025

Country: United Kingdom

Ticker: LSEG

Record Date: 04/29/2025

Meeting Type: Annual

Primary Security ID: G5689U103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this item is considered warranted: * For FY2025, the Company is proposing to increase the threshold vesting level applicable to the LTIP performance condition that measures relative TSR performance against a global peer group. For this performance measure, which carries a 20% weighting, threshold vesting will increase from 25% to 50% for median performance against the global peer group. The change is not only contrary to typical UK market practice but is not considered to be compatible with a reasonable interpretation of both the approved remuneration policy and the rules of the 2024 Equity Incentive Plan. The timing of this change may also be raised as a point of contention, given the material uplift to award opportunities approved at the 2024 AGM. The result of this change will increase the CEO's payout at threshold by approximately GBP 378,000 without requiring a commensurate increase in performance.</i></p>					
4	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For
5	Re-elect Martin Brand as Director	Mgmt	For	For	For
6	Re-elect Kathleen DeRose as Director	Mgmt	For	For	For
7	Re-elect Tsega Gebreyes as Director	Mgmt	For	For	For
8	Re-elect Scott Guthrie as Director	Mgmt	For	For	For
9	Re-elect Cressida Hogg as Director	Mgmt	For	For	For
10	Re-elect Michel-Alain Proch as Director	Mgmt	For	For	For
11	Re-elect Val Rahmani as Director	Mgmt	For	For	For
12	Re-elect Don Robert as Director	Mgmt	For	For	For
13	Re-elect David Schwimmer as Director	Mgmt	For	For	For
14	Re-elect William Vereker as Director	Mgmt	For	For	For
15	Elect Lloyd Pitchford as Director	Mgmt	For	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

London Stock Exchange Group plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Rolls-Royce Holdings Plc

Meeting Date: 05/01/2025 **Country:** United Kingdom **Ticker:** RR
Record Date: 04/29/2025 **Meeting Type:** Annual
Primary Security ID: G76225104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Dame Anita Frew as Director	Mgmt	For	For	For
6	Re-elect Tufan Erginbilgic as Director	Mgmt	For	For	For
7	Re-elect Helen McCabe as Director	Mgmt	For	For	For
8	Re-elect George Culmer as Director	Mgmt	For	For	For
9	Re-elect Birgit Behrendt as Director	Mgmt	For	For	For
10	Re-elect Stuart Bradie as Director	Mgmt	For	For	For
11	Re-elect Paulo Silva as Director	Mgmt	For	For	For
12	Re-elect Lord Jitesh Gadhia as Director	Mgmt	For	For	For
13	Re-elect Beverly Goulet as Director	Mgmt	For	For	For
14	Re-elect Nick Luff as Director	Mgmt	For	For	For
15	Re-elect Wendy Mars as Director	Mgmt	For	For	For
16	Re-elect Dame Angela Strank as Director	Mgmt	For	For	For

Rolls-Royce Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Approve Capitalisation of Merger Reserve	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise Cancellation of Capital Reduction Share and the Reduction of Capital	Mgmt	For	For	For

RTX Corporation

Meeting Date: 05/01/2025

Country: USA

Ticker: RTX

Record Date: 03/04/2025

Meeting Type: Annual

Primary Security ID: 75513E101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tracy A. Atkinson	Mgmt	For	For	For
1b	Elect Director Christopher T. Calio	Mgmt	For	For	For
1c	Elect Director Leanne G. Caret	Mgmt	For	For	For
1d	Elect Director Bernard A. Harris, Jr.	Mgmt	For	For	For
1e	Elect Director George R. Oliver	Mgmt	For	For	For
1f	Elect Director Ellen M. Pawlikowski	Mgmt	For	For	For
1g	Elect Director Denise L. Ramos	Mgmt	For	For	For
1h	Elect Director Fredric G. Reynolds	Mgmt	For	For	For
1i	Elect Director Brian C. Rogers	Mgmt	For	For	For
1j	Elect Director James A. Winnefeld, Jr.	Mgmt	For	For	For
1k	Elect Director Robert O. Work	Mgmt	For	For	For

RTX Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	Against	Against

Schroders Plc

Meeting Date: 05/01/2025 **Country:** United Kingdom **Ticker:** SDR
Record Date: 04/29/2025 **Meeting Type:** Annual
Primary Security ID: G78602144

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect Meagen Burnett as Director	Mgmt	For	For	For
5	Elect Johanna Kyrklund as Director	Mgmt	For	For	For
6	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For	For
7	Re-elect Richard Oldfield as Director	Mgmt	For	For	For
8	Re-elect Ian King as Director	Mgmt	For	For	For
9	Re-elect Rakhi Goss-Custard as Director	Mgmt	For	For	For
10	Re-elect Iain Mackay as Director	Mgmt	For	For	For
11	Re-elect Annette Thomas as Director	Mgmt	For	For	For
12	Re-elect Frederic Wakeman as Director	Mgmt	For	For	For
13	Re-elect Matthew Westerman as Director	Mgmt	For	For	For
14	Re-elect Claire Fitzalan Howard as Director	Mgmt	For	For	For
15	Re-elect Leonie Schroder as Director	Mgmt	For	For	For
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For

Schroders Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

BASF SE

Meeting Date: 05/02/2025

Country: Germany

Ticker: BAS

Record Date: 04/25/2025

Meeting Type: Annual

Primary Security ID: D06216317

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.25 per Share	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
5.a	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For	For
5.b	Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For
7	Approve Affiliation Agreement with BASF Agricultural Solutions Deutschland GmbH	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For

Meeting Date: 05/02/2025

Country: Germany

Ticker: DHL

Record Date: 04/28/2025

Meeting Type: Annual

Primary Security ID: D19225107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.85 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and Auditors for the Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6.a	Elect Ingrid Deltenre to the Supervisory Board	Mgmt	For	For	For
6.b	Elect Georg Poelzl to the Supervisory Board	Mgmt	For	For	For
6.c	Elect Lawrence Rosen to the Supervisory Board	Mgmt	For	For	For
7	Approve Creation of EUR 150 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
8	Approve Performance Share Plan for Key Employees; Approve Creation of EUR 25 Million Pool of Conditional Capital to Guarantee Conversion Rights	Mgmt	For	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
11	Approve Remuneration Policy	Mgmt	For	For	For
12	Approve Remuneration Report	Mgmt	For	For	For
13	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For

Dover Corporation

Meeting Date: 05/02/2025

Country: USA

Ticker: DOV

Record Date: 03/10/2025

Meeting Type: Annual

Primary Security ID: 260003108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Deborah L. DeHaas	Mgmt	For	For	For
1b	Elect Director H. John Gilbertson, Jr.	Mgmt	For	For	For
1c	Elect Director Kristiane C. Graham	Mgmt	For	For	For
1d	Elect Director Marc A. Howze	Mgmt	For	For	For
1e	Elect Director Michael Manley	Mgmt	For	For	For
1f	Elect Director Danita K. Ostling	Mgmt	For	For	For
1g	Elect Director Eric A. Spiegel	Mgmt	For	For	For
1h	Elect Director Richard J. Tobin	Mgmt	For	For	For
1i	Elect Director Keith E. Wandell	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted. Issues with the board leadership structure suggest that shareholders would benefit from more independent board oversight in the form of an independent chair. The lead independent director role does not appear to be sufficiently robust to counterbalance the recently combined CEO/chair role. In addition, the proposal is not overly prescriptive and would allow the company to implement the policy during the next CEO transition.

HSBC Holdings Plc

Meeting Date: 05/02/2025

Country: United Kingdom

Ticker: HSBA

Record Date: 05/01/2025

Meeting Type: Annual

Primary Security ID: G4634U169

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For

HSBC Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4a	Elect Manveen Kaur as Director	Mgmt	For	For	For
4b	Re-elect Geraldine Buckingham as Director	Mgmt	For	For	For
4c	Re-elect Rachel Duan as Director	Mgmt	For	For	For
4d	Re-elect Georges Elhedery as Director	Mgmt	For	For	For
4e	Re-elect Dame Carolyn Fairbairn as Director	Mgmt	For	For	For
4f	Re-elect James Forese as Director	Mgmt	For	For	For
4g	Re-elect Ann Godbehere as Director	Mgmt	For	For	For
4h	Re-elect Steven Guggenheimer as Director	Mgmt	For	For	For
4i	Re-elect Jose Antonio Meade Kuribrena as Director	Mgmt	For	For	For
4j	Re-elect Kalpana Morparia as Director	Mgmt	For	For	For
4k	Re-elect Eileen Murray as Director	Mgmt	For	For	For
4l	Re-elect Brendan Nelson as Director	Mgmt	For	For	For
4m	Re-elect Swee Lian Teo as Director	Mgmt	For	For	For
4n	Re-elect Sir Mark Tucker as Director	Mgmt	For	For	For
5	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
11	Authorise Directors to Allot Any Repurchased Shares	Mgmt	For	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
13	Approve Share Repurchase Contract	Mgmt	For	For	For

HSBC Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorise Issue of Equity in Relation to Contingent Convertible Securities	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	Mgmt	For	For	For
16	Approve Scrip Dividend Alternative	Mgmt	For	For	For
17	Approve Amendment to the Rules of HSBC Share Plan 2011	Mgmt	For	For	For
18	Approve Cancellation of Share Premium Account and Capital Redemption Reserve	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
20	To Instruct the HSBC Board of Directors to Follow the Plan set out on page 21 of the Annual Report 2023	SH	Against	Against	Against

Illinois Tool Works Inc.

Meeting Date: 05/02/2025

Country: USA

Ticker: ITW

Record Date: 03/03/2025

Meeting Type: Annual

Primary Security ID: 452308109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel J. Brutto	Mgmt	For	For	For
1b	Elect Director Susan Crown	Mgmt	For	For	For
1c	Elect Director Darrell L. Ford	Mgmt	For	For	For
1d	Elect Director Kelly J. Grier	Mgmt	For	For	For
1e	Elect Director James W. Griffith	Mgmt	For	For	For
1f	Elect Director Jay L. Henderson	Mgmt	For	For	For
1g	Elect Director Jaime Irick	Mgmt	For	For	For
1h	Elect Director Richard H. Lenny	Mgmt	For	For	For
1i	Elect Director Christopher A. O'Herlihy	Mgmt	For	For	For
1j	Elect Director E. Scott Santi	Mgmt	For	For	For

Illinois Tool Works Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director David B. Smith, Jr.	Mgmt	For	For	For
1l	Elect Director Pamela B. Strobel	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	For	For

Voting Policy Rationale: A vote FOR the proposal is warranted. While current severance arrangements are reasonable, the company does not disclose a policy requiring shareholder ratification of any future cash severance arrangements that exceed market norms. The requested policy would therefore provide an additional safeguard for shareholders.

Occidental Petroleum Corporation

Meeting Date: 05/02/2025

Country: USA

Ticker: OXY

Record Date: 03/10/2025

Meeting Type: Annual

Primary Security ID: 674599105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vicky A. Bailey	Mgmt	For	For	For
1b	Elect Director Andrew Gould	Mgmt	For	For	For
1c	Elect Director Carlos M. Gutierrez	Mgmt	For	For	For
1d	Elect Director Vicki Hollub	Mgmt	For	For	For
1e	Elect Director William R. Klesse	Mgmt	For	For	For
1f	Elect Director Jack B. Moore	Mgmt	For	For	For
1g	Elect Director Claire O'Neill	Mgmt	For	For	For
1h	Elect Director Avedick B. Poladian	Mgmt	For	For	For
1i	Elect Director Kenneth B. Robinson	Mgmt	For	For	For
1j	Elect Director Robert M. Shearer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Meeting Date: 05/02/2025

Country: United Kingdom

Ticker: PSON

Record Date: 04/30/2025

Meeting Type: Annual

Primary Security ID: G69651100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Omar Abbosh as Director	Mgmt	For	For	For
4	Re-elect Sherry Coutu as Director	Mgmt	For	For	For
5	Re-elect Alison Dolan as Director	Mgmt	For	For	For
6	Re-elect Alex Hardiman as Director	Mgmt	For	For	For
7	Re-elect Sally Johnson as Director	Mgmt	For	For	For
8	Re-elect Omid Kordestani as Director	Mgmt	For	For	For
9	Re-elect Esther Lee as Director	Mgmt	For	For	For
10	Re-elect Graeme Pitkethly as Director	Mgmt	For	For	For
11	Re-elect Annette Thomas as Director	Mgmt	For	For	For
12	Re-elect Lincoln Wallen as Director	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 05/02/2025

Country: United Kingdom

Ticker: ROR

Record Date: 04/30/2025

Meeting Type: Annual

Primary Security ID: G76717134

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect Svein Richard Brandtzaeg as Director	Mgmt	For	For	For
5	Re-elect Andrew Heath as Director	Mgmt	For	For	For
6	Re-elect Kiet Huynh as Director	Mgmt	For	For	For
7	Re-elect Karin Meurk-Harvey as Director	Mgmt	For	For	For
8	Re-elect Ben Peacock as Director	Mgmt	For	For	For
9	Elect Vanessa Simms as Director	Mgmt	For	For	For
10	Re-elect Janice Stipp as Director	Mgmt	For	For	For
11	Re-elect Dorothy Thompson as Director	Mgmt	For	For	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Berkshire Hathaway Inc.

Meeting Date: 05/03/2025

Country: USA

Ticker: BRK.B

Record Date: 03/05/2025

Meeting Type: Annual

Primary Security ID: 084670702

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Warren E. Buffett	Mgmt	For	For	For
1.2	Elect Director Gregory E. Abel	Mgmt	For	For	For
1.3	Elect Director Howard G. Buffett	Mgmt	For	For	For
1.4	Elect Director Susan A. Buffett	Mgmt	For	For	For
1.5	Elect Director Stephen B. Burke	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, Charlotte Guyman, and Thomas Murphy Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for compensation committee members Stephen Burke, Kenneth Chenault, Charlotte Guyman, and Thomas Murphy Jr., due to persistent concerns regarding executive pay practices and disclosures. These issues call into question whether the compensation committee is providing adequate oversight and indicate poor stewardship. A WITHHOLD vote is warranted for lead independent director and audit committee chair Susan Decker due to the fact that the company is a significant greenhouse gas (GHG) emitter, but it is not taking the minimum steps needed to understand, assess, and mitigate risks related to climate change to the company and the larger economy. A vote FOR the remaining director nominees is warranted.</i></p>					
1.6	Elect Director Kenneth I. Chenault	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, Charlotte Guyman, and Thomas Murphy Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for compensation committee members Stephen Burke, Kenneth Chenault, Charlotte Guyman, and Thomas Murphy Jr., due to persistent concerns regarding executive pay practices and disclosures. These issues call into question whether the compensation committee is providing adequate oversight and indicate poor stewardship. A WITHHOLD vote is warranted for lead independent director and audit committee chair Susan Decker due to the fact that the company is a significant greenhouse gas (GHG) emitter, but it is not taking the minimum steps needed to understand, assess, and mitigate risks related to climate change to the company and the larger economy. A vote FOR the remaining director nominees is warranted.</i></p>					
1.7	Elect Director Christopher C. Davis	Mgmt	For	For	For
1.8	Elect Director Susan L. Decker	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, Charlotte Guyman, and Thomas Murphy Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for compensation committee members Stephen Burke, Kenneth Chenault, Charlotte Guyman, and Thomas Murphy Jr., due to persistent concerns regarding executive pay practices and disclosures. These issues call into question whether the compensation committee is providing adequate oversight and indicate poor stewardship. A WITHHOLD vote is warranted for lead independent director and audit committee chair Susan Decker due to the fact that the company is a significant greenhouse gas (GHG) emitter, but it is not taking the minimum steps needed to understand, assess, and mitigate risks related to climate change to the company and the larger economy. A vote FOR the remaining director nominees is warranted.</i></p>					

Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Charlotte Guyman	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, Charlotte Guyman, and Thomas Murphy Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for compensation committee members Stephen Burke, Kenneth Chenault, Charlotte Guyman, and Thomas Murphy Jr., due to persistent concerns regarding executive pay practices and disclosures. These issues call into question whether the compensation committee is providing adequate oversight and indicate poor stewardship. A WITHHOLD vote is warranted for lead independent director and audit committee chair Susan Decker due to the fact that the company is a significant greenhouse gas (GHG) emitter, but it is not taking the minimum steps needed to understand, assess, and mitigate risks related to climate change to the company and the larger economy. A vote FOR the remaining director nominees is warranted.</i></p>					
1.10	Elect Director Ajit Jain	Mgmt	For	For	For
1.11	Elect Director Thomas S. Murphy, Jr.	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, Charlotte Guyman, and Thomas Murphy Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for compensation committee members Stephen Burke, Kenneth Chenault, Charlotte Guyman, and Thomas Murphy Jr., due to persistent concerns regarding executive pay practices and disclosures. These issues call into question whether the compensation committee is providing adequate oversight and indicate poor stewardship. A WITHHOLD vote is warranted for lead independent director and audit committee chair Susan Decker due to the fact that the company is a significant greenhouse gas (GHG) emitter, but it is not taking the minimum steps needed to understand, assess, and mitigate risks related to climate change to the company and the larger economy. A vote FOR the remaining director nominees is warranted.</i></p>					
1.12	Elect Director Wallace R. Weitz	Mgmt	For	For	For
1.13	Elect Director Meryl B. Witmer	Mgmt	For	For	For
2	Report on Costs and Benefits of Voluntary Carbon Reduction Commitments	SH	Against	Against	Against
3	Report on Pay Disparity	SH	Against	Against	Against
4	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
5	Conduct and Report a Third-Party Racial Equity Audit on Risks Related to Race-based Initiatives	SH	Against	Against	Against
6	Designate Board Committee to Oversee DEI Strategy	SH	Against	Against	Against
7	Report on Clean Energy Supply Financing Ratio	SH	Against	Against	Against
8	Establish Board Committee on Artificial Intelligence	SH	Against	Against	Against

Eli Lilly and Company

Meeting Date: 05/05/2025

Country: USA

Ticker: LLY

Record Date: 02/26/2025

Meeting Type: Annual

Primary Security ID: 532457108

Eli Lilly and Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ralph Alvarez	Mgmt	For	For	For
1b	Elect Director Mary Lynne Hedley	Mgmt	For	For	For
1c	Elect Director Kimberly H. Johnson	Mgmt	For	For	For
1d	Elect Director Juan R. Luciano	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For

Hexagon AB

Meeting Date: 05/05/2025

Country: Sweden

Ticker: HEXA.B

Record Date: 04/24/2025

Meeting Type: Annual

Primary Security ID: W4R431112

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chair of Meeting	Mgmt	For	For	Do Not Vote
3	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
7	Receive President's Report	Mgmt			
8a	Receive Financial Statements and Statutory Reports	Mgmt			
8b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8c	Receive the Board's Dividend Proposal	Mgmt			
9a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
9b	Approve Allocation of Income and Dividends of EUR 0.14 Per Share	Mgmt	For	For	Do Not Vote
9c.1	Approve Discharge of Ola Rollen	Mgmt	For	For	Do Not Vote
9c.2	Approve Discharge of Gun Nilsson	Mgmt	For	For	Do Not Vote
9c.3	Approve Discharge of Marta Schorling Andreen	Mgmt	For	For	Do Not Vote
9c.4	Approve Discharge of John Brandon	Mgmt	For	For	Do Not Vote
9c.5	Approve Discharge of Sofia Schorling Hogberg	Mgmt	For	For	Do Not Vote
9c.6	Approve Discharge of Brett Watson	Mgmt	For	For	Do Not Vote
9c.7	Approve Discharge of Erik Huggers	Mgmt	For	For	Do Not Vote
9c.8	Approve Discharge of Annika Falkengren	Mgmt	For	For	Do Not Vote
9c.9	Approve Discharge of Ralph Haupter	Mgmt	For	For	Do Not Vote
9c.10	Approve Discharge of Paolo Guglielmini	Mgmt	For	For	Do Not Vote
9c.11	Approve Discharge of Norbert Hanke	Mgmt	For	For	Do Not Vote
10	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote
11.1	Approve Remuneration of Directors in the Amount of SEK 2.7 Million for Chair, SEK 2 Million for Vice Chair and SEK 850,000 for Other Directors	Mgmt	For	For	Do Not Vote
11.2	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
12.1	Reelect Ola Rollen as Director	Mgmt	For	Against	Do Not Vote
12.2	Reelect Marta Schorling Andreen as Director	Mgmt	For	Against	Do Not Vote
12.3	Reelect Sofia Schorling Hogberg as Director	Mgmt	For	Against	Do Not Vote
12.4	Reelect Gun Nilsson as Director	Mgmt	For	For	Do Not Vote
12.5	Reelect Erik Huggers as Director	Mgmt	For	For	Do Not Vote

Hexagon AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.6	Reelect Annika Falkengren as Director	Mgmt	For	For	Do Not Vote
12.7	Reelect Ralph Haupter as Director	Mgmt	For	For	Do Not Vote
12.8	Elect Bjorn Rosengren as New Director	Mgmt	For	For	Do Not Vote
12.9	Elect Tomas Eliasson as New Director	Mgmt	For	For	Do Not Vote
12.10	Reelect Ola Rollen as Board Chair	Mgmt	For	Against	Do Not Vote
12.11	Elect Bjorn Rosengren as Vice Chair	Mgmt	For	For	Do Not Vote
12.12	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For	Do Not Vote
13	Reelect Mikael Ekdahl (Chair), Jan Dworsky, Brett Watson and Daniel Kristiansson as Members of Nominating Committee	Mgmt	For	For	Do Not Vote
14	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
15	Approve Performance Share Program 2025/2028 for Key Employees	Mgmt	For	For	Do Not Vote
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote
17	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	Do Not Vote
18	Close Meeting	Mgmt			

Uber Technologies, Inc.

Meeting Date: 05/05/2025

Country: USA

Ticker: UBER

Record Date: 03/13/2025

Meeting Type: Annual

Primary Security ID: 90353T100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald Sugar	Mgmt	For	For	For
1b	Elect Director Revathi Advaiti	Mgmt	For	For	For
1c	Elect Director Turqi Alnowaiser	Mgmt	For	For	For
1d	Elect Director Ursula Burns	Mgmt	For	For	For
1e	Elect Director Robert Eckert	Mgmt	For	For	For

Uber Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Amanda Ginsberg	Mgmt	For	For	For
1g	Elect Director Dara Khosrowshahi	Mgmt	For	For	For
1h	Elect Director John Thain	Mgmt	For	For	For
1i	Elect Director David Trujillo	Mgmt	For	For	For
1j	Elect Director Alexander Wynaendts	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Air Liquide SA

Meeting Date: 05/06/2025

Country: France

Ticker: AI

Record Date: 05/02/2025

Meeting Type: Annual/Special

Primary Security ID: F01764103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.30 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Reelect Xavier Huillard as Director	Mgmt	For	For	For
6	Reelect Aiman Ezzat as Director	Mgmt	For	For	For
7	Reelect Bertrand Dumazy as Director	Mgmt	For	For	For
8	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
9	Approve Compensation of Francois Jackow, CEO	Mgmt	For	For	For

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Compensation of Benoit Potier, Chairman of the Board	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 470 Million	Mgmt	For	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
18	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
19	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
22	Amend Article 14 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
	Ordinary Business	Mgmt			
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 05/06/2025

Country: Switzerland

Ticker: ALC

Record Date:

Meeting Type: Annual

Primary Security ID: H01301128

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 0.28 per Share	Mgmt	For	For	For
4	Approve Non-Financial Report (Non-Binding)	Mgmt	For	For	For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
5.2	Approve Remuneration of Directors in the Amount of CHF 3.9 Million	Mgmt	For	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 43 Million	Mgmt	For	For	For
6.1	Reelect Michael Ball as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Lynn Bleil as Director	Mgmt	For	For	For
6.3	Reelect Arthur Cummings as Director	Mgmt	For	For	For
6.4	Reelect David Endicott as Director	Mgmt	For	For	For
6.5	Reelect Thomas Glanzmann as Director	Mgmt	For	For	For
6.6	Reelect Keith Grossman as Director	Mgmt	For	For	For
6.7	Reelect Scott Maw as Director	Mgmt	For	For	For
6.8	Reelect Karen May as Director	Mgmt	For	For	For
6.9	Reelect Ines Poeschel as Director	Mgmt	For	For	For
6.10	Reelect Dieter Spaelti as Director	Mgmt	For	For	For
6.11	Elect Deborah Di Sanzo as Director	Mgmt	For	For	For
7.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	Mgmt	For	For	For
7.2	Reappoint Scott Maw as Member of the Compensation Committee	Mgmt	For	For	For

Alcon Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.3	Reappoint Karen May as Member of the Compensation Committee	Mgmt	For	For	For
7.4	Reappoint Ines Poeschel as Member of the Compensation Committee	Mgmt	For	For	For
8	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Barrick Gold Corporation

Meeting Date: 05/06/2025

Country: Canada

Ticker: ABX

Record Date: 03/07/2025

Meeting Type: Annual/Special

Primary Security ID: 06849F108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director D. Mark Bristow	Mgmt	For	For	For
1.2	Elect Director Helen Cai	Mgmt	For	For	For
1.3	Elect Director Isela A. Costantini	Mgmt	For	For	For
1.4	Elect Director Brian L. Greenspun	Mgmt	For	For	For
1.5	Elect Director J. Brett Harvey	Mgmt	For	For	For
1.6	Elect Director Anne N. Kabagambe	Mgmt	For	For	For
1.7	Elect Director M. Loreto Silva	Mgmt	For	For	For
1.8	Elect Director John L. Thornton	Mgmt	For	For	For
1.9	Elect Director Ben van Beurden	Mgmt	For	For	For
1.10	Elect Director Pekka J. Vauramo	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Barrick Gold Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Change Company Name to Barrick Mining Corporation (English) / Societe miniere Barrick (French)	Mgmt	For	For	For

Bristol-Myers Squibb Company

Meeting Date: 05/06/2025 **Country:** USA **Ticker:** BMY
Record Date: 03/14/2025 **Meeting Type:** Annual
Primary Security ID: 110122108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Peter J. Arduini	Mgmt	For	For	For
1B	Elect Director Deepak L. Bhatt	Mgmt	For	For	For
1C	Elect Director Christopher S. Boerner	Mgmt	For	For	For
1D	Elect Director Julia A. Haller	Mgmt	For	For	For
1E	Elect Director Manuel Hidalgo Medina	Mgmt	For	For	For
1F	Elect Director Michael R. McMullen	Mgmt	For	For	For
1G	Elect Director Paula A. Price	Mgmt	For	For	For
1H	Elect Director Derica W. Rice	Mgmt	For	For	For
1I	Elect Director Theodore R. Samuels	Mgmt	For	For	For
1J	Elect Director Karen H. Vousden	Mgmt	For	For	For
1K	Elect Director Phyllis R. Yale	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Against	Against
5	Consider Abolishing DEI Goals	SH	Against	Against	Against

Danaher Corporation

Meeting Date: 05/06/2025 **Country:** USA **Ticker:** DHR
Record Date: 03/07/2025 **Meeting Type:** Annual
Primary Security ID: 235851102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rainer M. Blair	Mgmt	For	For	For
1b	Elect Director Feroz Dewan	Mgmt	For	For	For
1c	Elect Director Linda Filler	Mgmt	For	For	For
1d	Elect Director Charles W. Lamanna	Mgmt	For	For	For
1e	Elect Director Teri List	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>					
1f	Elect Director Jessica L. Mega	Mgmt	For	For	For
1g	Elect Director Mitchell P. Rales	Mgmt	For	For	For
1h	Elect Director Steven M. Rales	Mgmt	For	For	For
1i	Elect Director A. Shane Sanders	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>					
1j	Elect Director John T. Schwieters	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>					
1k	Elect Director Alan G. Spoon	Mgmt	For	For	For
1l	Elect Director Raymond C. Stevens	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i></p>					
1m	Elect Director Elias A. Zerhouni	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

DSM-Firmenich AG

Meeting Date: 05/06/2025

Country: Switzerland

Ticker: DSFIR

Record Date:

Meeting Type: Annual

Primary Security ID: H0245V108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Sustainability Report	Mgmt	For	For	For
1.3	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.50 per Share	Mgmt	For	For	For
4.1.a	Reelect Thomas Leysen as Director and Board Chair	Mgmt	For	For	For
4.1.b	Reelect Patrick Firmenich as Director	Mgmt	For	For	For
4.1.c	Reelect Sze Cotte-Tan as Director	Mgmt	For	For	For
4.1.d	Reelect Antoine Firmenich as Director	Mgmt	For	For	For
4.1.e	Reelect Erica Mann as Director	Mgmt	For	For	For
4.1.f	Reelect Carla Mahieu as Director	Mgmt	For	For	For
4.1.g	Reelect Frits van Paasschen as Director	Mgmt	For	For	For
4.1.h	Reelect Andre Pometta as Director	Mgmt	For	For	For
4.1.i	Reelect John Ramsay as Director	Mgmt	For	For	For
4.1.j	Reelect Richard Ridinger as Director	Mgmt	For	For	For
4.1.k	Reelect Corien Wortmann as Director	Mgmt	For	For	For
4.2.1	Reappoint Carla Mahieu as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Thomas Leysen as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Frits van Paasschen as Member of the Compensation Committee	Mgmt	For	For	For
4.2.4	Reappoint Andre Pometta as Member of the Compensation Committee	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of EUR 3.7 Million	Mgmt	For	For	For

DSM-Firmenich AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Approve Remuneration of Executive Committee in the Amount of EUR 44 Million	Mgmt	For	For	For
6	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
7	Designate Christian Hochstrasser as Independent Proxy	Mgmt	For	For	For
8	Approve Creation of Capital Band within the Upper Limit of EUR 2.9 Million and the Lower Limit of EUR 2.4 Million with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

GE Aerospace

Meeting Date: 05/06/2025

Country: USA

Ticker: GE

Record Date: 03/10/2025

Meeting Type: Annual

Primary Security ID: 369604301

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen Angel	Mgmt	For	For	For
1b	Elect Director Sebastien Bazin	Mgmt	For	For	For
1c	Elect Director Margaret Billson	Mgmt	For	For	For
1d	Elect Director H. Lawrence Culp, Jr.	Mgmt	For	For	For
1e	Elect Director Thomas Enders	Mgmt	For	For	For
1f	Elect Director Edward Garden	Mgmt	For	For	For
1g	Elect Director Isabella Goren	Mgmt	For	For	For
1h	Elect Director Thomas Horton	Mgmt	For	For	For
1i	Elect Director Catherine Lesjak	Mgmt	For	For	For
1j	Elect Director Darren McDew	Mgmt	For	For	For

GE Aerospace

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: There are significant concerns around pay disclosure, structure and magnitude, notwithstanding largely performance-based CEO pay for FY24. For the regular pay program, the increase in the STIP maximum pay opportunity is not adequately explained, and there is also incomplete goal disclosure for regular-cycle equity awards. Moreover, the CEO was awarded a \$49 million one-time award in connection with his employment agreement extension, the second one-time award made to him within four years. The award is entirely performance-based, but it lacks quantified goal disclosure and has above-target vesting potential. Shareholders previously expressed concerns regarding his prior one-time award made in 2020, also in connection with his employment agreement extension. The maximum vesting of his prior one-time award undermines the board's rationale for providing another special award. In light of these concerns, a vote AGAINST this proposal is warranted.</i></p>					
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Intel Corporation

Meeting Date: 05/06/2025 **Country:** USA **Ticker:** INTC
Record Date: 03/10/2025 **Meeting Type:** Annual
Primary Security ID: 458140100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James J. Goetz	Mgmt	For	For	For
1b	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For
1c	Elect Director Alyssa H. Henry	Mgmt	For	For	For
1d	Elect Director Eric Meurice	Mgmt	For	For	For
1e	Elect Director Barbara G. Novick	Mgmt	For	For	For
1f	Elect Director Steve Sanghi	Mgmt	For	For	For
1g	Elect Director Gregory D. Smith	Mgmt	For	For	For
1h	Elect Director Stacy J. Smith	Mgmt	For	For	For
1i	Elect Director Lip-Bu Tan	Mgmt	For	For	For
1j	Elect Director Dion J. Weisler	Mgmt	For	For	For
1k	Elect Director Frank D. Yeary	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Intel Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. A review of annual and long-term incentive programs reveals mostly positive features, and pay and performance are reasonably aligned for the year under review. Nevertheless, the committee took a number of concerning actions during the fiscal year, including providing problematic cash severance to former CEO Gelsinger in connection with his voluntary resignation. In addition, the company disclosed the large sign-on awards for incoming CEO Tan. Although the entire new-hire award was in performance-conditioned equity with rigorous performance goals, the magnitude of the award was significant.</i></p>					
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): * The plan cost is excessive * The three-year average burn rate is excessive * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) * The plan allows broad discretion to accelerate vesting</i></p>					
5	Report on Ethical Impact Assessment	SH	Against	Against	Against
6	Report on Discrimination in Charitable Contributions	SH	Against	Against	Against
7	Provide Right to Act by Written Consent	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i></p>					

The Hershey Company

Meeting Date: 05/06/2025 **Country:** USA **Ticker:** HSY
Record Date: 03/07/2025 **Meeting Type:** Annual
Primary Security ID: 427866108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michele G. Buck	Mgmt	For	For	For
1b	Elect Director Timothy W. Curoe	Mgmt	For	For	For
1c	Elect Director Mary Kay Haben	Mgmt	For	For	For
1d	Elect Director Huong Maria T. Kraus	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST incumbent Governance Committee members Huong Maria Kraus and Juan Perez is warranted due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>					
1e	Elect Director Deirdre A. Mahlan	Mgmt	For	For	For
1f	Elect Director Barry J. Nalebuff	Mgmt	For	For	For
1g	Elect Director Kevin M. Ozan	Mgmt	For	For	For

The Hershey Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Juan R. Perez	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST incumbent Governance Committee members Huong Maria Kraus and Juan Perez is warranted due to the company's multi-class structure which is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i></p>					
1i	Elect Director Marie Quintero-Johnson	Mgmt	For	For	For
1j	Elect Director Cordel Robbin-Coker	Mgmt	For	For	For
1k	Elect Director Harold Singleton, III	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although pay and performance are reasonably aligned for the year under review, there are significant concerns regarding an amended employment agreement with CEO Buck in connection with her planned retirement that provides for a significant cash retention award. Moreover, the amended agreement provides for enhanced vesting with respect to outstanding unvested equity at the time of her retirement. The recent enhancements to retirement benefits are considered a problematic practice and the committee's rationale is not considered compelling in this case.</i></p>					
4	Amend Certificate of Incorporation re: Stockholders' Right to Fill Vacancies	Mgmt	For	For	For

BAE Systems Plc

Meeting Date: 05/07/2025 **Country:** United Kingdom **Ticker:** BA
Record Date: 05/02/2025 **Meeting Type:** Annual
Primary Security ID: G06940103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Nicholas Anderson as Director	Mgmt	For	For	For
6	Re-elect Thomas Arseneault as Director	Mgmt	For	For	For
7	Re-elect Crystal Ashby as Director	Mgmt	For	For	For
8	Re-elect Angus Cockburn as Director	Mgmt	For	For	For

BAE Systems Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For	For
10	Re-elect Bradley Greve as Director	Mgmt	For	For	For
11	Re-elect Jane Griffiths as Director	Mgmt	For	For	For
12	Re-elect Cressida Hogg as Director	Mgmt	For	For	For
13	Re-elect Ewan Kirk as Director	Mgmt	For	For	For
14	Re-elect Stephen Pearce as Director	Mgmt	For	For	For
15	Re-elect Nicole Piasecki as Director	Mgmt	For	For	For
16	Re-elect Charles Woodburn as Director	Mgmt	For	For	For
17	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Amend Long-Term Incentive Plan	Mgmt	For	For	For
21	Authorise Issue of Equity	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
25	Amend Articles of Association	Mgmt	For	For	For

Barclays PLC

Meeting Date: 05/07/2025

Country: United Kingdom

Ticker: BARC

Record Date: 05/02/2025

Meeting Type: Annual

Primary Security ID: G08036124

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Amend Long Term Incentive Plan	Mgmt	For	For	For
5	Elect Diony Lebot as Director	Mgmt	For	For	For
6	Elect Mary Mack as Director	Mgmt	For	For	For
7	Elect Brian Shea as Director	Mgmt	For	For	For
8	Re-elect Robert Berry as Director	Mgmt	For	For	For
9	Re-elect Anna Cross as Director	Mgmt	For	For	For
10	Re-elect Dawn Fitzpatrick as Director	Mgmt	For	For	For
11	Re-elect Mary Francis as Director	Mgmt	For	For	For
12	Re-elect Brian Gilvary as Director	Mgmt	For	For	For
13	Re-elect Nigel Higgins as Director	Mgmt	For	For	For
14	Re-elect Sir John Kingman as Director	Mgmt	For	For	For
15	Re-elect Marc Moses as Director	Mgmt	For	For	For
16	Re-elect Coimbatore Venkatakrishnan as Director	Mgmt	For	For	For
17	Re-elect Julia Wilson as Director	Mgmt	For	For	For
18	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
19	Authorise the Board Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
21	Authorise Issue of Equity	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
24	Authorise Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For	For
25	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes	Mgmt	For	For	For

Barclays PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
26	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
27	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Capgemini SE

Meeting Date: 05/07/2025

Country: France

Ticker: CAP

Record Date: 05/05/2025

Meeting Type: Annual/Special

Primary Security ID: F4973Q101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Paul Hermelin, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Aiman Ezzat, CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
9	Approve Remuneration Policy of CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Reelect Patrick Pouyanné as Director	Mgmt	For	For	For
12	Reelect Kurt Sievers as Director	Mgmt	For	For	For
13	Elect Jean-Marc Chéry as Director	Mgmt	For	For	For

Capgemini SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Extraordinary Business	Mgmt	For	For	For
15	Amend Articles 12 and 19 of Bylaws	Mgmt	For	For	For
16	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Dominion Energy, Inc.

Meeting Date: 05/07/2025

Country: USA

Ticker: D

Record Date: 02/28/2025

Meeting Type: Annual

Primary Security ID: 25746U109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director James A. Bennett	Mgmt	For	For	For
1B	Elect Director Robert M. Blue	Mgmt	For	For	For
1C	Elect Director Paul M. Dabbar	Mgmt	For	For	For
1D	Elect Director D. Maybank Hagood	Mgmt	For	For	For
1E	Elect Director Mark J. Kington	Mgmt	For	For	For
1F	Elect Director Kristin G. Lovejoy	Mgmt	For	For	For
1G	Elect Director Joseph M. Rigby	Mgmt	For	For	For
1H	Elect Director Pamela J. Royal	Mgmt	For	For	For
1I	Elect Director Robert H. Spilman, Jr.	Mgmt	For	For	For
1J	Elect Director Susan N. Story	Mgmt	For	For	For

Dominion Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1K	Elect Director Vanessa Allen Sutherland	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Consider Eliminating Non-Carbon Emitting Generation Goals in Executive Pay Incentives	SH	Against	Against	Against

Edenred SA

Meeting Date: 05/07/2025

Country: France

Ticker: EDEN

Record Date: 05/05/2025

Meeting Type: Annual/Special

Primary Security ID: F3192L109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.21 per Share	Mgmt	For	For	For
4	Reelect Nathalie Balla as Director	Mgmt	For	For	For
5	Reelect Sylvia Coutinho as Director	Mgmt	For	For	For
6	Reelect Monica Mondardini as Director	Mgmt	For	For	For
7	Reelect Philippe Vallée as Director	Mgmt	For	For	For
8	Elect Thierry Delaporte as Director	Mgmt	For	For	For
9	Elect Kristell Rivaille as Director	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.1 Million	Mgmt	For	For	For

Edenred SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
14	Approve Compensation of Bertrand Dumazy, Chairman and CEO	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: * The risk of compensation effects materialized under the 2022 LTI plan. Both the EBITDA and the CSR related criteria reached their individual max cap while the relative TSR criterion was not wholly achieved and even vested below median performance. Such risk had already materialized under the 2021 LTI plan. * Under the 2024 LTI plan, the criteria related to the EBITDA and relative TSR would allow vesting below guidance/median. * The targets underlying the CSR criteria of the 2024 LTI plan may not be seen as stringent enough since they are already achieved.</i></p>					
15	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt	For	For	For
18	Amend Article 15 of Bylaws Re: Board Deliberations	Mgmt	For	For	For
19	Amend Articles 13, 15, and 24 of Bylaws to Incorporate Legal Changes	Mgmt	For	For	For
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

FUCHS SE

Meeting Date: 05/07/2025

Country: Germany

Ticker: FPE3

Record Date: 04/30/2025

Meeting Type: Annual

Primary Security ID: D27462379

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Preferred Shareholders	Mgmt			
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.16 per Ordinary Share and EUR 1.17 per Preferred Share	Mgmt			

FUCHS SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt			
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt			
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt			
6	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt			
7	Approve Remuneration Report	Mgmt			
8.1	Elect Christoph Loos to the Supervisory Board	Mgmt			
8.2	Elect Susanne Fuchs to the Supervisory Board	Mgmt			
8.3	Elect Ingeborg Neumann to the Supervisory Board	Mgmt			
8.4	Elect Markus Steilemann to the Supervisory Board	Mgmt			
9	Approve Supervisory Board Remuneration Policy	Mgmt			
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt			
	Separate Resolution Only for Holders of Preferred Shares	Mgmt			
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Gilead Sciences, Inc.

Meeting Date: 05/07/2025

Country: USA

Ticker: GILD

Record Date: 03/14/2025

Meeting Type: Annual

Primary Security ID: 375558103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jacqueline K. Barton	Mgmt	For	For	For
1b	Elect Director Jeffrey A. Bluestone	Mgmt	For	For	For

Gilead Sciences, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Sandra J. Horning	Mgmt	For	For	For
1d	Elect Director Kelly A. Kramer	Mgmt	For	For	For
1e	Elect Director Ted W. Love	Mgmt	For	For	For
1f	Elect Director Harish M. Manwani	Mgmt	For	For	For
1g	Elect Director Daniel P. O'Day	Mgmt	For	For	For
1h	Elect Director Javier J. Rodriguez	Mgmt	For	For	For
1i	Elect Director Anthony Welters	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Pay Disparity	SH	Against	Against	Against
5	Require Independent Board Chair	SH	Against	Against	Against
6	Adopt Comprehensive Human Rights Policy and Human Rights Due Diligence Process	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. In light of the recent significant controversies and because the company specifically acknowledges that access and availability of its medications is one of its most material ESG factors, the adoption of a comprehensive human rights policy inclusive of the company's own operations and conducting human rights due diligence appears prudent at this time.</i></p>					
7	Report on the Risks of DEI Practices for Contractors	SH	Against	Against	Against

GSK Plc

Meeting Date: 05/07/2025 **Country:** United Kingdom **Ticker:** GSK
Record Date: 05/02/2025 **Meeting Type:** Annual
Primary Security ID: G3910J179

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Elect Gavin Sreaton as Director	Mgmt	For	For	For
5	Re-elect Sir Jonathan Symonds as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Dame Emma Walmsley as Director	Mgmt	For	For	For
7	Re-elect Julie Brown as Director	Mgmt	For	For	For
8	Re-elect Elizabeth Anderson as Director	Mgmt	For	For	For
9	Re-elect Charles Bancroft as Director	Mgmt	For	For	For
10	Re-elect Hal Barron as Director	Mgmt	For	For	For
11	Re-elect Anne Beal as Director	Mgmt	For	For	For
12	Re-elect Wendy Becker as Director	Mgmt	For	For	For
13	Re-elect Harry Dietz as Director	Mgmt	For	For	For
14	Re-elect Jeannie Lee as Director	Mgmt	For	For	For
15	Re-elect Vishal Sikka as Director	Mgmt	For	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
25	Approve Share Value Plan	Mgmt	For	For	For

Investor AB

Meeting Date: 05/07/2025

Country: Sweden

Ticker: INVE.B

Record Date: 04/28/2025

Meeting Type: Annual

Primary Security ID: W5R777115

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chair of Meeting	Mgmt	For	For	Do Not Vote
2	Prepare and Approve List of Shareholders	Mgmt			
3	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
9	Approve Remuneration Report	Mgmt	For	Against	Do Not Vote
10.A	Approve Discharge of Katarina Berg	Mgmt	For	For	Do Not Vote
10.B	Approve Discharge of Gunnar Brock	Mgmt	For	For	Do Not Vote
10.C	Approve Discharge of Christian Cederholm	Mgmt	For	For	Do Not Vote
10.D	Approve Discharge of Johan Forssell	Mgmt	For	For	Do Not Vote
10.E	Approve Discharge of Magdalena Gerger	Mgmt	For	For	Do Not Vote
10.F	Approve Discharge of Tom Johnstone, CBE	Mgmt	For	For	Do Not Vote
10.G	Approve Discharge of Isabelle Kocher	Mgmt	For	For	Do Not Vote
10.H	Approve Discharge of Sven Nyman	Mgmt	For	For	Do Not Vote
10.I	Approve Discharge of Mats Rahmstrom	Mgmt	For	For	Do Not Vote
10.J	Approve Discharge of Grace Reksten Skaugen	Mgmt	For	For	Do Not Vote
10.K	Approve Discharge of Hans Straberg	Mgmt	For	For	Do Not Vote
10.L	Approve Discharge of Jacob Wallenberg	Mgmt	For	For	Do Not Vote
10.M	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	Do Not Vote
10.N	Approve Discharge of Sara Ohrvall	Mgmt	For	For	Do Not Vote

Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Allocation of Income and Dividends of SEK 5.20 Per Share	Mgmt	For	For	Do Not Vote
12.A	Determine Number of Members (13) and Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote
12.B	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	Do Not Vote
13.A	Approve Remuneration of Directors in the Amount of SEK 3.5 Million for Chair, SEK 2.04 Million for Vice Chair and SEK 1.025 Million for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
13.B	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
14.A	Reelect Katarina Berg as Director	Mgmt	For	For	Do Not Vote
14.B	Reelect Christian Cederholm as Director	Mgmt	For	For	Do Not Vote
14.C	Reelect Magdalena Gerger as Director	Mgmt	For	For	Do Not Vote
14.D	Reelect Tom Johnstone, CBE as Director	Mgmt	For	Against	Do Not Vote
14.E	Reelect Isabelle Kocher as Director	Mgmt	For	For	Do Not Vote
14.F	Reelect Sven Nyman as Director	Mgmt	For	For	Do Not Vote
14.G	Reelect Mats Rahmstrom as Director	Mgmt	For	Against	Do Not Vote
14.H	Reelect Grace Reksten Skaugen as Director	Mgmt	For	Against	Do Not Vote
14.I	Reelect Hans Straberg as Director	Mgmt	For	Against	Do Not Vote
14.J	Reelect Jacob Wallenberg as Director	Mgmt	For	Against	Do Not Vote
14.K	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Do Not Vote
14.L	Reelect Sara Ohrvall as Director	Mgmt	For	For	Do Not Vote
14.M	Elect Fred Wallenberg as New Director	Mgmt	For	Against	Do Not Vote
15	Reelect Jacob Wallenberg as Board Chair	Mgmt	For	Against	Do Not Vote
16	Ratify Deloitte AB as Auditor	Mgmt	For	For	Do Not Vote
17.A	Approve Performance Share Matching Plan (LTVR) for Employees within Investor	Mgmt	For	For	Do Not Vote

Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17.B	Approve Performance Share Matching Plan (LTVR) for Employees within Patricia Industries	Mgmt	For	For	Do Not Vote
18.A	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote
18.B	Approve Equity Plan (LTVR) Financing Through Transfer of Shares to Participants	Mgmt	For	For	Do Not Vote
19	Close Meeting	Mgmt			

Mercedes-Benz Group AG

Meeting Date: 05/07/2025

Country: Germany

Ticker: MBG

Record Date: 05/02/2025

Meeting Type: Annual

Primary Security ID: D1668R123

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 4.30 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the Review of Interim Financial Statements for Fiscal Year 2026	Mgmt	For	For	For
5.3	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Ben van Beurden to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Elizabeth Centoni to the Supervisory Board	Mgmt	For	For	For

Mercedes-Benz Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.3	Elect Timotheus Hoettges to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Olaf Koch to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Helene Svahn to the Supervisory Board	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 10 Billion; Approve Creation of EUR 500 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
11	Approve Supervisory Board Remuneration Policy	Mgmt	For	For	For
12	Approve Management Board Remuneration Policy	Mgmt	For	For	For
13	Amend Article Re: Location of Annual Meeting	Mgmt	For	For	For
14	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the proposed article amendments in regard to virtual-only shareholder meetings is warranted because: * The new proposal appears to be a blanket authorization to continue holding AGMs in the virtual format only. * The rationale regarding why it was seen as necessary to hold all meetings since prior to the pandemic as virtual-only meetings is not considered compelling. * The company has not given shareholders the option to attend the AGM in-person since prior to the pandemic, and there is no commitment by the boards to giving shareholders an in-person attendance option in the near future. In this vein, the company only vaguely addresses the circumstances under which in-person meetings might be held in the future.</i></p>					
15	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Mgmt	None	Against	Against

PepsiCo, Inc.

Meeting Date: 05/07/2025

Country: USA

Ticker: PEP

Record Date: 02/27/2025

Meeting Type: Annual

Primary Security ID: 713448108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Segun Agbaje	Mgmt	For	For	For
1b	Elect Director Jennifer Bailey	Mgmt	For	For	For
1c	Elect Director Cesar Conde	Mgmt	For	For	For
1d	Elect Director Ian Cook	Mgmt	For	For	For
1e	Elect Director Edith W. Cooper	Mgmt	For	For	For
1f	Elect Director Susan M. Diamond	Mgmt	For	For	For
1g	Elect Director Dina Dublon	Mgmt	For	For	For
1h	Elect Director Michelle Gass	Mgmt	For	For	For
1i	Elect Director Ramon L. Laguarda	Mgmt	For	For	For
1j	Elect Director Dave J. Lewis	Mgmt	For	For	For
1k	Elect Director David C. Page	Mgmt	For	For	For
1l	Elect Director Robert C. Pohlad	Mgmt	For	For	For
1m	Elect Director Daniel Vasella	Mgmt	For	For	For
1n	Elect Director Darren Walker	Mgmt	For	For	For
1o	Elect Director Alberto Weisser	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Against	Against	Against
5	Report on Third-Party Racial Equity Audit	SH	Against	Against	Against
6	Report on Risks Related to Biodiversity and Nature Loss	SH	Against	Against	Against
7	Report on Plastic Packaging	SH	Against	Against	Against

Primary Health Properties Plc

Meeting Date: 05/07/2025

Country: United Kingdom

Ticker: PHP

Record Date: 05/02/2025

Meeting Type: Annual

Primary Security ID: G7240B186

Primary Health Properties Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve the Company's Dividend Policy	Mgmt	For	For	For
4	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Re-elect Harry Hyman as Director	Mgmt	For	For	For
7	Re-elect Mark Davies as Director	Mgmt	For	For	For
8	Re-elect Richard Howell as Director	Mgmt	For	For	For
9	Re-elect Laure Duhot as Director	Mgmt	For	For	For
10	Re-elect Ian Krieger as Director	Mgmt	For	For	For
11	Re-elect Ivonne Cantu as Director	Mgmt	For	For	For
12	Re-elect Bandhana Rawal as Director	Mgmt	For	For	For
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Public Storage

Meeting Date: 05/07/2025

Country: USA

Ticker: PSA

Record Date: 03/03/2025

Meeting Type: Annual

Primary Security ID: 74460D109

Public Storage

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald L. Havner, Jr.	Mgmt	For	For	For
1b	Elect Director Tamara Hughes Gustavson	Mgmt	For	For	For
1c	Elect Director Maria R. Hawthorne	Mgmt	For	For	For
1d	Elect Director Shankh S. Mitra	Mgmt	For	For	For
1e	Elect Director Rebecca Owen	Mgmt	For	For	For
1f	Elect Director Kristy M. Pipes	Mgmt	For	For	For
1g	Elect Director Avedick B. Poladian	Mgmt	For	For	For
1h	Elect Director John Reyes	Mgmt	For	For	For
1i	Elect Director Joseph D. Russell, Jr.	Mgmt	For	For	For
1j	Elect Director Tariq M. Shaukat	Mgmt	For	For	For
1k	Elect Director Ronald P. Spogli	Mgmt	For	For	For
1l	Elect Director Paul S. Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Rentokil Initial Plc

Meeting Date: 05/07/2025

Country: United Kingdom

Ticker: RTO

Record Date: 05/02/2025

Meeting Type: Annual

Primary Security ID: G7494G105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Richard Solomons as Director	Mgmt	For	For	For
5	Re-elect Andy Ransom as Director	Mgmt	For	For	For

Rentokil Initial Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Elect Paul Edgecliffe-Johnson as Director	Mgmt	For	For	For
7	Elect Brian Baldwin as Director	Mgmt	For	For	For
8	Re-elect David Frear as Director	Mgmt	For	For	For
9	Re-elect Sally Johnson as Director	Mgmt	For	For	For
10	Re-elect Sarosh Mistry as Director	Mgmt	For	For	For
11	Re-elect John Pettigrew as Director	Mgmt	For	For	For
12	Re-elect Cathy Turner as Director	Mgmt	For	For	For
13	Re-elect Linda Yueh as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

S&P Global Inc.

Meeting Date: 05/07/2025

Country: USA

Ticker: SPGI

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: 78409V104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marco Alvera	Mgmt	For	For	For
1.2	Elect Director Martina L. Cheung	Mgmt	For	For	For

S&P Global Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Jacques Esculier	Mgmt	For	For	For
1.4	Elect Director William D. Green	Mgmt	For	For	For
1.5	Elect Director Stephanie C. Hill	Mgmt	For	For	For
1.6	Elect Director Rebecca Jacoby	Mgmt	For	For	For
1.7	Elect Director Ian Paul Livingston	Mgmt	For	For	For
1.8	Elect Director Maria R. Morris	Mgmt	For	For	For
1.9	Elect Director Gregory Washington	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: The company provided problematic enhanced severance payments and benefits to an outgoing NEO.</i>					
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Clawback Policy	SH	Against	Against	Against

Schneider Electric SE

Meeting Date: 05/07/2025

Country: France

Ticker: SU

Record Date: 05/05/2025

Meeting Type: Annual/Special

Primary Security ID: F86921107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.90 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Olivier Blum, CEO from November 1, 2024 to December 31, 2024	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Compensation of Peter Herweck, CEO from January 1, 2024 to November 1, 2024	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted as: * The triggering event of the termination payment is questionable. * The proposed amount does not seem to comply with the wording of the approved remuneration policy. * The termination payment exceeds the total cash compensation actually paid over the entire term of office of the former CEO.</i>				
8	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board	Mgmt	For	For	For
9	Approve Remuneration Policy of CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Reelect Jean-Pascal Tricoire as Director	Mgmt	For	For	For
13	Reelect Anna Ohlsson-Leijon as Director	Mgmt	For	For	For
14	Ratify Appointment of Clotilde Delbos as Director	Mgmt	For	For	For
15	Elect Xiaohong (Laura) Ding as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
A	Elect Alban de Beaulaincourt as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
B	Elect François Durif as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
C	Elect Venkat Garimella as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
D	Elect Gérard Le Gouefflec as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
E	Elect Amandine Petitdemange as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17-19	Mgmt	For	For	For
21	Authorize Capital Increase of up to 9.73 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
22	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For	For
23	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 224 Million	Mgmt	For	For	For
24	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
25	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
29	Amend Article 11.3 of Bylaws Re: Conditions for Replacement of Representative of Employees Shareholders	Mgmt	For	For	For
30	Amend Article 14.3 of Bylaws Re: Board Deliberations	Mgmt	For	For	For

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Tritax Big Box REIT plc

Meeting Date: 05/07/2025

Country: United Kingdom

Ticker: BBOX

Record Date: 05/02/2025

Meeting Type: Annual

Primary Security ID: G9101W101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Kirsty Wilman as Director	Mgmt	For	For	For
4	Re-elect Aubrey Adams as Director	Mgmt	For	For	For
5	Re-elect Elizabeth Brown as Director	Mgmt	For	For	For
6	Re-elect Wu Gang as Director	Mgmt	For	For	For
7	Re-elect Alastair Hughes as Director	Mgmt	For	For	For
8	Re-elect Richard Laing as Director	Mgmt	For	For	For
9	Re-elect Karen Whitworth as Director	Mgmt	For	For	For
10	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Approve Dividend Policy	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 05/08/2025

Country: Germany

Ticker: ALV

Record Date: 04/30/2025

Meeting Type: Annual

Primary Security ID: D03080112

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 15.40 per Share	Mgmt	For	For	For
3.a	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2024	Mgmt	For	For	For
3.b	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2024	Mgmt	For	For	For
3.c	Approve Discharge of Management Board Member Claire-Marie Coste-Lepoutre for Fiscal Year 2024	Mgmt	For	For	For
3.d	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2024	Mgmt	For	For	For
3.e	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2024	Mgmt	For	For	For
3.f	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2024	Mgmt	For	For	For
3.g	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2024	Mgmt	For	For	For
3.h	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2024	Mgmt	For	For	For
3.i	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2024	Mgmt	For	For	For
4.a	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2024	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.b	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2024	Mgmt	For	For	For
4.c	Approve Discharge of Supervisory Board Member Joerg Schneider for Fiscal Year 2024	Mgmt	For	For	For
4.d	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2024	Mgmt	For	For	For
4.e	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2024	Mgmt	For	For	For
4.f	Approve Discharge of Supervisory Board Member Nadine Brandl for Fiscal Year 2024	Mgmt	For	For	For
4.g	Approve Discharge of Supervisory Board Member Stephanie Bruce for Fiscal Year 2024	Mgmt	For	For	For
4.h	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2024	Mgmt	For	For	For
4.i	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2024	Mgmt	For	For	For
4.j	Approve Discharge of Supervisory Board Member Jean-Claude Le Goer for Fiscal Year 2024	Mgmt	For	For	For
4.k	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2024	Mgmt	For	For	For
4.l	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2024	Mgmt	For	For	For
4.m	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2024	Mgmt	For	For	For
4.n	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2024	Mgmt	For	For	For
4.o	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2024	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.p	Approve Discharge of Supervisory Board Member Katharina Wesenick for Fiscal Year 2024	Mgmt	For	For	For
5.a	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For	For
5.b	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration policy is warranted because: * Pension contributions would remain at 50 percent of base salaries, which is considered very high in the context of broader European practices. Moreover, the CEO contribution of EUR 1.05 million is approx. 5x the level of the ISS-selected peer median. While the company rationale is acknowledged, it is no longer considered compelling in the context of evolving market practice. * Under the LTI, performance is solely based on TSR performance versus the STOXX Europe 600 insurance index. However, the vesting curve provides for payouts for up to 50 percentage points underperformance, which is not considered to be rigorous. * The derogation clause does not specify any limitations for deviations that may be applied; it only defines the applicable compensation components and a four-year time limit.</i></p>					
8	Elect Ralf Thomas to the Supervisory Board	Mgmt	For	For	For
9	Amend Articles of Association	Mgmt	For	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 15.40 per Share	Mgmt	For	For	
3.a	Approve Discharge of Management Board Member Oliver Baete for Fiscal Year 2024	Mgmt	For	For	
3.b	Approve Discharge of Management Board Member Sirma Boshnakova for Fiscal Year 2024	Mgmt	For	For	
3.c	Approve Discharge of Management Board Member Claire-Marie Coste-Lepoutre for Fiscal Year 2024	Mgmt	For	For	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.d	Approve Discharge of Management Board Member Barbara Karuth-Zelle for Fiscal Year 2024	Mgmt	For	For	
3.e	Approve Discharge of Management Board Member Klaus-Peter Roehler for Fiscal Year 2024	Mgmt	For	For	
3.f	Approve Discharge of Management Board Member Guenther Thallinger for Fiscal Year 2024	Mgmt	For	For	
3.g	Approve Discharge of Management Board Member Christopher Townsend for Fiscal Year 2024	Mgmt	For	For	
3.h	Approve Discharge of Management Board Member Renate Wagner for Fiscal Year 2024	Mgmt	For	For	
3.i	Approve Discharge of Management Board Member Andreas Wimmer for Fiscal Year 2024	Mgmt	For	For	
4.a	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2024	Mgmt	For	For	
4.b	Approve Discharge of Supervisory Board Member Gabriele Burkhardt-Berg for Fiscal Year 2024	Mgmt	For	For	
4.c	Approve Discharge of Supervisory Board Member Joerg Schneider for Fiscal Year 2024	Mgmt	For	For	
4.d	Approve Discharge of Supervisory Board Member Sophie Boissard for Fiscal Year 2024	Mgmt	For	For	
4.e	Approve Discharge of Supervisory Board Member Christine Bosse for Fiscal Year 2024	Mgmt	For	For	
4.f	Approve Discharge of Supervisory Board Member Nadine Brandl for Fiscal Year 2024	Mgmt	For	For	
4.g	Approve Discharge of Supervisory Board Member Stephanie Bruce for Fiscal Year 2024	Mgmt	For	For	
4.h	Approve Discharge of Supervisory Board Member Rashmy Chatterjee for Fiscal Year 2024	Mgmt	For	For	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.i	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2024	Mgmt	For	For	
4.j	Approve Discharge of Supervisory Board Member Jean-Claude Le Goer for Fiscal Year 2024	Mgmt	For	For	
4.k	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2024	Mgmt	For	For	
4.l	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2024	Mgmt	For	For	
4.m	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2024	Mgmt	For	For	
4.n	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2024	Mgmt	For	For	
4.o	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2024	Mgmt	For	For	
4.p	Approve Discharge of Supervisory Board Member Katharina Wesenick for Fiscal Year 2024	Mgmt	For	For	
5.a	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For	
5.b	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	
6	Approve Remuneration Report	Mgmt	For	For	
7	Approve Remuneration Policy	Mgmt	For	Against	
8	Elect Ralf Thomas to the Supervisory Board	Mgmt	For	For	
9	Amend Articles of Association	Mgmt	For	For	
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is considered warranted because: * The Company has increased the salaries of both EDs for FY2025 (28.7% and 8.5% for the CEO and CFO respectively) materially above those given to the wider workforce (3.5-4%). * The CEO's salary positioning and manner in which the increase has been implemented is not considered to be supported by cogent rationale. * The ED salary increases feed directly into the Company's quasi-guaranteed RSP awards, which are also seeing material increases under the proposed remuneration policy (see Item 3 below).</i></p>					
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Sharesave Plan	Mgmt	For	For	For
5	Amend Long-Term Incentive Plan	Mgmt	For	For	For
6	Approve Final Dividend	Mgmt	For	For	For
7	Re-elect Carol Arrowsmith as Director	Mgmt	For	For	For
8	Re-elect Philippe Boisseau as Director	Mgmt	For	For	For
9	Re-elect Nathan Bostock as Director	Mgmt	For	For	For
10	Re-elect Chanderepreet Duggal as Director	Mgmt	For	For	For
11	Re-elect Jo Harlow as Director	Mgmt	For	For	For
12	Re-elect Heidi Mottram as Director	Mgmt	For	For	For
13	Re-elect Kevin O'Byrne as Director	Mgmt	For	For	For
14	Re-elect Russell O'Brien as Director	Mgmt	For	For	For
15	Re-elect Chris O'Shea as Director	Mgmt	For	For	For
16	Re-elect Amber Rudd as Director	Mgmt	For	For	For
17	Re-elect Sue Whalley as Director	Mgmt	For	For	For
18	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
19	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Centrica Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Approve Climate Transition Plan	Mgmt	For	For	For
22	Authorise Issue of Equity	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

CME Group Inc.

Meeting Date: 05/08/2025 **Country:** USA **Ticker:** CME
Record Date: 03/10/2025 **Meeting Type:** Annual
Primary Security ID: 12572Q105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Terrence A. Duffy	Mgmt	For	For	For
1b	Elect Director Kathryn Benesh	Mgmt	For	For	For
1c	Elect Director Timothy S. Bitsberger	Mgmt	For	For	For
1d	Elect Director Charles P. Carey	Mgmt	For	For	For
1e	Elect Director Bryan T. Durkin	Mgmt	For	For	For
1f	Elect Director Harold Ford, Jr.	Mgmt	For	For	For
1g	Elect Director Martin J. Gepsman	Mgmt	For	For	For
1h	Elect Director Daniel G. Kaye	Mgmt	For	For	For
1i	Elect Director Phyllis M. Lockett	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST governance committee chair Phyllis Lockett is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>					
1j	Elect Director Deborah J. Lucas	Mgmt	For	For	For
1k	Elect Director Rahael Seifu	Mgmt	For	For	For
1l	Elect Director William R. Shepard	Mgmt	For	For	For
1m	Elect Director Howard J. Siegel	Mgmt	For	For	For

CME Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1n	Elect Director Dennis A. Suskind	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Edwards Lifesciences Corporation

Meeting Date: 05/08/2025

Country: USA

Ticker: EW

Record Date: 03/11/2025

Meeting Type: Annual

Primary Security ID: 28176E108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Leslie C. Davis	Mgmt	For	For	For
1.2	Elect Director David T. Feinberg	Mgmt	For	For	For
1.3	Elect Director Kieran T. Gallahue	Mgmt	For	For	For
1.4	Elect Director Leslie S. Heisz	Mgmt	For	For	For
1.5	Elect Director Paul A. LaViolette	Mgmt	For	For	For
1.6	Elect Director Steven R. Loranger	Mgmt	For	For	For
1.7	Elect Director Ramona Sequeira	Mgmt	For	For	For
1.8	Elect Director Nicholas J. Valeriani	Mgmt	For	For	For
1.9	Elect Director Bernard J. Zovighian	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For

Equifax Inc.

Meeting Date: 05/08/2025

Country: USA

Ticker: EFX

Record Date: 03/07/2025

Meeting Type: Annual

Primary Security ID: 294429105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark W. Begor	Mgmt	For	For	For
1b	Elect Director Mark L. Feidler	Mgmt	For	For	For
1c	Elect Director Karen L. Fichuk	Mgmt	For	For	For
1d	Elect Director G. Thomas Hough	Mgmt	For	For	For
1e	Elect Director Barbara A. Larson	Mgmt	For	For	For
1f	Elect Director Robert D. Marcus	Mgmt	For	For	For
1g	Elect Director Scott A. McGregor	Mgmt	For	For	For
1h	Elect Director John A. McKinley	Mgmt	For	For	For
1i	Elect Director Melissa D. Smith	Mgmt	For	For	For
1j	Elect Director Audrey Boone Tillman	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For

FBD Holdings Plc

Meeting Date: 05/08/2025

Country: Ireland

Ticker: EG7

Record Date: 05/01/2025

Meeting Type: Annual

Primary Security ID: G3335G107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Dividend on the 14% Non-Cumulative Preference Shares	Mgmt	For	For	For
3	Approve Dividend on the 8% Non-Cumulative Preference Shares	Mgmt	For	For	For

FBD Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Final Dividend	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6a	Elect James Bergin as Director	Mgmt	For	For	For
6b	Re-elect Mary Brennan as Director	Mgmt	For	For	For
6c	Re-elect Sylvia Cronin as Director	Mgmt	For	For	For
6d	Elect Olive Gaughan as Director	Mgmt	For	For	For
6e	Elect Francie Gorman as Director	Mgmt	For	For	For
6f	Re-elect Patrick Murphy as Director	Mgmt	For	For	For
6g	Re-elect Tomas O'Midheach as Director	Mgmt	For	For	For
6h	Re-elect Richard Pike as Director	Mgmt	For	For	For
6i	Re-elect Jean Sharp as Director	Mgmt	For	For	For
6j	Re-elect Kate Tobin as Director	Mgmt	For	For	For
7	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
11	Authorise Market Purchase of Shares	Mgmt	For	For	For
12	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
14	Approve Cancellation of the Amount Standing to the Credit of the Company's Share Premium Account and the Amount be Credited to a Reserve	Mgmt	For	For	For

IMI Plc

Meeting Date: 05/08/2025

Country: United Kingdom

Ticker: IMI

Record Date: 05/06/2025

Meeting Type: Annual

Primary Security ID: G47152114

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect Jamie Pike as Director	Mgmt	For	For	For
5	Elect Anne Thorburn as Director	Mgmt	For	For	For
6	Elect Victoria Hull as Director	Mgmt	For	For	For
7	Re-elect Jackie Callaway as Director	Mgmt	For	For	For
8	Re-elect Thomas Thune Andersen as Director	Mgmt	For	For	For
9	Re-elect Katie Jackson as Director	Mgmt	For	For	For
10	Re-elect Ajai Puri as Director	Mgmt	For	For	For
11	Re-elect Daniel Shook as Director	Mgmt	For	For	For
12	Re-elect Roy Twite as Director	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
A	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
B	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
C	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
D	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

InterContinental Hotels Group Plc

Meeting Date: 05/08/2025

Country: United Kingdom

Ticker: IHG

Record Date: 05/06/2025

Meeting Type: Annual

Primary Security ID: G4804L163

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration policy is considered warranted because: * The Company is proposing a significant uplift in ED remuneration, which is materially out of step with those usually available in the UK market, and gives the CEO the one of the highest remuneration opportunities available to a UK-listed company in the FTSE. * The proposed remuneration structure includes restricted shares. However, the usual 50% haircut to award opportunity expected when restricted shares are introduced in the place of performance shares has not been applied. On the contrary, the remuneration opportunities for both EDs have significantly increased. * The rationale and peer group utilised by the Company to reach its conclusions surrounding ED pay opportunity are not considered compelling.</i></p>					
3	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is considered warranted because: * The CEO is to receive a salary increase of 6.8% for FY2025, which is materially above that which is to be given to its wider workforce. * The CEO also received a 4% increase to his base salary in July 2024, despite the Company previously indicating that it would not increase the base salary of its incoming CEO in FY2024.</i></p>					
4	Approve Final Dividend	Mgmt	For	For	For
5a	Re-elect Graham Allan as Director	Mgmt	For	For	For
5b	Re-elect Arthur de Haast as Director	Mgmt	For	For	For
5c	Re-elect Duriya Farooqui as Director	Mgmt	For	For	For
5d	Re-elect Michael Glover as Director	Mgmt	For	For	For
5e	Re-elect Byron Grote as Director	Mgmt	For	For	For
5f	Re-elect Sir Ron Kalifa as Director	Mgmt	For	For	For
5g	Re-elect Elie Maalouf as Director	Mgmt	For	For	For
5h	Re-elect Deanna Oppenheimer as Director	Mgmt	For	For	For
5i	Re-elect Angie Risley as Director	Mgmt	For	For	For
5j	Re-elect Sharon Rothstein as Director	Mgmt	For	For	For
6	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
7	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
8	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
9	Authorise Issue of Equity	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

InterContinental Hotels Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Just Group Plc

Meeting Date: 05/08/2025 **Country:** United Kingdom **Ticker:** JUST
Record Date: 05/06/2025 **Meeting Type:** Annual
Primary Security ID: G9331B109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect James Brown as Director	Mgmt	For	For	For
5	Re-elect Michelle Cracknell as Director	Mgmt	For	For	For
6	Re-elect Mark Godson as Director	Mgmt	For	For	For
7	Re-elect John Hastings-Bass as Director	Mgmt	For	For	For
8	Re-elect Mary Kerrigan as Director	Mgmt	For	For	For
9	Re-elect Mary Phibbs as Director	Mgmt	For	For	For
10	Re-elect David Richardson as Director	Mgmt	For	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
12	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Just Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise Issue of Equity in Relation to the Issuance Contingent of Convertible Securities	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance Contingent of Convertible Securities	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
21	Approve Share Incentive Plan	Mgmt	For	For	For

Koninklijke Philips NV

Meeting Date: 05/08/2025

Country: Netherlands

Ticker: PHIA

Record Date: 04/10/2025

Meeting Type: Annual

Primary Security ID: N7637U112

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.	Open Meeting	Mgmt			
2.	President's Speech	Mgmt			
3.a.	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3.b.	Adopt Financial Statements	Mgmt	For	For	For
3.c.	Approve Dividends	Mgmt	For	For	For
3.d.	Approve Remuneration Report	Mgmt	For	For	For
3.e.	Approve Discharge of Management Board	Mgmt	For	For	For
3.f.	Approve Discharge of Supervisory Board	Mgmt	For	For	For
4.	Reelect M.J. van Ginneken to Management Board	Mgmt	For	For	For
5.a.	Reelect S.K. Chua to Supervisory Board	Mgmt	For	For	For

Koninklijke Philips NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.b.	Reelect I.K. Nooyi to Supervisory Board	Mgmt	For	For	For
5.c.	Elect R.J. White to Supervisory Board	Mgmt	For	For	For
6.a.	Grant Board Authority to Issue Shares	Mgmt	For	For	For
6.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
7.	Authorize Repurchase of Shares	Mgmt	For	For	For
8.	Approve Cancellation of Shares	Mgmt	For	For	For
9.	Other Business (Non-Voting)	Mgmt			
10.	Close Meeting	Mgmt			

MONY Group Plc

Meeting Date: 05/08/2025

Country: United Kingdom

Ticker: MONY

Record Date: 05/06/2025

Meeting Type: Annual

Primary Security ID: G6258H101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Peter Duffy as Director	Mgmt	For	For	For
5	Re-elect Sarah Warby as Director	Mgmt	For	For	For
6	Re-elect Caroline Britton as Director	Mgmt	For	For	For
7	Re-elect Lesley Jones as Director	Mgmt	For	For	For
8	Re-elect Rakesh Sharma as Director	Mgmt	For	For	For
9	Re-elect Niall McBride as Director	Mgmt	For	For	For
10	Re-elect Mary Christie as Director	Mgmt	For	For	For
11	Elect Jonathan Bewes as Director	Mgmt	For	For	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For

MONY Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Morgan Advanced Materials Plc

Meeting Date: 05/08/2025 **Country:** United Kingdom **Ticker:** MGAM
Record Date: 05/06/2025 **Meeting Type:** Annual
Primary Security ID: G62496131

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Jane Aikman as Director	Mgmt	For	For	For
6	Re-elect Richard Armitage as Director	Mgmt	For	For	For
7	Re-elect Ian Marchant as Director	Mgmt	For	For	For
8	Re-elect Pete Raby as Director	Mgmt	For	For	For
9	Re-elect Clement Woon as Director	Mgmt	For	For	For
10	Elect Damien Caby as Director	Mgmt	For	For	For
11	Elect Alison Wood as Director	Mgmt	For	For	For
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For

Morgan Advanced Materials Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

MTU Aero Engines AG

Meeting Date: 05/08/2025

Country: Germany

Ticker: MTX

Record Date: 04/30/2025

Meeting Type: Annual

Primary Security ID: D5565H104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2025	Mgmt	For	For	For
6	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
7.1	Elect Rainer Martens to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Peter Weckesser to the Supervisory Board	Mgmt	For	For	For

MTU Aero Engines AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.3	Elect Detlef Kayser to the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For

OSB Group Plc

Meeting Date: 05/08/2025 **Country:** United Kingdom **Ticker:** OSB
Record Date: 05/06/2025 **Meeting Type:** Annual
Primary Security ID: G6S36L101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Kal Atwal as Director	Mgmt	For	For	For
5	Elect Henry Daubeney as Director	Mgmt	For	For	For
6	Elect Sally Jones-Evans as Director	Mgmt	For	For	For
7	Re-elect Andrew Golding as Director	Mgmt	For	For	For
8	Re-elect Noel Harwerth as Director	Mgmt	For	For	For
9	Elect Gareth Hoskin as Director	Mgmt	For	For	For
10	Elect Victoria Hyde as Director	Mgmt	For	For	For
11	Re-elect Simon Walker as Director	Mgmt	For	For	For
12	Re-elect David Weymouth as Director	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For

OSB Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Prologis, Inc.

Meeting Date: 05/08/2025

Country: USA

Ticker: PLD

Record Date: 03/12/2025

Meeting Type: Annual

Primary Security ID: 74340W103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Hamid R. Moghadam	Mgmt	For	For	For
1b	Elect Director Cristina G. Bitá	Mgmt	For	For	For
1c	Elect Director James B. Connor	Mgmt	For	For	For
1d	Elect Director George L. Fotiades	Mgmt	For	For	For
1e	Elect Director Lydia H. Kennard	Mgmt	For	For	For
1f	Elect Director Daniel S. Letter	Mgmt	For	For	For
1g	Elect Director Irving F. Lyons, III	Mgmt	For	For	For
1h	Elect Director Guy A. Metcalfe	Mgmt	For	For	For
1i	Elect Director Avid Modjtabai	Mgmt	For	For	For
1j	Elect Director David P. O'Connor	Mgmt	For	For	For
1k	Elect Director Olivier Piani	Mgmt	For	For	For
1l	Elect Director Sarah A. Slusser	Mgmt	For	For	For

Prologis, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted as the right to call special meetings at a 10 percent ownership threshold would enhance shareholder rights.

Rathbones Group Plc

Meeting Date: 05/08/2025 **Country:** United Kingdom **Ticker:** RAT
Record Date: 05/06/2025 **Meeting Type:** Annual
Primary Security ID: G73904107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Clive Bannister as Director	Mgmt	For	For	For
5	Re-elect Paul Stockton as Director	Mgmt	For	For	For
6	Re-elect Iain Hooley as Director	Mgmt	For	For	For
7	Re-elect Iain Cummings as Director	Mgmt	For	For	For
8	Re-elect Terri Duhon as Director	Mgmt	For	For	For
9	Re-elect Sarah Gentleman as Director	Mgmt	For	For	For
10	Re-elect Dharmash Mistry as Director	Mgmt	For	For	For
11	Re-elect Henrietta Baldock as Director	Mgmt	For	For	For
12	Re-elect Ruth Leas as Director	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Rathbones Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Approve Cancellation of Share Premium Account	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Reckitt Benckiser Group Plc

Meeting Date: 05/08/2025 **Country:** United Kingdom **Ticker:** RKT
Record Date: 05/06/2025 **Meeting Type:** Annual
Primary Security ID: G74079107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Andrew Bonfield as Director	Mgmt	For	For	For
6	Re-elect Margherita Della Valle as Director	Mgmt	For	For	For
7	Re-elect Mehmood Khan as Director	Mgmt	For	For	For
8	Re-elect Elane Stock as Director	Mgmt	For	For	For
9	Re-elect Sir Jeremy Darroch as Director	Mgmt	For	For	For
10	Re-elect Tamara Ingram as Director	Mgmt	For	For	For
11	Re-elect Kris Licht as Director	Mgmt	For	For	For
12	Re-elect Shannon Eisenhardt as Director	Mgmt	For	For	For
13	Re-elect Marybeth Hays as Director	Mgmt	For	For	For

Reckitt Benckiser Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Elect Fiona Dawson as Director	Mgmt	For	For	For
15	Elect Stefan Oschmann as Director	Mgmt	For	For	For
16	Elect Mahesh Madhavan as Director	Mgmt	For	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Approve Long-Term Incentive Plan	Mgmt	For	For	For
21	Approve Sharesave Plan	Mgmt	For	For	For
22	Authorise Issue of Equity	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Standard Chartered Plc

Meeting Date: 05/08/2025 **Country:** United Kingdom **Ticker:** STAN
Record Date: 05/06/2025 **Meeting Type:** Annual
Primary Security ID: G84228157

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For

Standard Chartered Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Remuneration Policy	Mgmt	For	Against	Against
	<p><i>Voting Policy Rationale: A vote AGAINST the remuneration policy is considered warranted: * Concerns are raised regarding the material uplift in award opportunity for both EDs, which is not considered to be supported by cogent rationale. * The policy continues to provide additional flexibility to the Remuneration Committee to disapply time pro-rating for outstanding LTIP awards. This flexibility will only apply to Bill Winters and may create an expectation that discretion in this respect will be used as a normal application of policy, rather than in response to genuinely exceptional circumstances. The proposed increases to LTIP opportunity levels further heightens this concern.</i></p>				
5	Elect Lincoln Leong as Director	Mgmt	For	For	For
6	Re-elect Maria Ramos as Director	Mgmt	For	For	For
7	Re-elect Shirish Apte as Director	Mgmt	For	For	For
8	Re-elect Diego De Giorgi as Director	Mgmt	For	For	For
9	Re-elect Jackie Hunt as Director	Mgmt	For	For	For
10	Re-elect Diane Jurgens as Director	Mgmt	For	For	For
11	Re-elect Robin Lawther as Director	Mgmt	For	For	For
12	Re-elect Phil Rivett as Director	Mgmt	For	For	For
13	Re-elect David Tang as Director	Mgmt	For	For	For
14	Re-elect Bill Winters as Director	Mgmt	For	For	For
15	Re-elect Linda Yueh as Director	Mgmt	For	For	For
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Extend the Authority to Allot Shares by Such Number of Shares Repurchased by the Company under the Authority Granted Pursuant to Resolution 25	Mgmt	For	For	For
21	Authorise Issue of Equity in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Standard Chartered Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For
27	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

The Gym Group Plc

Meeting Date: 05/08/2025

Country: United Kingdom

Ticker: GYM

Record Date: 05/06/2025

Meeting Type: Annual

Primary Security ID: G42114101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect John Treharne as Director	Mgmt	For	For	For
4	Re-elect Will Orr as Director	Mgmt	For	For	For
5	Re-elect Luke Tait as Director	Mgmt	For	For	For
6	Re-elect Elaine O'Donnell as Director	Mgmt	For	For	For
7	Re-elect Wais Shaifta as Director	Mgmt	For	For	For
8	Re-elect Richard Stables as Director	Mgmt	For	For	For
9	Re-elect Simon Jones as Director	Mgmt	For	For	For
10	Elect Tamsin Todd as Director	Mgmt	For	For	For
11	Appoint Grant Thornton UK LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For

The Gym Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Union Pacific Corporation

Meeting Date: 05/08/2025

Country: USA

Ticker: UNP

Record Date: 03/14/2025

Meeting Type: Annual

Primary Security ID: 907818108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David B. Dillon	Mgmt	For	For	For
1b	Elect Director Sheri H. Edison	Mgmt	For	For	For
1c	Elect Director Teresa M. Finley	Mgmt	For	For	For
1d	Elect Director Deborah C. Hopkins	Mgmt	For	For	For
1e	Elect Director Jane H. Lute	Mgmt	For	For	For
1f	Elect Director Michael R. McCarthy	Mgmt	For	For	For
1g	Elect Director Doyle R. Simons	Mgmt	For	For	For
1h	Elect Director John K. Tien, Jr.	Mgmt	For	For	For
1i	Elect Director V. James Vena	Mgmt	For	For	For
1j	Elect Director John P. Wiehoff	Mgmt	For	For	For
1k	Elect Director Christopher J. Williams	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Clawback Policy	SH	Against	Against	Against

United Parcel Service, Inc.

Meeting Date: 05/08/2025

Country: USA

Ticker: UPS

Record Date: 03/10/2025

Meeting Type: Annual

Primary Security ID: 911312106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney Adkins	Mgmt	For	For	For
1b	Elect Director Eva Boratto	Mgmt	For	For	For
1c	Elect Director Kevin Clark	Mgmt	For	For	For
1d	Elect Director Wayne Hewett	Mgmt	For	For	For
1e	Elect Director Angela Hwang	Mgmt	For	For	For
1f	Elect Director Kate Johnson	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>					
1g	Elect Director William Johnson	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>					
1h	Elect Director Franck Moison	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>					
1i	Elect Director Christiana Smith Shi	Mgmt	For	For	For
1j	Elect Director Russell Stokes	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>					
1k	Elect Director Carol B. Tome	Mgmt	For	For	For
1l	Elect Director Kevin M. Warsh	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Governance Committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would provide all shareholders with equal voting rights on all matters.</i>					
5	Report on Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Against	Against	Against

Zebra Technologies Corporation

Meeting Date: 05/08/2025

Country: USA

Ticker: ZBRA

Record Date: 03/14/2025

Meeting Type: Annual

Primary Security ID: 989207105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nelda J. Connors	Mgmt	For	For	For
1b	Elect Director Frank B. Modruson	Mgmt	For	For	For
1c	Elect Director Michael A. Smith	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

AbbVie Inc.

Meeting Date: 05/09/2025

Country: USA

Ticker: ABBV

Record Date: 03/10/2025

Meeting Type: Annual

Primary Security ID: 00287Y109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William H.L. Burnside	Mgmt	For	For	For
1b	Elect Director Thomas C. Freyman	Mgmt	For	For	For
1c	Elect Director Brett J. Hart	Mgmt	For	For	For
1d	Elect Director Edward J. Rapp	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted. The elimination of supermajority vote requirements would improve shareholder rights and approval of this non-binding item may convey to the board that shareholders may wish for it to take additional steps to ensure they are removed.

Colgate-Palmolive Company

Meeting Date: 05/09/2025

Country: USA

Ticker: CL

Record Date: 03/10/2025

Meeting Type: Annual

Primary Security ID: 194162103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John P. Bilbrey	Mgmt	For	For	For
1b	Elect Director John T. Cahill	Mgmt	For	For	For
1c	Elect Director Steven A. Cahillane	Mgmt	For	For	For
1d	Elect Director Lisa M. Edwards	Mgmt	For	For	For
1e	Elect Director C. Martin Harris	Mgmt	For	For	For
1f	Elect Director Martina Hund-Mejean	Mgmt	For	For	For
1g	Elect Director Kimberly A. Nelson	Mgmt	For	For	For
1h	Elect Director Brian O. Newman	Mgmt	For	For	For
1i	Elect Director Lorrie M. Norrington	Mgmt	For	For	For
1j	Elect Director Noel Wallace	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	Against
5	Revisit Plastic Packaging Policies	SH	Against	Against	Against

Lockheed Martin Corporation

Meeting Date: 05/09/2025

Country: USA

Ticker: LMT

Record Date: 02/28/2025

Meeting Type: Annual

Primary Security ID: 539830109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John C. Aquilino	Mgmt	For	For	For
1.2	Elect Director David B. Burritt	Mgmt	For	For	For
1.3	Elect Director John M. Donovan	Mgmt	For	For	For

Lockheed Martin Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Joseph F. Dunford, Jr.	Mgmt	For	For	For
1.5	Elect Director Thomas J. Falk	Mgmt	For	For	For
1.6	Elect Director Vicki A. Hollub	Mgmt	For	For	For
1.7	Elect Director Debra L. Reed-Klages	Mgmt	For	For	For
1.8	Elect Director James D. Taiclet	Mgmt	For	For	For
1.9	Elect Director Heather A. Wilson	Mgmt	For	For	For
1.10	Elect Director Patricia E. Yarrington	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	For	For

Voting Policy Rationale: A vote FOR the proposal is warranted. While the current severance basis is reasonable, the company lacks a mechanism that would require shareholder approval in order for excessive cash severance to be payable. The requested policy would ensure that shareholders have such safeguards. In addition, the proposal is non-binding and is not considered to be overly prescriptive.

5	Report on Alignment of Political Activities with Company's Human Rights Policy	SH	Against	Against	Against
6	Report on Risks of DEI Requirements in Hiring and Recruitment *Withdrawn Resolution*	SH			

Lonza Group AG

Meeting Date: 05/09/2025

Country: Switzerland

Ticker: LONN

Record Date:

Meeting Type: Annual

Primary Security ID: H50524133

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Non-Financial Report	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For

Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Allocation of Income and Dividends of CHF 4.00 per Share	Mgmt	For	For	For
6.1.1	Reelect Marion Helmes as Director	Mgmt	For	For	For
6.1.2	Reelect Jean-Marc Huet as Director	Mgmt	For	For	For
6.1.3	Reelect Angelica Kohlmann as Director	Mgmt	For	For	For
6.1.4	Reelect Christoph Maeder as Director	Mgmt	For	For	For
6.1.5	Reelect Roger Nitsch as Director	Mgmt	For	For	For
6.1.6	Reelect Barbara Richmond as Director	Mgmt	For	For	For
6.1.7	Reelect Juergen Steinemann as Director	Mgmt	For	For	For
6.2.1	Elect Juan Andres as Director	Mgmt	For	For	For
6.2.2	Elect Eric Drape as Director (from May 14, 2025)	Mgmt	For	For	For
6.2.3	Elect David Meline as Director	Mgmt	For	For	For
6.3	Reelect Jean-Marc Huet as Board Chair	Mgmt	For	For	For
6.4.1	Reappoint Angelica Kohlmann as Member of the Compensation Committee	Mgmt	For	For	For
6.4.2	Reappoint Christoph Maeder as Member of the Compensation Committee	Mgmt	For	For	For
6.4.3	Reappoint Juergen Steinemann as Member of the Compensation Committee	Mgmt	For	For	For
6.4.4	Appoint Eric Drape as Member of the Compensation Committee	Mgmt	For	For	For
6.4.5	Appoint David Meline as Member of the Compensation Committee	Mgmt	For	For	For
7	Ratify Deloitte AG as Auditors for Fiscal Year 2025	Mgmt	For	For	For
8	Designate Lenz Caemmerer as Independent Proxy	Mgmt	For	For	For
9	Approve Remuneration of Directors in the Amount of CHF 4.3 Million	Mgmt	For	For	For
10.1	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 5.1 Million	Mgmt	For	For	For

Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 25.6 Million	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Marriott International, Inc.

Meeting Date: 05/09/2025 **Country:** USA **Ticker:** MAR
Record Date: 03/12/2025 **Meeting Type:** Annual
Primary Security ID: 571903202

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony G. Capuano	Mgmt	For	For	For
1b	Elect Director Isabella D. Goren	Mgmt	For	For	For
1c	Elect Director Deborah Marriott Harrison	Mgmt	For	For	For
1d	Elect Director Frederick A. Henderson	Mgmt	For	For	For
1e	Elect Director Lauren R. Hobart	Mgmt	For	For	For
1f	Elect Director Debra L. Lee	Mgmt	For	For	For
1g	Elect Director Aylwin B. Lewis	Mgmt	For	For	For
1h	Elect Director David S. Marriott	Mgmt	For	For	For
1i	Elect Director Margaret M. McCarthy	Mgmt	For	For	For
1j	Elect Director Grant F. Reid	Mgmt	For	For	For
1k	Elect Director Horacio D. Rozanski	Mgmt	For	For	For
1l	Elect Director Susan C. Schwab	Mgmt	For	For	For
1m	Elect Director Sean C. Tresvant	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Masco Corporation

Meeting Date: 05/09/2025

Country: USA

Ticker: MAS

Record Date: 03/14/2025

Meeting Type: Annual

Primary Security ID: 574599106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jonathon J. Nudi	Mgmt	For	For	For
1b	Elect Director Lisa A. Payne	Mgmt	For	For	For
1c	Elect Director Sandeep Reddy	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Amend the Business Combination Provisions	Mgmt	For	For	For
6	Declassify the Board of Directors	Mgmt	For	For	For

The Progressive Corporation

Meeting Date: 05/09/2025

Country: USA

Ticker: PGR

Record Date: 03/14/2025

Meeting Type: Annual

Primary Security ID: 743315103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Philip Bleser	Mgmt	For	For	For
1b	Elect Director Stuart B. Burgdoerfer	Mgmt	For	For	For
1c	Elect Director Pamela J. Craig	Mgmt	For	For	For
1d	Elect Director Charles A. Davis	Mgmt	For	For	For
1e	Elect Director Roger N. Farah	Mgmt	For	For	For
1f	Elect Director Lawton W. Fitt	Mgmt	For	For	For
1g	Elect Director Susan Patricia Griffith	Mgmt	For	For	For
1h	Elect Director Devin C. Johnson	Mgmt	For	For	For
1i	Elect Director Jeffrey D. Kelly	Mgmt	For	For	For

The Progressive Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Barbara R. Snyder	Mgmt	For	For	For
1k	Elect Director Kahina Van Dyke	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

CNH Industrial N.V.

Meeting Date: 05/12/2025 **Country:** Netherlands **Ticker:** CNH
Record Date: 04/14/2025 **Meeting Type:** Annual
Primary Security ID: N20944109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Suzanne Heywood	Mgmt	For	For	For
1B	Elect Director Gerrit Marx	Mgmt	For	For	For
1C	Elect Director Elizabeth Bastoni	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Governance Committee members Vagn Soerensen, Elizabeth Bastoni, and Howard Buffett is warranted for maintaining a capital structure with unequal voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>					
1D	Elect Director Howard W. Buffett	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Governance Committee members Vagn Soerensen, Elizabeth Bastoni, and Howard Buffett is warranted for maintaining a capital structure with unequal voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>					
1E	Elect Director Richard J. Kramer	Mgmt	For	For	For
1F	Elect Director Karen Linehan	Mgmt	For	For	For
1G	Elect Director Alessandro Nasi	Mgmt	For	For	For
1H	Elect Director Vagn Sørensen	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Governance Committee members Vagn Soerensen, Elizabeth Bastoni, and Howard Buffett is warranted for maintaining a capital structure with unequal voting rights that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>					
1I	Elect Director Āsa Tamsons	Mgmt	For	For	For
2A	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
2B	Amend Omnibus Stock Plan	Mgmt	For	For	For
3A	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

CNH Industrial N.V.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3C	Approve Dividends	Mgmt	For	For	For
3D	Approve Discharge of Directors	Mgmt	For	For	For
4A	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
4B	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
4C	Authorize Repurchase of Up to 10 Percent of Issued Capital	Mgmt	For	For	For

3M Company

Meeting Date: 05/13/2025

Country: USA

Ticker: MMM

Record Date: 03/18/2025

Meeting Type: Annual

Primary Security ID: 88579Y101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David P. Bozeman	Mgmt	For	For	For
1b	Elect Director Thomas (Tony) K. Brown	Mgmt	For	For	For
1c	Elect Director William M. Brown	Mgmt	For	For	For
1d	Elect Director Audrey Choi	Mgmt	For	For	For
1e	Elect Director Anne H. Chow	Mgmt	For	For	For
1f	Elect Director David B. Dillon	Mgmt	For	For	For
1g	Elect Director James R. Fitterling	Mgmt	For	For	For
1h	Elect Director Suzan Kereere	Mgmt	For	For	For
1i	Elect Director Gregory R. Page	Mgmt	For	For	For
1j	Elect Director Pedro J. Pizarro	Mgmt	For	For	For
1k	Elect Director Thomas W. Sweet	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Bausch Health Companies Inc.

Meeting Date: 05/13/2025

Country: Canada

Ticker: BHC

Record Date: 03/14/2025

Meeting Type: Annual

Primary Security ID: 071734107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas J. Appio	Mgmt	For	For	For
1b	Elect Director Christian A. Garcia	Mgmt	For	For	For
1c	Elect Director Brett M. Icahn	Mgmt	For	For	For
1d	Elect Director Sarah B. Kavanagh	Mgmt	For	For	For
1e	Elect Director Frank D. Lee	Mgmt	For	For	For
1f	Elect Director Steven D. Miller	Mgmt	For	For	For
1g	Elect Director Richard C. Mulligan	Mgmt	For	For	For
1h	Elect Director John A. Paulson	Mgmt	For	For	For
1i	Elect Director Robert N. Power	Mgmt	For	For	For
1j	Elect Director Amy B. Wechsler	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

BNP Paribas SA

Meeting Date: 05/13/2025

Country: France

Ticker: BNP

Record Date: 05/09/2025

Meeting Type: Annual/Special

Primary Security ID: F1058Q238

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 4.79 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Reelect Jean-Laurent Bonnafe as Director	Mgmt	For	For	For
7	Reelect Lieve Logghe as Director	Mgmt	For	For	For
8	Elect Bertrand de Mazieres as Director	Mgmt	For	For	For
9	Elect Valerie Chort as Director	Mgmt	For	For	For
10	Elect Nicolas Peter as Director	Mgmt	For	For	For
11	Elect Guillaume Poupard as Director	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
14	Approve Remuneration Policy of CEO	Mgmt	For	For	For
15	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	For	For
16	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
17	Approve Compensation of Jean Lemierre, Chairman of the Board	Mgmt	For	For	For
18	Approve Compensation of Jean-Laurent Bonnafe, CEO	Mgmt	For	For	For
19	Approve Compensation of Yann Gerardin, Vice-CEO	Mgmt	For	For	For
20	Approve Compensation of Thierry Laborde, Vice-CEO	Mgmt	For	For	For
21	Approve Remuneration of Directors in the Aggregate Amount of EUR 2 Million	Mgmt	For	For	For
22	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

BNP Paribas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
26	Amend Article 14 of Bylaws Re: Age Limit of CEO	Mgmt	For	For	For
27	Amend Article 14 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
28	Amend Article 16 of Bylaws Re: Age Limit of Vice-CEOs	Mgmt	For	For	For
29	Amend Article 10 of Bylaws to Comply with Legal Changes Re: Board Deliberations	Mgmt	For	For	For
30	Amend Article 10 and 18 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

ConocoPhillips

Meeting Date: 05/13/2025

Country: USA

Ticker: COP

Record Date: 03/21/2025

Meeting Type: Annual

Primary Security ID: 20825C104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dennis V. Arriola	Mgmt	For	For	For
1b	Elect Director Nelda J. Connors	Mgmt	For	For	For
1c	Elect Director Gay Huey Evans	Mgmt	For	For	For
1d	Elect Director Jeffrey A. Joerres	Mgmt	For	For	For
1e	Elect Director Ryan M. Lance	Mgmt	For	For	For
1f	Elect Director Timothy A. Leach	Mgmt	For	For	For
1g	Elect Director William H. McRaven	Mgmt	For	For	For
1h	Elect Director Sharmila Mulligan	Mgmt	For	For	For

ConocoPhillips

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Arjun N. Murti	Mgmt	For	For	For
1j	Elect Director Robert A. Niblock	Mgmt	For	For	For
1k	Elect Director David T. Seaton	Mgmt	For	For	For
1l	Elect Director R.A. Walker	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Remove All GHG Emissions Reduction Targets	SH	Against	Against	Against

ITV Plc

Meeting Date: 05/13/2025 **Country:** United Kingdom **Ticker:** ITV
Record Date: 05/09/2025 **Meeting Type:** Annual
Primary Security ID: G4984A110

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Dawn Allen as Director	Mgmt	For	For	For
5	Re-elect Edward Carter as Director	Mgmt	For	For	For
6	Re-elect Graham Cooke as Director	Mgmt	For	For	For
7	Re-elect Andrew Cosslett as Director	Mgmt	For	For	For
8	Re-elect Margaret Ewing as Director	Mgmt	For	For	For
9	Re-elect Marjorie Kaplan as Director	Mgmt	For	For	For
10	Re-elect Gidon Katz as Director	Mgmt	For	For	For
11	Re-elect Chris Kennedy as Director	Mgmt	For	For	For
12	Re-elect Carolyn McCall as Director	Mgmt	For	For	For

ITV Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Re-elect Sharmila Nebhrajani as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

James Fisher & Sons Plc

Meeting Date: 05/13/2025

Country: United Kingdom

Ticker: FSJ

Record Date: 05/09/2025

Meeting Type: Annual

Primary Security ID: G35056103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Angus Cockburn as Director	Mgmt	For	For	For
4	Re-elect Jean Vernet as Director	Mgmt	For	For	For
5	Re-elect Karen Hayzen-Smith as Director	Mgmt	For	For	For
6	Re-elect Justin Atkinson as Director	Mgmt	For	For	For
7	Re-elect Inken Braunschmidt as Director	Mgmt	For	For	For
8	Re-elect Claire Hawkings as Director	Mgmt	For	For	For
9	Re-elect Kash Pandya as Director	Mgmt	For	For	For

James Fisher & Sons Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Shian Jastram as Director	Mgmt	For	For	For
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Approve Sharesave Plan	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Prudential Financial, Inc.

Meeting Date: 05/13/2025

Country: USA

Ticker: PRU

Record Date: 03/14/2025

Meeting Type: Annual

Primary Security ID: 744320102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gilbert F. Casellas	Mgmt	For	For	For
1.2	Elect Director Carmine Di Sibio	Mgmt	For	For	For
1.3	Elect Director Martina Hund-Mejean	Mgmt	For	For	For
1.4	Elect Director Wendy E. Jones	Mgmt	For	For	For
1.5	Elect Director Charles F. Lowrey	Mgmt	For	For	For
1.6	Elect Director Sandra Pianalto	Mgmt	For	For	For
1.7	Elect Director Christine A. Poon	Mgmt	For	For	For
1.8	Elect Director Andrew F. Sullivan	Mgmt	For	For	For
1.9	Elect Director Michael A. Todman	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Prudential Financial, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted. The company's long-term TSR underperformance has coincided with a board leadership structure in which the board chair has been the CEO or a former CEO. Accordingly, shareholders would benefit from a policy requiring the strongest form of independent oversight in the form of an independent chair.

SAP SE

Meeting Date: 05/13/2025 **Country:** Germany **Ticker:** SAP
Record Date: 04/21/2025 **Meeting Type:** Annual
Primary Security ID: D66992104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.35 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify BDO AG as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5.2	Appoint BDO AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Approve Creation of EUR 250 Million Pool of Authorized Capital I with Preemptive Rights	Mgmt	For	For	For
7.2	Approve Creation of EUR 250 Million Pool of Authorized Capital II with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For

St. James's Place Plc

Meeting Date: 05/13/2025

Country: United Kingdom

Ticker: STJ

Record Date: 05/09/2025

Meeting Type: Annual

Primary Security ID: G5005D124

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Re-elect Mark FitzPatrick as Director	Mgmt	For	For	For
6	Re-elect Simon Fraser as Director	Mgmt	For	For	For
7	Re-elect Rosemary Hilary as Director	Mgmt	For	For	For
8	Re-elect John Hitchins as Director	Mgmt	For	For	For
9	Re-elect Paul Manduca as Director	Mgmt	For	For	For
10	Elect Caroline Waddington as Director	Mgmt	For	For	For
11	Elect Rooney Anand as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
19	Adopt New Articles of Association	Mgmt	For	For	For

Waste Management, Inc.

Meeting Date: 05/13/2025

Country: USA

Ticker: WM

Record Date: 03/18/2025

Meeting Type: Annual

Primary Security ID: 94106L109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas L. Bene	Mgmt	For	For	For
1b	Elect Director Bruce E. Chinn	Mgmt	For	For	For
1c	Elect Director James C. Fish, Jr.	Mgmt	For	For	For
1d	Elect Director Andres R. Gluski	Mgmt	For	For	For
1e	Elect Director Victoria M. Holt	Mgmt	For	For	For
1f	Elect Director Kathleen M. Mazzarella	Mgmt	For	For	For
1g	Elect Director Sean E. Menke	Mgmt	For	For	For
1h	Elect Director William B. Plummer	Mgmt	For	For	For
1i	Elect Director Maryrose T. Sylvester	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Advanced Micro Devices, Inc.

Meeting Date: 05/14/2025

Country: USA

Ticker: AMD

Record Date: 03/19/2025

Meeting Type: Annual

Primary Security ID: 007903107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nora M. Denzel	Mgmt	For	For	For
1b	Elect Director Michael P. Gregoire	Mgmt	For	For	For
1c	Elect Director Joseph A. Householder	Mgmt	For	For	For
1d	Elect Director John W. Marren	Mgmt	For	For	For
1e	Elect Director Jon A. Olson	Mgmt	For	For	For
1f	Elect Director Lisa T. Su	Mgmt	For	For	For
1g	Elect Director Abhi Y. Talwalkar	Mgmt	For	For	For

Advanced Micro Devices, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Elizabeth W. Vanderslice	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Increase Authorized Common Stock	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
6	Amend Right to Call Special Meeting	SH	Against	Against	Against

American International Group, Inc.

Meeting Date: 05/14/2025

Country: USA

Ticker: AIG

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: 026874784

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paola Bergamaschi	Mgmt	For	For	For
1b	Elect Director James Cole, Jr.	Mgmt	For	For	For
1c	Elect Director James (Jimmy) Dunne, III	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST compensation committee members Linda Mills, Diana Murphy, and James (Jimmy) Dunne III is warranted, in light of the committee's poor responsiveness to last year's low say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i></p>					
1d	Elect Director John (Chris) Inglis	Mgmt	For	For	For
1e	Elect Director Courtney Leimkuhler	Mgmt	For	For	For
1f	Elect Director Linda A. Mills	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST compensation committee members Linda Mills, Diana Murphy, and James (Jimmy) Dunne III is warranted, in light of the committee's poor responsiveness to last year's low say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i></p>					
1g	Elect Director Diana M. Murphy	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST compensation committee members Linda Mills, Diana Murphy, and James (Jimmy) Dunne III is warranted, in light of the committee's poor responsiveness to last year's low say-on-pay vote result. A vote FOR the remaining director nominees is warranted.</i></p>					
1h	Elect Director Juan Perez	Mgmt	For	For	For
1i	Elect Director Peter R. Porrino	Mgmt	For	For	For

American International Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director John G. Rice	Mgmt	For	For	For
1k	Elect Director Vanessa A. Wittman	Mgmt	For	For	For
1l	Elect Director Peter Zaffino	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The committee engaged with shareholders following last year's low say-on-pay vote result. However, the feedback disclosure does not clearly indicate shareholders' concerns that led to the low vote result and the company's disclosed responses to the feedback do not represent any new meaningful changes or commitments. Accordingly, the committee has demonstrated poor responsiveness. Moreover, an unmitigated pay-for-performance misalignment exists for the year in review. The STI program is less complex in 2024, which is positive. However, several STI financial metrics were set at a less challenging level compared to the prior year's results and the program is heavily reliant on individual performance determinations. These STI concerns are exacerbated given the CEO's maximum payout. Further, while the CEO's LTI awards are majority performance-conditioned, the proxy does not disclose forward-looking PSU goals. Closing-cycle disclosure also indicates some goal rigor concerns with the relative TSR metric, for which the weighting has recently increased.</i></p>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

American Tower Corporation

Meeting Date: 05/14/2025 **Country:** USA **Ticker:** AMT
Record Date: 03/17/2025 **Meeting Type:** Annual
Primary Security ID: 03027X100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven O. Vondran	Mgmt	For	For	For
1b	Elect Director Kelly C. Chambliss	Mgmt	For	For	For
1c	Elect Director Teresa H. Clarke	Mgmt	For	For	For
1d	Elect Director Kenneth R. Frank	Mgmt	For	For	For
1e	Elect Director Robert D. Hormats	Mgmt	For	For	For
1f	Elect Director Rajesh Kalathur	Mgmt	For	For	For
1g	Elect Director Grace D. Lieblein	Mgmt	For	For	For
1h	Elect Director Craig Macnab	Mgmt	For	For	For
1i	Elect Director Neville R. Ray	Mgmt	For	For	For
1j	Elect Director Pamela D. A. Reeve	Mgmt	For	For	For
1k	Elect Director Bruce L. Tanner	Mgmt	For	For	For

American Tower Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Bayerische Motoren Werke AG (BMW)

Meeting Date: 05/14/2025 **Country:** Germany **Ticker:** BMW
Record Date: 04/22/2025 **Meeting Type:** Annual
Primary Security ID: D12096109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 4.30 per Ordinary Share and EUR 4.32 per Preferred Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2024	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote FOR the discharge of the management board (Item 3) is warranted as there is no evidence that they have not fulfilled their fiduciary duties, but particularly because none of the management board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct (noted below) began. Votes AGAINST the discharge of the supervisory board members (Items 4.1-4.24) are warranted because: Antitrust Due to the symbolic nature of the discharge vote in Germany, and the fact that in the span of under five years, BMW was again found guilty of collusion with other automakers, some shareholders may wish to use the discharge resolutions to hold the supervisory board accountable, particularly because: * BMW has not been open and transparent regarding all investigations (both internal and external), including whether accountability for this matter is being investigated; and * Multiple supervisory board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct in question occurred. Diesel Emissions Scandal As last year, particularly as both internal and external investigations into the matter remain pending: the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even incarcerated. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of directors who served during 2010-2014 are highlighted.*

Bayerische Motoren Werke AG (BMW)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Approve Discharge of Supervisory Board Member Martin Kimmich for Fiscal Year 2024	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the discharge of the management board (Item 3) is warranted as there is no evidence that they have not fulfilled their fiduciary duties, but particularly because none of the management board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct (noted below) began. Votes AGAINST the discharge of the supervisory board members (Items 4.1-4.24) are warranted because: Antitrust Due to the symbolic nature of the discharge vote in Germany, and the fact that in the span of under five years, BMW was again found guilty of collusion with other automakers, some shareholders may wish to use the discharge resolutions to hold the supervisory board accountable, particularly because: * BMW has not been open and transparent regarding all investigations (both internal and external), including whether accountability for this matter is being investigated; and * Multiple supervisory board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct in question occurred. Diesel Emissions Scandal As last year, particularly as both internal and external investigations into the matter remain pending: the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even incarcerated. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of directors who served during 2010-2014 are highlighted.</i></p>					
4.3	Approve Discharge of Supervisory Board Member Stefan Quandt for Fiscal Year 2024	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the discharge of the management board (Item 3) is warranted as there is no evidence that they have not fulfilled their fiduciary duties, but particularly because none of the management board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct (noted below) began. Votes AGAINST the discharge of the supervisory board members (Items 4.1-4.24) are warranted because: Antitrust Due to the symbolic nature of the discharge vote in Germany, and the fact that in the span of under five years, BMW was again found guilty of collusion with other automakers, some shareholders may wish to use the discharge resolutions to hold the supervisory board accountable, particularly because: * BMW has not been open and transparent regarding all investigations (both internal and external), including whether accountability for this matter is being investigated; and * Multiple supervisory board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct in question occurred. Diesel Emissions Scandal As last year, particularly as both internal and external investigations into the matter remain pending: the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even incarcerated. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of directors who served during 2010-2014 are highlighted.</i></p>					

Bayerische Motoren Werke AG (BMW)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4	Approve Discharge of Supervisory Board Member Stefan Schmid for Fiscal Year 2024	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the discharge of the management board (Item 3) is warranted as there is no evidence that they have not fulfilled their fiduciary duties, but particularly because none of the management board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct (noted below) began. Votes AGAINST the discharge of the supervisory board members (Items 4.1-4.24) are warranted because: Antitrust Due to the symbolic nature of the discharge vote in Germany, and the fact that in the span of under five years, BMW was again found guilty of collusion with other automakers, some shareholders may wish to use the discharge resolutions to hold the supervisory board accountable, particularly because: * BMW has not been open and transparent regarding all investigations (both internal and external), including whether accountability for this matter is being investigated; and * Multiple supervisory board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct in question occurred. Diesel Emissions Scandal As last year, particularly as both internal and external investigations into the matter remain pending: the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even incarcerated. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of directors who served during 2010-2014 are highlighted.</i></p>					
4.5	Approve Discharge of Supervisory Board Member Kurt Bock for Fiscal Year 2024	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the discharge of the management board (Item 3) is warranted as there is no evidence that they have not fulfilled their fiduciary duties, but particularly because none of the management board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct (noted below) began. Votes AGAINST the discharge of the supervisory board members (Items 4.1-4.24) are warranted because: Antitrust Due to the symbolic nature of the discharge vote in Germany, and the fact that in the span of under five years, BMW was again found guilty of collusion with other automakers, some shareholders may wish to use the discharge resolutions to hold the supervisory board accountable, particularly because: * BMW has not been open and transparent regarding all investigations (both internal and external), including whether accountability for this matter is being investigated; and * Multiple supervisory board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct in question occurred. Diesel Emissions Scandal As last year, particularly as both internal and external investigations into the matter remain pending: the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even incarcerated. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of directors who served during 2010-2014 are highlighted.</i></p>					

Bayerische Motoren Werke AG (BMW)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.6	Approve Discharge of Supervisory Board Member Christiane Benner (until May 15, 2024) for Fiscal Year 2024	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the discharge of the management board (Item 3) is warranted as there is no evidence that they have not fulfilled their fiduciary duties, but particularly because none of the management board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct (noted below) began. Votes AGAINST the discharge of the supervisory board members (Items 4.1-4.24) are warranted because: Antitrust Due to the symbolic nature of the discharge vote in Germany, and the fact that in the span of under five years, BMW was again found guilty of collusion with other automakers, some shareholders may wish to use the discharge resolutions to hold the supervisory board accountable, particularly because: * BMW has not been open and transparent regarding all investigations (both internal and external), including whether accountability for this matter is being investigated; and * Multiple supervisory board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct in question occurred. Diesel Emissions Scandal As last year, particularly as both internal and external investigations into the matter remain pending: the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even incarcerated. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of directors who served during 2010-2014 are highlighted.</i></p>					
4.7	Approve Discharge of Supervisory Board Member Ulrich Bauer (from May 15, 2024) for Fiscal Year 2024	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the discharge of the management board (Item 3) is warranted as there is no evidence that they have not fulfilled their fiduciary duties, but particularly because none of the management board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct (noted below) began. Votes AGAINST the discharge of the supervisory board members (Items 4.1-4.24) are warranted because: Antitrust Due to the symbolic nature of the discharge vote in Germany, and the fact that in the span of under five years, BMW was again found guilty of collusion with other automakers, some shareholders may wish to use the discharge resolutions to hold the supervisory board accountable, particularly because: * BMW has not been open and transparent regarding all investigations (both internal and external), including whether accountability for this matter is being investigated; and * Multiple supervisory board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct in question occurred. Diesel Emissions Scandal As last year, particularly as both internal and external investigations into the matter remain pending: the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even incarcerated. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of directors who served during 2010-2014 are highlighted.</i></p>					

Bayerische Motoren Werke AG (BMW)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.8	Approve Discharge of Supervisory Board Member Marc Bitzer for Fiscal Year 2024	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the discharge of the management board (Item 3) is warranted as there is no evidence that they have not fulfilled their fiduciary duties, but particularly because none of the management board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct (noted below) began. Votes AGAINST the discharge of the supervisory board members (Items 4.1-4.24) are warranted because: Antitrust Due to the symbolic nature of the discharge vote in Germany, and the fact that in the span of under five years, BMW was again found guilty of collusion with other automakers, some shareholders may wish to use the discharge resolutions to hold the supervisory board accountable, particularly because: * BMW has not been open and transparent regarding all investigations (both internal and external), including whether accountability for this matter is being investigated; and * Multiple supervisory board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct in question occurred. Diesel Emissions Scandal As last year, particularly as both internal and external investigations into the matter remain pending: the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even incarcerated. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of directors who served during 2010-2014 are highlighted.</i></p>					
4.9	Approve Discharge of Supervisory Board Member Bernhard Ebner (until May 15, 2024) for Fiscal Year 2024	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the discharge of the management board (Item 3) is warranted as there is no evidence that they have not fulfilled their fiduciary duties, but particularly because none of the management board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct (noted below) began. Votes AGAINST the discharge of the supervisory board members (Items 4.1-4.24) are warranted because: Antitrust Due to the symbolic nature of the discharge vote in Germany, and the fact that in the span of under five years, BMW was again found guilty of collusion with other automakers, some shareholders may wish to use the discharge resolutions to hold the supervisory board accountable, particularly because: * BMW has not been open and transparent regarding all investigations (both internal and external), including whether accountability for this matter is being investigated; and * Multiple supervisory board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct in question occurred. Diesel Emissions Scandal As last year, particularly as both internal and external investigations into the matter remain pending: the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even incarcerated. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of directors who served during 2010-2014 are highlighted.</i></p>					

Bayerische Motoren Werke AG (BMW)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.10	Approve Discharge of Supervisory Board Member Rachel Empey for Fiscal Year 2024	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the discharge of the management board (Item 3) is warranted as there is no evidence that they have not fulfilled their fiduciary duties, but particularly because none of the management board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct (noted below) began. Votes AGAINST the discharge of the supervisory board members (Items 4.1-4.24) are warranted because: Antitrust Due to the symbolic nature of the discharge vote in Germany, and the fact that in the span of under five years, BMW was again found guilty of collusion with other automakers, some shareholders may wish to use the discharge resolutions to hold the supervisory board accountable, particularly because: * BMW has not been open and transparent regarding all investigations (both internal and external), including whether accountability for this matter is being investigated; and * Multiple supervisory board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct in question occurred. Diesel Emissions Scandal As last year, particularly as both internal and external investigations into the matter remain pending: the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even incarcerated. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of directors who served during 2010-2014 are highlighted.</i></p>					
4.11	Approve Discharge of Supervisory Board Member Heinrich Hiesinger for Fiscal Year 2024	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the discharge of the management board (Item 3) is warranted as there is no evidence that they have not fulfilled their fiduciary duties, but particularly because none of the management board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct (noted below) began. Votes AGAINST the discharge of the supervisory board members (Items 4.1-4.24) are warranted because: Antitrust Due to the symbolic nature of the discharge vote in Germany, and the fact that in the span of under five years, BMW was again found guilty of collusion with other automakers, some shareholders may wish to use the discharge resolutions to hold the supervisory board accountable, particularly because: * BMW has not been open and transparent regarding all investigations (both internal and external), including whether accountability for this matter is being investigated; and * Multiple supervisory board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct in question occurred. Diesel Emissions Scandal As last year, particularly as both internal and external investigations into the matter remain pending: the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even incarcerated. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of directors who served during 2010-2014 are highlighted.</i></p>					

Bayerische Motoren Werke AG (BMW)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.12	Approve Discharge of Supervisory Board Member Johann Horn (until May 15, 2024) for Fiscal Year 2024	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the discharge of the management board (Item 3) is warranted as there is no evidence that they have not fulfilled their fiduciary duties, but particularly because none of the management board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct (noted below) began. Votes AGAINST the discharge of the supervisory board members (Items 4.1-4.24) are warranted because: Antitrust Due to the symbolic nature of the discharge vote in Germany, and the fact that in the span of under five years, BMW was again found guilty of collusion with other automakers, some shareholders may wish to use the discharge resolutions to hold the supervisory board accountable, particularly because: * BMW has not been open and transparent regarding all investigations (both internal and external), including whether accountability for this matter is being investigated; and * Multiple supervisory board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct in question occurred. Diesel Emissions Scandal As last year, particularly as both internal and external investigations into the matter remain pending: the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even incarcerated. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of directors who served during 2010-2014 are highlighted.</i></p>					
4.13	Approve Discharge of Supervisory Board Member Susanne Klatten for Fiscal Year 2024	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the discharge of the management board (Item 3) is warranted as there is no evidence that they have not fulfilled their fiduciary duties, but particularly because none of the management board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct (noted below) began. Votes AGAINST the discharge of the supervisory board members (Items 4.1-4.24) are warranted because: Antitrust Due to the symbolic nature of the discharge vote in Germany, and the fact that in the span of under five years, BMW was again found guilty of collusion with other automakers, some shareholders may wish to use the discharge resolutions to hold the supervisory board accountable, particularly because: * BMW has not been open and transparent regarding all investigations (both internal and external), including whether accountability for this matter is being investigated; and * Multiple supervisory board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct in question occurred. Diesel Emissions Scandal As last year, particularly as both internal and external investigations into the matter remain pending: the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even incarcerated. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of directors who served during 2010-2014 are highlighted.</i></p>					

Bayerische Motoren Werke AG (BMW)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.14	Approve Discharge of Supervisory Board Member Jens Koehler for Fiscal Year 2024	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the discharge of the management board (Item 3) is warranted as there is no evidence that they have not fulfilled their fiduciary duties, but particularly because none of the management board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct (noted below) began. Votes AGAINST the discharge of the supervisory board members (Items 4.1-4.24) are warranted because: Antitrust Due to the symbolic nature of the discharge vote in Germany, and the fact that in the span of under five years, BMW was again found guilty of collusion with other automakers, some shareholders may wish to use the discharge resolutions to hold the supervisory board accountable, particularly because: * BMW has not been open and transparent regarding all investigations (both internal and external), including whether accountability for this matter is being investigated; and * Multiple supervisory board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct in question occurred. Diesel Emissions Scandal As last year, particularly as both internal and external investigations into the matter remain pending: the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even incarcerated. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of directors who served during 2010-2014 are highlighted.</i></p>					
4.15	Approve Discharge of Supervisory Board Member Gerhard Kurz (until Oct. 31, 2024) for Fiscal Year 2024	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the discharge of the management board (Item 3) is warranted as there is no evidence that they have not fulfilled their fiduciary duties, but particularly because none of the management board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct (noted below) began. Votes AGAINST the discharge of the supervisory board members (Items 4.1-4.24) are warranted because: Antitrust Due to the symbolic nature of the discharge vote in Germany, and the fact that in the span of under five years, BMW was again found guilty of collusion with other automakers, some shareholders may wish to use the discharge resolutions to hold the supervisory board accountable, particularly because: * BMW has not been open and transparent regarding all investigations (both internal and external), including whether accountability for this matter is being investigated; and * Multiple supervisory board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct in question occurred. Diesel Emissions Scandal As last year, particularly as both internal and external investigations into the matter remain pending: the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even incarcerated. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of directors who served during 2010-2014 are highlighted.</i></p>					

Bayerische Motoren Werke AG (BMW)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.16	Approve Discharge of Supervisory Board Member Andre Mandl for Fiscal Year 2024	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the discharge of the management board (Item 3) is warranted as there is no evidence that they have not fulfilled their fiduciary duties, but particularly because none of the management board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct (noted below) began. Votes AGAINST the discharge of the supervisory board members (Items 4.1-4.24) are warranted because: Antitrust Due to the symbolic nature of the discharge vote in Germany, and the fact that in the span of under five years, BMW was again found guilty of collusion with other automakers, some shareholders may wish to use the discharge resolutions to hold the supervisory board accountable, particularly because: * BMW has not been open and transparent regarding all investigations (both internal and external), including whether accountability for this matter is being investigated; and * Multiple supervisory board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct in question occurred. Diesel Emissions Scandal As last year, particularly as both internal and external investigations into the matter remain pending: the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even incarcerated. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of directors who served during 2010-2014 are highlighted.</i></p>					
4.17	Approve Discharge of Supervisory Board Member Dominique Mohabeer for Fiscal Year 2024	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the discharge of the management board (Item 3) is warranted as there is no evidence that they have not fulfilled their fiduciary duties, but particularly because none of the management board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct (noted below) began. Votes AGAINST the discharge of the supervisory board members (Items 4.1-4.24) are warranted because: Antitrust Due to the symbolic nature of the discharge vote in Germany, and the fact that in the span of under five years, BMW was again found guilty of collusion with other automakers, some shareholders may wish to use the discharge resolutions to hold the supervisory board accountable, particularly because: * BMW has not been open and transparent regarding all investigations (both internal and external), including whether accountability for this matter is being investigated; and * Multiple supervisory board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct in question occurred. Diesel Emissions Scandal As last year, particularly as both internal and external investigations into the matter remain pending: the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even incarcerated. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of directors who served during 2010-2014 are highlighted.</i></p>					

Bayerische Motoren Werke AG (BMW)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.18	Approve Discharge of Supervisory Board Member Michael Nikolaides (from Nov. 1, 2024) for Fiscal Year 2024	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the discharge of the management board (Item 3) is warranted as there is no evidence that they have not fulfilled their fiduciary duties, but particularly because none of the management board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct (noted below) began. Votes AGAINST the discharge of the supervisory board members (Items 4.1-4.24) are warranted because: Antitrust Due to the symbolic nature of the discharge vote in Germany, and the fact that in the span of under five years, BMW was again found guilty of collusion with other automakers, some shareholders may wish to use the discharge resolutions to hold the supervisory board accountable, particularly because: * BMW has not been open and transparent regarding all investigations (both internal and external), including whether accountability for this matter is being investigated; and * Multiple supervisory board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct in question occurred. Diesel Emissions Scandal As last year, particularly as both internal and external investigations into the matter remain pending: the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even incarcerated. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of directors who served during 2010-2014 are highlighted.</i></p>					
4.19	Approve Discharge of Supervisory Board Member Horst Ott (from May 15, 2024) for Fiscal Year 2024	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the discharge of the management board (Item 3) is warranted as there is no evidence that they have not fulfilled their fiduciary duties, but particularly because none of the management board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct (noted below) began. Votes AGAINST the discharge of the supervisory board members (Items 4.1-4.24) are warranted because: Antitrust Due to the symbolic nature of the discharge vote in Germany, and the fact that in the span of under five years, BMW was again found guilty of collusion with other automakers, some shareholders may wish to use the discharge resolutions to hold the supervisory board accountable, particularly because: * BMW has not been open and transparent regarding all investigations (both internal and external), including whether accountability for this matter is being investigated; and * Multiple supervisory board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct in question occurred. Diesel Emissions Scandal As last year, particularly as both internal and external investigations into the matter remain pending: the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even incarcerated. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of directors who served during 2010-2014 are highlighted.</i></p>					

Bayerische Motoren Werke AG (BMW)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.20	Approve Discharge of Supervisory Board Member Anke Schaeferkordt for Fiscal Year 2024	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the discharge of the management board (Item 3) is warranted as there is no evidence that they have not fulfilled their fiduciary duties, but particularly because none of the management board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct (noted below) began. Votes AGAINST the discharge of the supervisory board members (Items 4.1-4.24) are warranted because: Antitrust Due to the symbolic nature of the discharge vote in Germany, and the fact that in the span of under five years, BMW was again found guilty of collusion with other automakers, some shareholders may wish to use the discharge resolutions to hold the supervisory board accountable, particularly because: * BMW has not been open and transparent regarding all investigations (both internal and external), including whether accountability for this matter is being investigated; and * Multiple supervisory board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct in question occurred. Diesel Emissions Scandal As last year, particularly as both internal and external investigations into the matter remain pending: the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even incarcerated. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of directors who served during 2010-2014 are highlighted.</i></p>					
4.21	Approve Discharge of Supervisory Board Member Christoph Schmidt for Fiscal Year 2024	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the discharge of the management board (Item 3) is warranted as there is no evidence that they have not fulfilled their fiduciary duties, but particularly because none of the management board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct (noted below) began. Votes AGAINST the discharge of the supervisory board members (Items 4.1-4.24) are warranted because: Antitrust Due to the symbolic nature of the discharge vote in Germany, and the fact that in the span of under five years, BMW was again found guilty of collusion with other automakers, some shareholders may wish to use the discharge resolutions to hold the supervisory board accountable, particularly because: * BMW has not been open and transparent regarding all investigations (both internal and external), including whether accountability for this matter is being investigated; and * Multiple supervisory board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct in question occurred. Diesel Emissions Scandal As last year, particularly as both internal and external investigations into the matter remain pending: the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even incarcerated. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of directors who served during 2010-2014 are highlighted.</i></p>					

Bayerische Motoren Werke AG (BMW)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.22	Approve Discharge of Supervisory Board Member Vishal Sikka for Fiscal Year 2024	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the discharge of the management board (Item 3) is warranted as there is no evidence that they have not fulfilled their fiduciary duties, but particularly because none of the management board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct (noted below) began. Votes AGAINST the discharge of the supervisory board members (Items 4.1-4.24) are warranted because: Antitrust Due to the symbolic nature of the discharge vote in Germany, and the fact that in the span of under five years, BMW was again found guilty of collusion with other automakers, some shareholders may wish to use the discharge resolutions to hold the supervisory board accountable, particularly because: * BMW has not been open and transparent regarding all investigations (both internal and external), including whether accountability for this matter is being investigated; and * Multiple supervisory board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct in question occurred. Diesel Emissions Scandal As last year, particularly as both internal and external investigations into the matter remain pending: the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even incarcerated. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of directors who served during 2010-2014 are highlighted.</i></p>					
4.23	Approve Discharge of Supervisory Board Member Sibylle Wankel for Fiscal Year 2024	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the discharge of the management board (Item 3) is warranted as there is no evidence that they have not fulfilled their fiduciary duties, but particularly because none of the management board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct (noted below) began. Votes AGAINST the discharge of the supervisory board members (Items 4.1-4.24) are warranted because: Antitrust Due to the symbolic nature of the discharge vote in Germany, and the fact that in the span of under five years, BMW was again found guilty of collusion with other automakers, some shareholders may wish to use the discharge resolutions to hold the supervisory board accountable, particularly because: * BMW has not been open and transparent regarding all investigations (both internal and external), including whether accountability for this matter is being investigated; and * Multiple supervisory board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct in question occurred. Diesel Emissions Scandal As last year, particularly as both internal and external investigations into the matter remain pending: the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even incarcerated. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of directors who served during 2010-2014 are highlighted.</i></p>					

Bayerische Motoren Werke AG (BMW)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.24	Approve Discharge of Supervisory Board Member Johanna Wenckebach (from May 15, 2024) for Fiscal Year 2024	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the discharge of the management board (Item 3) is warranted as there is no evidence that they have not fulfilled their fiduciary duties, but particularly because none of the management board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct (noted below) began. Votes AGAINST the discharge of the supervisory board members (Items 4.1-4.24) are warranted because: Antitrust Due to the symbolic nature of the discharge vote in Germany, and the fact that in the span of under five years, BMW was again found guilty of collusion with other automakers, some shareholders may wish to use the discharge resolutions to hold the supervisory board accountable, particularly because: * BMW has not been open and transparent regarding all investigations (both internal and external), including whether accountability for this matter is being investigated; and * Multiple supervisory board members (whose discharge is in question at this AGM) served the company at the board-level when the conduct in question occurred. Diesel Emissions Scandal As last year, particularly as both internal and external investigations into the matter remain pending: the discharge of supervisory board members Norbert Reithofer, Stefan Quandt, Susanne Klatten, Stefan Schmid, Dominique Mohabeer, and Christiane Benner are highlighted for shareholder attention in light of new information implicating that certain BMW vehicles built between 2010-2014 contained so-called 'defeat devices.' Similar allegations (starting in 2015) against other German automakers resulted in the so-called 'diesel emissions scandal,' in which it was proven that these types of illegal devices were deliberately built into the cars in order to skirt emissions regulations, crimes for which executives of said carmakers have been fined or even incarcerated. While BMW has not yet been accused of intentionally fraudulent 'defeat device' tactics in its diesel engines, the newest findings do raise issues of legitimate concern for shareholders. As such, the discharge of directors who served during 2010-2014 are highlighted.</i></p>					
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6.1	Elect Marc Bitzer to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Rachel Empey to the Supervisory Board	Mgmt	For	For	For
6.3	Elect Nicolas Peter to the Supervisory Board	Mgmt	For	For	For
6.4	Elect Anke Schaeferkordt to the Supervisory Board	Mgmt	For	For	For
6.5	Elect Christoph Schmidt to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2030	Mgmt	For	For	For
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Deutsche Boerse AG

Meeting Date: 05/14/2025

Country: Germany

Ticker: DB1

Record Date: 05/07/2025

Meeting Type: Annual

Primary Security ID: D1882G119

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 4.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5	Amend Articles Re: Electronic Securities	Mgmt	For	For	For
6	Approve Creation of EUR 18.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
7	Elect Jean Mustier to the Supervisory Board	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11.a	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For	For
11.b	Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for Fiscal Year 2025	Mgmt	For	For	For

Elevance Health, Inc.

Meeting Date: 05/14/2025

Country: USA

Ticker: ELV

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: 036752103

Elevance Health, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Susan D. DeVore	Mgmt	For	For	For
1.2	Elect Director Bahija Jallal	Mgmt	For	For	For
1.3	Elect Director Ryan M. Schneider	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

Eni SpA

Meeting Date: 05/14/2025

Country: Italy

Ticker: ENI

Record Date: 05/05/2025

Meeting Type: Annual/Special

Primary Security ID: T3643A145

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Amend Long Term Incentive Plan 2023-2025	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
6	Authorize Share Repurchase Program	Mgmt	For	For	For
7	Authorize Use of Available Reserves for Dividend Distribution	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
8	Authorize Reduction and Use of the Reserve Pursuant to Law 342/2000 for Dividend Distribution	Mgmt	For	For	For
9	Authorize Cancellation of Repurchased Shares without Reduction of Share Capital	Mgmt	For	For	For

Enphase Energy, Inc.

Meeting Date: 05/14/2025

Country: USA

Ticker: ENPH

Record Date: 03/20/2025

Meeting Type: Annual

Primary Security ID: 29355A107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven J. Gomo	Mgmt	For	For	For
1.2	Elect Director Thurman John Rodgers	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) * The plan permits liberal recycling of shares * The plan allows broad discretion to accelerate vesting</i></p>					
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Fiserv, Inc.

Meeting Date: 05/14/2025

Country: USA

Ticker: FI

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: 337738108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frank J. Bisignano *Withdrawn Resolution*	Mgmt			
1.2	Elect Director Stephanie E. Cohen	Mgmt	For	For	For
1.3	Elect Director Henrique de Castro	Mgmt	For	For	For
1.4	Elect Director Harry F. DiSimone	Mgmt	For	For	For
1.5	Elect Director Lance M. Fritz	Mgmt	For	For	For
1.6	Elect Director Ajei S. Gopal	Mgmt	For	For	For
1.7	Elect Director Michael P. Lyons	Mgmt	For	For	For
1.8	Elect Director Wafaa Mamilli	Mgmt	For	For	For
1.9	Elect Director Doyle R. Simons	Mgmt	For	For	For
1.10	Elect Director Kevin M. Warren	Mgmt	For	For	For

Fiserv, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Charlotte B. Yarkoni	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Clawback Policy	SH	Against	Against	Against

Gamma Communications Plc

Meeting Date: 05/14/2025

Country: United Kingdom

Ticker: GAMA

Record Date: 05/12/2025

Meeting Type: Annual

Primary Security ID: G371B3109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Re-elect Martin Hellowell as Director	Mgmt	For	For	For
8	Re-elect Andrew Belshaw as Director	Mgmt	For	For	For
9	Re-elect Bill Castell as Director	Mgmt	For	For	For
10	Re-elect Rachel Addison as Director	Mgmt	For	For	For
11	Re-elect Charlotta Ginman as Director	Mgmt	For	For	For
12	Re-elect Shaun Gregory as Director	Mgmt	For	For	For
13	Re-elect Xavier Robert as Director	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Gamma Communications Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Adopt New Articles of Association	Mgmt	For	For	For

GE Vernova, Inc.

Meeting Date: 05/14/2025 **Country:** USA **Ticker:** GEV
Record Date: 03/21/2025 **Meeting Type:** Annual
Primary Security ID: 36828A101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steve Angel	Mgmt	For	For	For
1b	Elect Director Arnold W. Donald	Mgmt	For	For	For
1c	Elect Director Jesus Malave	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Hilton Worldwide Holdings Inc.

Meeting Date: 05/14/2025 **Country:** USA **Ticker:** HLT
Record Date: 03/21/2025 **Meeting Type:** Annual
Primary Security ID: 43300A203

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher J. Nassetta	Mgmt	For	For	For
1b	Elect Director Jonathan D. Gray	Mgmt	For	For	For
1c	Elect Director Charlene T. Begley	Mgmt	For	For	For
1d	Elect Director Chris Carr	Mgmt	For	For	For

Hilton Worldwide Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Melanie L. Healey	Mgmt	For	For	For
1f	Elect Director Raymond E. Mabus, Jr.	Mgmt	For	For	For
1g	Elect Director Marissa A. Mayer	Mgmt	For	For	For
1h	Elect Director Elizabeth A. Smith	Mgmt	For	For	For
1i	Elect Director Douglas M. Steenland	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For

Marshalls Plc

Meeting Date: 05/14/2025

Country: United Kingdom

Ticker: MSLH

Record Date: 05/12/2025

Meeting Type: Annual

Primary Security ID: G58718100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Vanda Murray as Director	Mgmt	For	For	For
6	Re-elect Matthew Pullen as Director	Mgmt	For	For	For
7	Re-elect Graham Prothero as Director	Mgmt	For	For	For
8	Re-elect Angela Bromfield as Director	Mgmt	For	For	For
9	Re-elect Avis Darzins as Director	Mgmt	For	For	For

Marshalls Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Diana Houghton as Director	Mgmt	For	For	For
11	Re-elect Justin Lockwood as Director	Mgmt	For	For	For
12	Re-elect Simon Bourne as Director	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Approve Management Incentive Plan	Mgmt	For	For	For
16	Approve Bonus Share Plan	Mgmt	For	For	For
17	Approve Sharesave Plan	Mgmt	For	For	For
18	Approve Share Incentive Plan	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Munters Group AB

Meeting Date: 05/14/2025

Country: Sweden

Ticker: MTRS

Record Date: 05/06/2025

Meeting Type: Annual

Primary Security ID: W5S77G155

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote
3	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
6	Designate Inspector(s) of Minutes of Meeting	Mgmt			

Munters Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
9	Approve Allocation of Income and Dividends of SEK 1.60 Per Share	Mgmt	For	For	Do Not Vote
10.a	Approve Discharge of Elizabeth Carey Nugent	Mgmt	For	For	Do Not Vote
10.b	Approve Discharge of Sara Boije	Mgmt	For	For	Do Not Vote
10.c	Approve Discharge of Helen Fasth Gillstedt	Mgmt	For	For	Do Not Vote
10.d	Approve Discharge of CEO Klas Forsstrom	Mgmt	For	For	Do Not Vote
10.e	Approve Discharge of Simon Henriksson	Mgmt	For	For	Do Not Vote
10.f	Approve Discharge of Maria Hakansson	Mgmt	For	For	Do Not Vote
10.g	Approve Discharge of Julia Jakobsson	Mgmt	For	For	Do Not Vote
10.h	Approve Discharge of Anders Lindqvist	Mgmt	For	For	Do Not Vote
10.i	Approve Discharge of Linus Morell	Mgmt	For	For	Do Not Vote
10.j	Approve Discharge of Magnus Nicolin	Mgmt	For	For	Do Not Vote
10.k	Approve Discharge of Kristian Sildeby	Mgmt	For	For	Do Not Vote
10.l	Approve Discharge of Sabine Simeon-Aissaoui	Mgmt	For	For	Do Not Vote
10.m	Approve Discharge of Robert Wahlgren	Mgmt	For	For	Do Not Vote
10.n	Approve Discharge of Anna Westerberg	Mgmt	For	For	Do Not Vote
11	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote
12	Approve Remuneration of Directors in the Amount of SEK 1.42 Million for Chair and SEK 539,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
13.a	Reelect Elizabeth Carey Nugent as Director	Mgmt	For	For	Do Not Vote
13.b	Reelect Helen Fasth Gillstedt as Director	Mgmt	For	For	Do Not Vote
13.c	Reelect Maria Hakansson as Director	Mgmt	For	For	Do Not Vote

Munters Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.d	Reelect Anders Lindqvist as Director	Mgmt	For	For	Do Not Vote
13.e	Reelect Magnus Nicolin as Director	Mgmt	For	Against	Do Not Vote
13.f	Reelect Kristian Sildeby as Director	Mgmt	For	Against	Do Not Vote
13.g	Reelect Sabine Simeon-Aissaoui as Director	Mgmt	For	For	Do Not Vote
14.a	Reelect Magnus Nicolin as Board	Mgmt	For	Against	Do Not Vote
15	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	Do Not Vote
16	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
17.a	Ratify Ernst & Young AB as Auditors	Mgmt	For	For	Do Not Vote
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Do Not Vote
19	Approve Remuneration Report	Mgmt	For	Against	Do Not Vote
20	Approve Issuance of Up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	Do Not Vote
21	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote
22	Close Meeting	Mgmt			

Prudential Plc

Meeting Date: 05/14/2025

Country: United Kingdom

Ticker: PRU

Record Date: 05/12/2025

Meeting Type: Annual

Primary Security ID: G72899100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Shriti Vadera as Director	Mgmt	For	For	For
4	Re-elect Anil Wadhvani as Director	Mgmt	For	For	For
5	Re-elect Jeremy Anderson as Director	Mgmt	For	For	For

Prudential Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Arijit Basu as Director	Mgmt	For	For	For
7	Re-elect Chua Sock Koong as Director	Mgmt	For	For	For
8	Re-elect Ming Lu as Director	Mgmt	For	For	For
9	Re-elect George Sartorel as Director	Mgmt	For	For	For
10	Re-elect Mark Saunders as Director	Mgmt	For	For	For
11	Re-elect Claudia Dyckerhoff as Director	Mgmt	For	For	For
12	Re-elect Jeanette Wong as Director	Mgmt	For	For	For
13	Re-elect Amy Yip as Director	Mgmt	For	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity to Include Repurchased Shares	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Rational AG

Meeting Date: 05/14/2025

Country: Germany

Ticker: RAA

Record Date: 04/22/2025

Meeting Type: Annual

Primary Security ID: D6349P107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			

Rational AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 15.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The level of ex-post disclosure provided to explain the performance achievements underlying variable payouts is limited for a company of this size. * Executives received a prepayment of 25 percent of the LTI before the end of a three-year performance. * One executive received a significant base salary increase during the year without a detailed explanation.</i></p>					
6	Approve Management Board Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The proposed policy contains significant scope for the award of discretionary payments, which is a serious breach in market practice. * Significant increases in maximum remuneration are proposed without a compelling explanation. * Long-term incentive awards may vest in less than three years.</i></p>					
7	Approve Supervisory Board Remuneration Policy	Mgmt	For	For	For
8	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For
9	Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For

Savills Plc

Meeting Date: 05/14/2025

Country: United Kingdom

Ticker: SVS

Record Date: 05/12/2025

Meeting Type: Annual

Primary Security ID: G78283119

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Stacey Cartwright as Director	Mgmt	For	For	For
6	Re-elect Mark Ridley as Director	Mgmt	For	For	For
7	Re-elect Simon Shaw as Director	Mgmt	For	For	For

Savills Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Florence Tondu-Melique as Director	Mgmt	For	For	For
9	Re-elect Dana Roffman as Director	Mgmt	For	For	For
10	Re-elect Philip Lee as Director	Mgmt	For	For	For
11	Re-elect Richard Orders as Director	Mgmt	For	For	For
12	Re-elect Marcus Sperber as Director	Mgmt	For	For	For
13	Re-elect John Waters as Director	Mgmt	For	For	For
14	Re-elect Adriana Karaboutis as Director	Mgmt	For	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Simon Property Group, Inc.

Meeting Date: 05/14/2025 **Country:** USA **Ticker:** SPG
Record Date: 03/17/2025 **Meeting Type:** Annual
Primary Security ID: 828806109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Glyn F. Aeppel	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * A vote AGAINST Governance Committee members Larry Glasscock, Glyn Aeppel, Gary Rodkin, and Fang (Peggy) Roe is warranted for maintaining a multi-class structure with disparate director election rights that is not subject to a reasonable time-based sunset. * A vote FOR the other director nominees is warranted.</i>					
1B	Elect Director Larry C. Glasscock	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * A vote AGAINST Governance Committee members Larry Glasscock, Glyn Aeppel, Gary Rodkin, and Fang (Peggy) Roe is warranted for maintaining a multi-class structure with disparate director election rights that is not subject to a reasonable time-based sunset. * A vote FOR the other director nominees is warranted.</i>					

Simon Property Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1C	Elect Director Nina P. Jones	Mgmt	For	For	For
1D	Elect Director Reuben S. Leibowitz	Mgmt	For	For	For
1E	Elect Director Randall J. Lewis	Mgmt	For	For	For
1F	Elect Director Gary M. Rodkin	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * A vote AGAINST Governance Committee members Larry Glasscock, Glyn Aeppel, Gary Rodkin, and Fang (Peggy) Roe is warranted for maintaining a multi-class structure with disparate director election rights that is not subject to a reasonable time-based sunset. * A vote FOR the other director nominees is warranted.</i></p>					
1G	Elect Director Peggy Fang Roe	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * A vote AGAINST Governance Committee members Larry Glasscock, Glyn Aeppel, Gary Rodkin, and Fang (Peggy) Roe is warranted for maintaining a multi-class structure with disparate director election rights that is not subject to a reasonable time-based sunset. * A vote FOR the other director nominees is warranted.</i></p>					
1H	Elect Director Stefan M. Selig	Mgmt	For	For	For
1I	Elect Director Daniel C. Smith	Mgmt	For	For	For
1J	Elect Director Marta R. Stewart	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. There are significant concerns surrounding the magnitude of the CEO's OPI award granted for a recent monetization event, which was valued at over \$45 million, particularly on the backdrop of a large cash-based OPI award granted in FY22. The lack of certainty regarding the timing and magnitude of future grants under the program raises additional concerns. In addition, although the annual bonus funding pool is based on a pre-set quantitative metric, payouts are ultimately discretionary, and the annual bonus program lacks certain key disclosures. Furthermore, while LTIP awards are primarily performance-based and utilize a multi-year performance period, forward-looking goals are not disclosed, and one metric appears largely qualitative.</i></p>					
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Change State of Incorporation from Delaware to Indiana	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The reincorporation to Indiana would have a negative impact on shareholder rights and the stated benefits of the reincorporation are not considered sufficiently compelling.</i></p>					

SOL SpA

Meeting Date: 05/14/2025 **Country:** Italy **Ticker:** SOL
Record Date: 05/05/2025 **Meeting Type:** Annual/Special
Primary Security ID: T8711D103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

SOL SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividend Distribution	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	Against	Against
<i>Voting Policy Rationale: This item warrants a vote AGAINST because: * The board maintains excessively broad derogation powers. * Termination payments may theoretically exceed 24 months' pay when including indemnities for non-compete agreements.</i>					
4	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
<i>Voting Policy Rationale: This item warrants a vote AGAINST because: * the disclosure on variable pay is limited and disclosed with a one-year delay. * the company paid significant amounts to all the executives under "other compensation" without providing any further detail. * a one-off bonus was paid to the GM (non-director).</i>					
	Shareholder Proposal Submitted by Gas and Technologies World BV	Mgmt			
5	Fix Number of Directors	SH	None	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
6.1	Slate Submitted by Gas and Technologies World BV	SH	None	Against	Against
6.2	Slate Submitted by Institutional Investors (Assogestioni)	SH	None	For	For
	Shareholder Proposals Submitted by Gas and Technologies World BV	Mgmt			
7	Fix Board Terms for Directors	SH	None	For	For
8	Approve Remuneration of Directors	SH	None	For	For
	Extraordinary Business Management Proposal	Mgmt			
1	Amend Company Bylaws Re: Article 11	Mgmt	For	For	For

Spirax Group Plc

Meeting Date: 05/14/2025 **Country:** United Kingdom **Ticker:** SPX
Record Date: 05/12/2025 **Meeting Type:** Annual
Primary Security ID: G83561129

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For

Spirax Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Increase in the Maximum Aggregate Amount of Fees Payable to Directors	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Elect Tim Cobbold as Director	Mgmt	For	For	For
8	Elect Louisa Burdett as Director	Mgmt	For	For	For
9	Re-elect Nimesh Patel as Director	Mgmt	For	For	For
10	Re-elect Angela Archon as Director	Mgmt	For	For	For
11	Re-elect Constance Baroudel as Director	Mgmt	For	For	For
12	Re-elect Peter France as Director	Mgmt	For	For	For
13	Re-elect Richard Gillingwater as Director	Mgmt	For	For	For
14	Re-elect Caroline Johnstone as Director	Mgmt	For	For	For
15	Re-elect Jane Kingston as Director	Mgmt	For	For	For
16	Re-elect Kevin Thompson as Director	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Approve Scrip Dividend Program	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 05/14/2025

Country: Switzerland

Ticker: SLHN

Record Date:

Meeting Type: Annual

Primary Security ID: H8404J162

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
1.3	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 35.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.6 Million	Mgmt	For	For	For
4.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4 Million	Mgmt	For	For	For
4.3	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 13.8 Million	Mgmt	For	For	For
5.1	Reelect Rolf Doerig as Director and Board Chair	Mgmt	For	For	For
5.2	Reelect Thomas Buess as Director	Mgmt	For	For	For
5.3	Reelect Monika Buetler as Director	Mgmt	For	For	For
5.4	Reelect Philomena Colatrella as Director	Mgmt	For	For	For
5.5	Reelect Adrienne Fumagalli as Director	Mgmt	For	For	For
5.6	Reelect Damir Filipovic as Director	Mgmt	For	For	For
5.7	Reelect Stefan Loacker as Director	Mgmt	For	For	For
5.8	Reelect Severin Moser as Director	Mgmt	For	For	For
5.9	Reelect Henry Peter as Director	Mgmt	For	For	For
5.10	Reelect Martin Schmid as Director	Mgmt	For	For	For
5.11	Reelect Franziska Sauber as Director	Mgmt	For	For	For
5.12	Reelect Klaus Tschuetscher as Director	Mgmt	For	For	For

Swiss Life Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.13	Appoint Monika Buetler as Member of the Compensation Committee	Mgmt	For	For	For
5.14	Reappoint Martin Schmid as Member of the Compensation Committee	Mgmt	For	For	For
5.15	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Mgmt	For	For	For
6	Designate Zuercher Rechtsanwaelte AG as Independent Proxy	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8	Approve CHF 19,453.70 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

TP ICAP Group Plc

Meeting Date: 05/14/2025

Country: Jersey

Ticker: TCAP

Record Date: 05/12/2025

Meeting Type: Annual

Primary Security ID: G8963N100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration policy is considered warranted, in recognition of concerns raised regarding material uplifts proposed to the CEO's remuneration, including an increase to bonus opportunity from 250% to 300% of salary and an increase to restricted share opportunity from 125% to 200% of salary. The increased opportunity and certainty of reward is not considered sufficiently substantiated by the rationale provided by the Company. Furthermore, the bonus increase further builds on an already competitively positioned bonus opportunity.</i></p>					
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Richard Berliand as Director	Mgmt	For	For	For
6	Re-elect Nicolas Breteau as Director	Mgmt	For	For	For

TP ICAP Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Kath Cates as Director	Mgmt	For	For	For
8	Re-elect Tracy Clarke as Director	Mgmt	For	For	For
9	Re-elect Angela Crawford-Ingle as Director	Mgmt	For	For	For
10	Re-elect Michael Heaney as Director	Mgmt	For	For	For
11	Re-elect Mark Hemsley as Director	Mgmt	For	For	For
12	Re-elect Philip Price as Director	Mgmt	For	For	For
13	Re-elect Robin Stewart as Director	Mgmt	For	For	For
14	Re-elect Amy Yip as Director	Mgmt	For	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Approve Executive Share Plan	Mgmt	For	Against	Against
19	Approve Equity Deferral Plan	Mgmt	For	For	For
20	Approve Global Employee Share Purchase Plan	Mgmt	For	For	For
21	Amend Savings-Related Share Option Plan	Mgmt	For	For	For
22	Authorise Issue of Equity	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Amend Articles of Association	Mgmt	For	For	For
27	Authorise the Company to Hold Any Repurchased Shares as Treasury Shares	Mgmt	For	For	For
28	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Universal Music Group NV

Meeting Date: 05/14/2025

Country: Netherlands

Ticker: UMG

Record Date: 04/16/2025

Meeting Type: Annual

Primary Security ID: N90313102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.	Open Meeting	Mgmt			
2.	Receive Annual Report	Mgmt			
3.	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because the remuneration report is below par in relation to market standards, particularly with regard to the insufficient vesting and lack of performance condition on half the LTI, and the total quantum of CEO pay for 2024 is considered to be excessive because it is six times higher than the median of peers. Additionally, the non-financial STI metric lacks disclosure despite the maximum payout, and the TSR metric under the LTI allows for vesting below median, which raises concern.</i></p>					
4	Adopt Financial Statements	Mgmt	For	For	For
5.a.	Receive Explanation on Company's Dividend Policy	Mgmt			
5.b	Approve Dividends	Mgmt	For	For	For
6.a.	Approve Discharge of Executive Directors	Mgmt	For	For	For
6.b	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
7.	Reelect Vincent Vallejo as Executive Director	Mgmt	For	For	For
8.a.	Reelect Sherry Lansing as Non-Executive Director	Mgmt	For	For	For
8.b.	Reelect Haim Saban as Non-Executive Director	Mgmt	For	For	For
8.c.	Reelect Luc van Os as Non-Executive Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the elections of Sherry Lansing, Haim Saban, and Vincent Vallejo is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the election of non-independent nominee and chair of the audit committee Luc Van Os is warranted as the chair of the audit committee is non-independent.</i></p>					
9.	Approve Remuneration Policy of Executive Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed remuneration policy is below par in relation to market standards, particularly with regard to disclosure of short- and long-term bonus criteria, vague derogation clause, uncapped discretionary award, and excessive severance terms.</i></p>					
10.a.	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10.b.	Approve Cancellation of Shares	Mgmt	For	For	For
11.	Other Business (Non-Voting)	Mgmt			
12	Close Meeting	Mgmt			

Veralto Corp.

Meeting Date: 05/14/2025

Country: USA

Ticker: VLTO

Record Date: 03/24/2025

Meeting Type: Annual

Primary Security ID: 92338C103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel L. Comas	Mgmt	For	For	For
1b	Elect Director Walter G. Lohr, Jr.	Mgmt	For	For	For
1c	Elect Director John T. Schwieters	Mgmt	For	For	For
1d	Elect Director Cindy L. Wallis-Lage	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4a	Declassify the Board of Directors	Mgmt	For	For	For
4b	Eliminate Supermajority Vote Requirement to Amend Certificate of Incorporation	Mgmt	For	For	For

Vertex Pharmaceuticals Incorporated

Meeting Date: 05/14/2025

Country: USA

Ticker: VRTX

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: 92532F100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sangeeta N. Bhatia	Mgmt	For	For	For
1.2	Elect Director Lloyd Carney	Mgmt	For	For	For
1.3	Elect Director Alan Garber	Mgmt	For	For	For
1.4	Elect Director Reshma Kewalramani	Mgmt	For	For	For
1.5	Elect Director Michel Lagarde	Mgmt	For	For	For
1.6	Elect Director Jeffrey M. Leiden	Mgmt	For	For	For
1.7	Elect Director Diana McKenzie	Mgmt	For	For	For
1.8	Elect Director Bruce I. Sachs	Mgmt	For	For	For
1.9	Elect Director Jennifer Schneider	Mgmt	For	For	For

Vertex Pharmaceuticals Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Nancy Thornberry	Mgmt	For	For	For
1.11	Elect Director Suketu Upadhyay	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted. Although current severance arrangements are reasonable, the company does not disclose a policy prohibiting additional cash severance payments beyond a certain level or a mechanism that would require shareholder approval in order for excessive cash severance to be payable. The requested policy would ensure such shareholder protections.

adidas AG

Meeting Date: 05/15/2025

Country: Germany

Ticker: ADS

Record Date: 05/08/2025

Meeting Type: Annual

Primary Security ID: D0066B185

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Elect Thomas Rabe to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the reelection of Thomas Rabe is warranted because: * He is the chair of the nomination committee, and the board is insufficiently gender diverse. * He holds an excessive number of mandates at listed companies, considering his position as adidas' supervisory board chair and an outside CEO position. Nevertheless, shareholders may wish to note that Rabe is (once again) proposed for a one-year term to provide continuity and to ensure a smooth handover of the chair position, while the company addresses the aforementioned concerns regarding gender diversity and overboarding.</i></p>					
7	Approve Creation of EUR 50 Million Pool of Authorized Capital 2025/1 with Preemptive Rights	Mgmt	For	For	For

adidas AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Creation of EUR 20 Million Pool of Authorized Capital 2025/II with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For
10.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For	For
10.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For

Adyen NV

Meeting Date: 05/15/2025 **Country:** Netherlands **Ticker:** ADYEN
Record Date: 04/17/2025 **Meeting Type:** Annual
Primary Security ID: N3501V104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.	Open Meeting	Mgmt			
2.a.	Receive Annual Report (Non-Voting)	Mgmt			
2.b.	Approve Remuneration Report	Mgmt	For	For	For
2.c.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.d.	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3.	Approve Discharge of Management Board	Mgmt	For	For	For
4.	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.	Elect Steve van Wyk to Supervisory Board	Mgmt	For	For	For
6.	Grant Board Authority to Issue Shares	Mgmt	For	For	For
7.	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For

Adyen NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.	Authorize Repurchase of Shares	Mgmt	For	For	For
9.a.	Appoint PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
9.b.	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For
10.	Close Meeting	Mgmt			

Altria Group, Inc.

Meeting Date: 05/15/2025 **Country:** USA **Ticker:** MO
Record Date: 03/25/2025 **Meeting Type:** Annual
Primary Security ID: 02209S103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ian L.T. Clarke	Mgmt	For	For	For
1b	Elect Director Marjorie M. Connelly	Mgmt	For	For	For
1c	Elect Director R. Matt Davis	Mgmt	For	For	For
1d	Elect Director William F. Gifford, Jr.	Mgmt	For	For	For
1e	Elect Director Debra J. Kelly-Ennis	Mgmt	For	For	For
1f	Elect Director Kathryn B. McQuade	Mgmt	For	For	For
1g	Elect Director George Munoz	Mgmt	For	For	For
1h	Elect Director Virginia E. Shanks	Mgmt	For	For	For
1i	Elect Director Richard S. Stoddart	Mgmt	For	For	For
1j	Elect Director Ellen R. Strahlman	Mgmt	For	For	For
1k	Elect Director M. Max Yzaguirre	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Approve Non-Employee Director Omnibus Stock Plan	Mgmt	For	For	For

Amphenol Corporation

Meeting Date: 05/15/2025

Country: USA

Ticker: APH

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: 032095101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nancy A. Altobello	Mgmt	For	For	For
1.2	Elect Director David P. Falck	Mgmt	For	For	For
1.3	Elect Director Rita S. Lane	Mgmt	For	For	For
1.4	Elect Director Robert A. Livingston	Mgmt	For	For	For
1.5	Elect Director Martin H. Loeffler	Mgmt	For	For	For
1.6	Elect Director R. Adam Norwitt	Mgmt	For	For	For
1.7	Elect Director Prahlad Singh	Mgmt	For	For	For
1.8	Elect Director Anne Clarke Wolff	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Increase Authorized Common Stock	Mgmt	For	For	For
5	Amend Right to Call Special Meeting	SH	Against	Against	Against

AT&T Inc.

Meeting Date: 05/15/2025

Country: USA

Ticker: T

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: 00206R102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott T. Ford	Mgmt	For	For	For
1.2	Elect Director William E. Kennard	Mgmt	For	For	For
1.3	Elect Director Stephen J. Luczo	Mgmt	For	For	For
1.4	Elect Director Marissa A. Mayer	Mgmt	For	For	For
1.5	Elect Director Michael B. McCallister	Mgmt	For	For	For

AT&T Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Beth E. Mooney	Mgmt	For	For	For
1.7	Elect Director Matthew K. Rose	Mgmt	For	For	For
1.8	Elect Director John T. Stankey	Mgmt	For	For	For
1.9	Elect Director Cynthia B. Taylor	Mgmt	For	For	For
1.10	Elect Director Luis A. Ubiñas	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

BlackRock, Inc.

Meeting Date: 05/15/2025 **Country:** USA **Ticker:** BLK
Record Date: 03/24/2025 **Meeting Type:** Annual
Primary Security ID: 09290D101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pamela Daley	Mgmt	For	For	For
1b	Elect Director Laurence D. Fink	Mgmt	For	For	For
1c	Elect Director Gregory J. Fleming	Mgmt	For	For	For
1d	Elect Director William E. Ford	Mgmt	For	For	For
1e	Elect Director Fabrizio Freda	Mgmt	For	For	For
1f	Elect Director Murry S. Gerber	Mgmt	For	For	For
1g	Elect Director Margaret "Peggy" L. Johnson	Mgmt	For	For	For
1h	Elect Director Robert S. Kapito	Mgmt	For	For	For
1i	Elect Director Cheryl D. Mills	Mgmt	For	For	For
1j	Elect Director Kathleen Murphy	Mgmt	For	For	For
1k	Elect Director Amin H. Nasser	Mgmt	For	For	For
1l	Elect Director Gordon M. Nixon	Mgmt	For	For	For
1m	Elect Director Adebayo O. Ogunlesi	Mgmt	For	For	For
1n	Elect Director Kristin C. Peck	Mgmt	For	For	For
1o	Elect Director Charles H. Robbins	Mgmt	For	For	For
1p	Elect Director Hans E. Vestberg	Mgmt	For	For	For

BlackRock, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1q	Elect Director Susan L. Wagner	Mgmt	For	For	For
1r	Elect Director Mark Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: There remains some concern surrounding the nature of the incentive determination process, which is ultimately discretionary and lacks certain key disclosures, such as quantified target goals and per-metric weightings. Additionally, the new CEO carry program may create additional pay complexity going forward. However, these issues have not contributed to a quantitative pay-for-performance misalignment for the year in review. Additionally, the majority of LTI awards vest based on clearly disclosed multi-year goals. However, a vote AGAINST this proposal is warranted in light of the committee's limited response to last year's low say-on-pay vote result. The committee engaged with shareholders and the proxy discloses shareholder feedback. However, the committee's actions in response to the two key topics of shareholder feedback, clarity on NEO pay determinations and one-time awards, do not amount to sufficient responsiveness. New disclosures related to the pay determination process are incremental and the committee did not take any firm actions, nor make any firm commitments, that appear to address concerns surrounding one-time awards.</i></p>					
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Risks of Stakeholder Capitalism	SH	Against	Against	Against
5	Require More Director Nominations Than Open Seats	SH	Against	Against	Against

Chubb Limited

Meeting Date: 05/15/2025 **Country:** Switzerland **Ticker:** CB
Record Date: 03/21/2025 **Meeting Type:** Annual
Primary Security ID: H1467J104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Allocate Disposable Profit	Mgmt	For	For	For
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	Mgmt	For	For	For
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	Mgmt	For	For	For
4.3	Ratify BDO AG (Zurich) as Special Audit Firm	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1	Elect Director Evan G. Greenberg	Mgmt	For	For	For
5.2	Elect Director Michael P. Connors	Mgmt	For	For	For
5.3	Elect Director Michael G. Atieh	Mgmt	For	For	For
5.4	Elect Director Nancy K. Buese	Mgmt	For	For	For
5.5	Elect Director Sheila P. Burke	Mgmt	For	For	For
5.6	Elect Director Nelson J. Chai	Mgmt	For	For	For
5.7	Elect Director Michael L. Corbat	Mgmt	For	For	For
5.8	Elect Director Fred Hu	Mgmt	For	For	For
5.9	Elect Director Robert J. Hugin	Mgmt	For	For	For
5.10	Elect Director Robert W. Scully	Mgmt	For	For	For
5.11	Elect Director Theodore E. Shasta	Mgmt	For	For	For
5.12	Elect Director David H. Sidwell	Mgmt	For	For	For
5.13	Elect Director Olivier Steimer	Mgmt	For	For	For
5.14	Elect Director Frances F. Townsend	Mgmt	For	For	For
6	Elect Evan G. Greenberg as Board Chairman	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST Evan G. Greenberg as board chair is warranted because he serves as combined CEO/chair.</i></p>					
7.1	Elect Michael P. Connors as Member of the Compensation Committee	Mgmt	For	For	For
7.2	Elect Michael L. Corbat as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Elect David H. Sidwell as Member of the Compensation Committee	Mgmt	For	For	For
7.4	Elect Frances F. Townsend as Member of the Compensation Committee	Mgmt	For	For	For
8	Designate Homburger AG as Independent Proxy	Mgmt	For	For	For
9	Approve Renewal of a Capital Band for Authorized Share Capital Increases and Reductions	Mgmt	For	For	For
10.1	Approve Remuneration of Directors in the Amount of USD 6.5 Million	Mgmt	For	For	For
10.2	Approve Remuneration of Executive Management in the Amount of USD 78 Million for Fiscal 2026	Mgmt	For	For	For

Chubb Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.3	Approve Remuneration Report	Mgmt	For	For	For
11	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
12	Approve Sustainability Report	Mgmt	For	For	For
13	Report on GHG Emissions Associated with Underwriting, Insuring, and Investment Activities	SH	Against	Against	For
A	Transact Other Business	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST this proposal is warranted, as proposals which are detrimental to shareholder value may arise without shareholders having the opportunity to make a fully informed vote on the issue.

Commerzbank AG

Meeting Date: 05/15/2025

Country: Germany

Ticker: CBK

Record Date: 04/23/2025

Meeting Type: Annual

Primary Security ID: D172W1279

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.65 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Bettina Orlopp for Fiscal Year 2024	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Manfred Knof (until Sep. 30, 2024) for Fiscal Year 2024	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Michael Kotzbauer (from Oct. 1, 2024) for Fiscal Year 2024	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Sabine MInarsky for Fiscal Year 2024	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Joerg Oliveri del Castillo-Schulz (until June 30, 2024) for Fiscal Year 2024	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.6	Approve Discharge of Management Board Member Thomas Schaufler for Fiscal Year 2024	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Bernhard Spalt for Fiscal Year 2024	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Christiane Vorspel-Rüter (from Sep. 1, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Jens Weidmann for Fiscal Year 2024	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Uwe Tschaege for Fiscal Year 2024	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Heike Anscheit for Fiscal Year 2024	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Gunnar de Buhr for Fiscal Year 2024	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Harald Christ for Fiscal Year 2024	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Frank Czichowski for Fiscal Year 2024	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Sabine Dietrich for Fiscal Year 2024	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Jutta Doenges for Fiscal Year 2024	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Kerstin Jerchel (until April 30, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Burkhard Keese for Fiscal Year 2024	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.11	Approve Discharge of Supervisory Board Member Maxi Leuchters for Fiscal Year 2024	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Daniela Mattheus for Fiscal Year 2024	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Nina Olderdissen for Fiscal Year 2024	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Sandra Persiehl for Fiscal Year 2024	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Michael Schramm for Fiscal Year 2024	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Caroline Seifert for Fiscal Year 2024	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Gertrude Tumpel-Gugerell for Fiscal Year 2024	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Sascha Uebel for Fiscal Year 2024	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Frederik Werning (until April 30, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Frank Westhoff for Fiscal Year 2024	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Stefan Wittmann for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the Period from Dec. 31, 2025, until 2026 AGM	Mgmt	For	For	For
5.3	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For

Commerzbank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Management Board Remuneration Policy	Mgmt	For	For	For
8	Approve Supervisory Board Remuneration Policy	Mgmt	For	For	For
9.1	Elect Sabine Lautenschlaeger-Peiter to the Supervisory Board	Mgmt	For	For	For
9.2	Elect Michael Gorriz to the Supervisory Board	Mgmt	For	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
12	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For
13	Approve Affiliation Agreement with Commerz Direktservice GmbH	Mgmt	For	For	For
14	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM	Mgmt	None	Against	Against

CVS Health Corporation

Meeting Date: 05/15/2025

Country: USA

Ticker: CVS

Record Date: 03/17/2025

Meeting Type: Annual

Primary Security ID: 126650100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fernando Aguirre	Mgmt	For	For	For
1b	Elect Director Jeffrey R. Balsler	Mgmt	For	For	For
1c	Elect Director C. David Brown, II	Mgmt	For	For	For
1d	Elect Director Alecia A. DeCoudreaux	Mgmt	For	For	For
1e	Elect Director Roger N. Farah	Mgmt	For	For	For
1f	Elect Director Anne M. Finucane	Mgmt	For	For	For
1g	Elect Director J. David Joyner	Mgmt	For	For	For

CVS Health Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director J. Scott Kirby	Mgmt	For	For	For
1i	Elect Director Michael F. Mahoney	Mgmt	For	For	For
1j	Elect Director Leslie V. Norwalk	Mgmt	For	For	For
1k	Elect Director Larry M. Robbins	Mgmt	For	For	For
1l	Elect Director Guy P. Sansone	Mgmt	For	For	For
1m	Elect Director Douglas H. Shulman	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although some concerns exist regarding disclosure under the LTI program, annual and long-term incentives were sufficiently performance-based, PSUs were entirely tied to multi-year metrics, and below-target payouts were aligned with performance. In addition, the new CEO's promotional grant, while relatively large, was entirely in premium-priced appreciation awards. These factors mitigate the pay-for-performance misalignment for the year under review. However, a problematic pay practice has been identified with respect to the former CEO's severance arrangements. Specifically, in connection with the CEO's termination, the company entered into a new agreement that enhanced the treatment of her outstanding equity awards, allowing all of the awards to continue vesting. The enhanced treatment has the potential to add significant additional value and is not supported by a compelling rationale.</i></p>					
4	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. A reduction in the ownership threshold would provide a more meaningful written consent right for shareholders</i></p>					

E.ON SE

Meeting Date: 05/15/2025 **Country:** Germany **Ticker:** EOAN
Record Date: 05/08/2025 **Meeting Type:** Annual
Primary Security ID: D24914133

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.55 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For

E.ON SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.a	Ratify KPMG AG as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the Fiscal Year 2025 and the First Quarter of Fiscal Year 2026	Mgmt	For	For	For
5.b	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Management Board Remuneration Policy	Mgmt	For	For	For
8	Approve Supervisory Board Remuneration Policy	Mgmt	For	For	For
9.a	Elect Deborah Wilkens to the Supervisory Board	Mgmt	For	For	For
9.b	Elect Rolf Schmitz to the Supervisory Board	Mgmt	For	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST the proposed article amendment in regard to virtual-only shareholder meetings is warranted because: * The new proposal appears to be a blanket authorization to continue holding AGMs in the virtual format only. * The rationale regarding why it was considered necessary to hold a virtual-only meeting in the past three years, or why the company chose the virtual-only format again for the 2025 AGM, is not considered compelling. * The company has not given shareholders the option to attend the AGM in-person since prior to the pandemic, and there is no commitment by the boards to giving shareholders an in-person attendance option in the near future. In this vein, the company only vaguely addresses the circumstances under which in-person meetings might be held in the future.*

Games Workshop Group Plc

Meeting Date: 05/15/2025

Country: United Kingdom

Ticker: GAW

Record Date: 05/13/2025

Meeting Type: Special

Primary Security ID: G3715N102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Policy	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST the remuneration policy is not considered warranted because: * The Company is proposing to make a one-off award for the CEO of 300% of base salary, which is not considered to be supported by cogent rationale. For shareholder awareness, it is also noted that concerns have also been identified in respect of proposed changes to the annual bonus and the introduction of a Triennial Share Award. However, these concerns alone would not have led to an adverse recommendation in the absence of the one-off award.*

2	Approve Share Awards Plan	Mgmt	For	Against	Against
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*Voting Policy Rationale: A vote AGAINST is considered warranted for the Share Awards Plan because: * It facilitates a material one-off award of restricted shares to the CEO, which has not been supported by cogent rationale.*

Hammerson Plc

Meeting Date: 05/15/2025

Country: United Kingdom

Ticker: HMSO

Record Date: 05/13/2025

Meeting Type: Annual

Primary Security ID: G4273Q206

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Habib Annous as Director	Mgmt	For	For	For
5	Re-elect Meka Brunel as Director	Mgmt	For	For	For
6	Re-elect Mike Butterworth as Director	Mgmt	For	For	For
7	Re-elect Rita-Rose Gagne as Director	Mgmt	For	For	For
8	Re-elect Adam Metz as Director	Mgmt	For	For	For
9	Re-elect Robert Noel as Director	Mgmt	For	For	For
10	Re-elect Himanshu Raja as Director	Mgmt	For	For	For
11	Re-elect Carol Welch as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

HUGO BOSS AG

Meeting Date: 05/15/2025

Country: Germany

Ticker: BOSS

Record Date: 05/08/2025

Meeting Type: Annual

Primary Security ID: D34902102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.40 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5.a	Elect Iris Epple-Righi to the Supervisory Board	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST the proposed nominees are warranted as their terms of office would exceed four years.</i>					
5.b	Elect Andreas Kurali to the Supervisory Board	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST the proposed nominees are warranted as their terms of office would exceed four years.</i>					
5.c	Elect Luca Marzotto to the Supervisory Board	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST the proposed nominees are warranted as their terms of office would exceed four years.</i>					
5.d	Elect Michael Murray to the Supervisory Board	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST the proposed nominees are warranted as their terms of office would exceed four years.</i>					
5.e	Elect Christina Rosenberg to the Supervisory Board	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST the proposed nominees are warranted as their terms of office would exceed four years.</i>					
5.f	Elect Stephan Sturm to the Supervisory Board	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST the proposed nominees are warranted as their terms of office would exceed four years.</i>					
6.a	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For	For
6.b	Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration Report	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * There remains a third-party compensation agreement between the CEO and the reference shareholder. The potential for asymmetric accountability towards shareholders continues to raise significant governance concerns * The base salary to the CFO/COO was increased significantly during the year without a detailed explanation. * Pension contributions are considered high in the context of European market practice.</i>				
8	Approve Remuneration Policy	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * In addition to a somewhat vague derogation clause, the policy allows for broad discretionary adjustments to the STI and LTI in case of exceptional developments. * Pension contributions are considered high in the context of European market practice. * The third-party remuneration agreement between the CEO and majority shareholder continues to raise significant governance concerns and will continue to be of concern as long as the agreement is in place.</i>				
9	Approve Creation of EUR 14.1 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 800 Million; Approve Creation of EUR 14.1 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
12	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
13	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the proposed article amendments in regard to virtual-only shareholder meetings is warranted because: * The new proposal appears to be a blanket authorization to continue holding AGMs in the virtual format only. * The rationale regarding why it was considered necessary to hold a virtual-only meeting in the past three years, or why the company chose the virtual-only format again for the 2025 AGM, is not considered compelling. * The company has not given shareholders the option to attend the AGM in-person since prior to the pandemic, and there is no commitment by the boards to giving shareholders an in-person attendance option in the near future.</i>				
14	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	For	For

Ibstock Plc

Meeting Date: 05/15/2025

Country: United Kingdom

Ticker: IBST

Record Date: 05/13/2025

Meeting Type: Annual

Primary Security ID: G46956135

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Richard Akers as Director	Mgmt	For	For	For
6	Re-elect Peju Adebajo as Director	Mgmt	For	For	For
7	Re-elect Nicola Bruce as Director	Mgmt	For	For	For
8	Re-elect Louis Eperjesi as Director	Mgmt	For	For	For
9	Re-elect Claire Hawkings as Director	Mgmt	For	For	For
10	Re-elect Joe Hudson as Director	Mgmt	For	For	For
11	Re-elect Chris McLeish as Director	Mgmt	For	For	For
12	Re-elect Justin Read as Director	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Approve Annual and Deferred Bonus Plan	Mgmt	For	For	For
16	Approve Sharesave Plan	Mgmt	For	For	For
17	Authorise the Board to Establish International Share Plans	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Karnov Group AB

Meeting Date: 05/15/2025

Country: Sweden

Ticker: KAR

Record Date: 05/07/2025

Meeting Type: Annual

Primary Security ID: W5S073100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chair of Meeting; Open Meeting	Mgmt	For	For	Do Not Vote
2	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote
3	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
6	Receive Financial Statements and Statutory Reports	Mgmt			
7.a)	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
7.b)	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	Do Not Vote
7.c1	Approve Discharge of Magnus Mandersson	Mgmt	For	For	Do Not Vote
7.c2	Approve Discharge of Ulf Bonnevier	Mgmt	For	For	Do Not Vote
7.c3	Approve Discharge of Lone Moller Olsen	Mgmt	For	For	Do Not Vote
7.c4	Approve Discharge of Salla Vainio	Mgmt	For	For	Do Not Vote
7.c5	Approve Discharge of Loris Barisa	Mgmt	For	For	Do Not Vote
7.c6	Approve Discharge of Ted Keith	Mgmt	For	For	Do Not Vote
7.c7	Approve Discharge of CEO Pontus Bodelsson	Mgmt	For	For	Do Not Vote
8.a)	Determine Number of Members (6) and Deputy Members of Board (0)	Mgmt	For	For	Do Not Vote
8.b)	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	Do Not Vote
9.a)	Approve Remuneration of Directors in the Amount of SEK 1.1 Million for Chair and SEK 400,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
9.b)	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote

Karnov Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.a)	Reelect Magnus Mandersson as Director	Mgmt	For	For	Do Not Vote
10.b)	Reelect Ulf Bonnevier as Director	Mgmt	For	For	Do Not Vote
10.c)	Reelect Lone Moller Olsen as Director	Mgmt	For	For	Do Not Vote
10.d)	Reelect Salla Vainio as Director	Mgmt	For	For	Do Not Vote
10.e)	Reelect Loris Barisa as Director	Mgmt	For	For	Do Not Vote
10.f)	Reelect Ted Keith as Director	Mgmt	For	For	Do Not Vote
10.g)	Reelect Magnus Mandersson as Board Chair	Mgmt	For	For	Do Not Vote
10.h)	Ratify PricewaterhouseCooper as Auditors	Mgmt	For	For	Do Not Vote
11	Approve Remuneration Report	Mgmt	For	Against	Do Not Vote
12	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Do Not Vote
13	Approve Performance Share Plan LTIP 2025 for Key Employees	Mgmt	For	For	Do Not Vote
14	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	Mgmt	For	For	Do Not Vote
15	Close Meeting	Mgmt			

Lloyds Banking Group Plc

Meeting Date: 05/15/2025

Country: United Kingdom

Ticker: LLOY

Record Date: 05/13/2025

Meeting Type: Annual

Primary Security ID: G5533W248

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Sir Robin Budenberg as Director	Mgmt	For	For	For
3	Re-elect Charlie Nunn as Director	Mgmt	For	For	For
4	Elect Nathan Bostock as Director	Mgmt	For	For	For

Lloyds Banking Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect William Chalmers as Director	Mgmt	For	For	For
6	Re-elect Sarah Legg as Director	Mgmt	For	For	For
7	Re-elect Amanda Mackenzie as Director	Mgmt	For	For	For
8	Re-elect Harmeen Mehta as Director	Mgmt	For	For	For
9	Re-elect Cathy Turner as Director	Mgmt	For	For	For
10	Re-elect Scott Wheway as Director	Mgmt	For	For	For
11	Re-elect Catherine Woods as Director	Mgmt	For	For	For
12	Approve Remuneration Report	Mgmt	For	For	For
13	Approve Final Dividend	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Approve Amendments to the Rules of Lloyds Banking Group plc Long Term Incentive Plan, Lloyds Banking Group plc Deferred Bonus Plan, Lloyds Banking Group plc Long-Term Share Plan, and the Lloyds Banking Group plc Executive Group Ownership Share Plan 2016	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-Emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Lloyds Banking Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Marsh & McLennan Companies, Inc.

Meeting Date: 05/15/2025 **Country:** USA **Ticker:** MMC
Record Date: 03/17/2025 **Meeting Type:** Annual
Primary Security ID: 571748102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony K. Anderson	Mgmt	For	For	For
1b	Elect Director John Q. Doyle	Mgmt	For	For	For
1c	Elect Director H. Edward Hanway	Mgmt	For	For	For
1d	Elect Director Judith Hartmann	Mgmt	For	For	For
1e	Elect Director Deborah C. Hopkins	Mgmt	For	For	For
1f	Elect Director Tamara Ingram	Mgmt	For	For	For
1g	Elect Director Jane H. Lute	Mgmt	For	For	For
1h	Elect Director Steven A. Mills	Mgmt	For	For	For
1i	Elect Director Morton O. Schapiro	Mgmt	For	For	For
1j	Elect Director Jan Siegmund	Mgmt	For	For	For
1k	Elect Director Lloyd M. Yates	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Morgan Stanley

Meeting Date: 05/15/2025 **Country:** USA **Ticker:** MS
Record Date: 03/17/2025 **Meeting Type:** Annual
Primary Security ID: 617446448

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Megan Butler	Mgmt	For	For	For
1b	Elect Director Thomas H. Glocer	Mgmt	For	For	For
1c	Elect Director Robert H. Herz	Mgmt	For	For	For
1d	Elect Director Erika H. James	Mgmt	For	For	For
1e	Elect Director Hironori Kamezawa	Mgmt	For	For	For
1f	Elect Director Shelley B. Leibowitz	Mgmt	For	For	For
1g	Elect Director Jami Miscik	Mgmt	For	For	For
1h	Elect Director Masato Miyachi	Mgmt	For	For	For
1i	Elect Director Dennis M. Nally	Mgmt	For	For	For
1j	Elect Director Douglas L. Peterson	Mgmt	For	For	For
1k	Elect Director Edward Pick	Mgmt	For	For	For
1l	Elect Director Mary L. Schapiro	Mgmt	For	For	For
1m	Elect Director Perry M. Traquina	Mgmt	For	For	For
1n	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The three-year average burn rate is excessive; * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and * The plan permits liberal recycling of shares</i></p>					
5	Report Annually on Energy Supply Ratio	SH	Against	Against	Against

NN Group NV

Meeting Date: 05/15/2025

Country: Netherlands

Ticker: NN

Record Date: 04/17/2025

Meeting Type: Annual

Primary Security ID: N64038107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.	Open Meeting	Mgmt			
2.	Receive Annual Report	Mgmt			
3.	Receive Explanation on Sustainability	Mgmt			
4	Approve Remuneration Report	Mgmt	For	For	For
5.A.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
5.B.	Receive Explanation on Company's Dividend Policy	Mgmt			
5.C.	Approve Dividends	Mgmt	For	For	For
6.A.	Approve Discharge of Executive Board	Mgmt	For	For	For
6.B.	Approve Discharge of Supervisory Board	Mgmt	For	For	For
7.A.	Reelect Inga Beale to Supervisory Board	Mgmt	For	For	For
7.B.	Reelect Rob Lelieveld to Supervisory Board	Mgmt	For	For	For
7.C.	Reelect Cecilia Reyes to Supervisory Board	Mgmt	For	For	For
8.	Amend Level of the Fixed Annual Fee for the Chair of the Supervisory Board	Mgmt	For	For	For
9.A.	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting for FY 2025	Mgmt	For	For	For
9.B.	Ratify EY Accountants B.V. as Auditors	Mgmt	For	For	For
9.C.	Appoint EY Accountants B.V. as Auditor for Sustainability Reporting for FY 2026 through 2029	Mgmt	For	For	For
10Ai	Grant Board Authority to Issue Shares	Mgmt	For	For	For
10Aii	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
10.B.	Grant Board Authority to Issue Shares in Connection with a Rights Issue	Mgmt	For	For	For
11.	Authorize Repurchase of Shares	Mgmt	For	For	For

NN Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
13.	Close Meeting	Mgmt			

Otis Worldwide Corporation

Meeting Date: 05/15/2025 **Country:** USA **Ticker:** OTIS
Record Date: 03/17/2025 **Meeting Type:** Annual
Primary Security ID: 68902V107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas A. Bartlett	Mgmt	For	For	For
1b	Elect Director Jeffrey H. Black	Mgmt	For	For	For
1c	Elect Director Jill C. Brannon	Mgmt	For	For	For
1d	Elect Director Nelda J. Connors	Mgmt	For	For	For
1e	Elect Director Kathy Hopinkah Hannan	Mgmt	For	For	For
1f	Elect Director Shailesh G. Jejurikar	Mgmt	For	For	For
1g	Elect Director Christopher J. Kearney	Mgmt	For	For	For
1h	Elect Director Judith F. Marks	Mgmt	For	For	For
1i	Elect Director Margaret M. V. Preston	Mgmt	For	For	For
1j	Elect Director Shelley Stewart, Jr.	Mgmt	For	For	For
1k	Elect Director John H. Walker	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although the annual and long-term incentive programs are sufficiently performance-based, significant concern is raised regarding the magnitude of a retention award granted to the CEO. A significant portion of the CEO's retention grant is time-based and the performance measures are the same as those used in the annual LTI program. Additionally, two other special awards were granted in FY24 that entirely lack performance criteria.</i></p>					
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on Political Contributions and Expenditures	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted. The company's disclosures relating to its direct and indirect political contributions are somewhat limited. In addition, based on the current disclosure, it is somewhat unclear if the company's political activities are exclusively administered through its PAC or if the company also makes separate political contributions. It is also unclear if the company's disclosed list of membership associations is comprehensive, and the company does not provide the amount of dues paid to each organization.

The UNITE Group Plc

Meeting Date: 05/15/2025

Country: United Kingdom

Ticker: UTG

Record Date: 05/13/2025

Meeting Type: Annual

Primary Security ID: G9283N101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Richard Huntingford as Director	Mgmt	For	For	For
6	Re-elect Joe Lister as Director	Mgmt	For	For	For
7	Re-elect Michael Burt as Director	Mgmt	For	For	For
8	Re-elect Ross Paterson as Director	Mgmt	For	For	For
9	Re-elect Ilaria del Beato as Director	Mgmt	For	For	For
10	Re-elect Dame Shirley Pearce as Director	Mgmt	For	For	For
11	Re-elect Thomas Jackson as Director	Mgmt	For	For	For
12	Re-elect Sir Steve Smith as Director	Mgmt	For	For	For
13	Re-elect Nicola Dulieu as Director	Mgmt	For	For	For
14	Re-elect Angela Jain as Director	Mgmt	For	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Approve Performance Share Plan	Mgmt	For	For	For
18	Approve Employee Share Option Scheme	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

The UNITE Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Westinghouse Air Brake Technologies Corporation

Meeting Date: 05/15/2025 **Country:** USA **Ticker:** WAB
Record Date: 03/19/2025 **Meeting Type:** Annual
Primary Security ID: 929740108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ann R. Klee	Mgmt	For	For	For
1b	Elect Director Albert J. Neupaver	Mgmt	For	For	For
1c	Elect Director Juan Perez	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Wolters Kluwer NV

Meeting Date: 05/15/2025 **Country:** Netherlands **Ticker:** WKL
Record Date: 04/17/2025 **Meeting Type:** Annual
Primary Security ID: N9643A197

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.	Open Meeting	Mgmt			
2.a.	Receive Report of Executive Board	Mgmt			
2.b.	Receive Report of Supervisory Board	Mgmt			
2.c.	Approve Remuneration Report	Mgmt	For	For	For
3.a.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For

Wolters Kluwer NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.b.	Receive Explanation on Company's Dividend Policy	Mgmt			
3.c.	Approve Dividends	Mgmt	For	For	For
4.a.	Approve Discharge of Executive Board	Mgmt	For	For	For
4.b.	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.a.	Reelect Kevin Entricken to Executive Board	Mgmt	For	For	For
5.b.	Elect Stacey Caywood to Executive Board	Mgmt	For	For	For
6.	Elect Ann Ziegler to Supervisory Board	Mgmt	For	For	For
7.	Approve Remuneration Policy of Executive Board	Mgmt	For	For	For
8.a.	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
8.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9.	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10.	Approve Cancellation of Shares	Mgmt	For	For	For
11.	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For
12.	Other Business (Non-Voting)	Mgmt			
13.	Close Meeting	Mgmt			

Yum! Brands, Inc.

Meeting Date: 05/15/2025 **Country:** USA **Ticker:** YUM
Record Date: 03/19/2025 **Meeting Type:** Annual
Primary Security ID: 988498101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paget L. Alves	Mgmt	For	For	For
1b	Elect Director Keith Barr	Mgmt	For	For	For
1c	Elect Director M. Brett Biggs	Mgmt	For	For	For
1d	Elect Director Christopher M. Connor	Mgmt	For	For	For

Yum! Brands, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Brian C. Cornell	Mgmt	For	For	For
1f	Elect Director Tanya L. Domier	Mgmt	For	For	For
1g	Elect Director Susan Doniz	Mgmt	For	For	For
1h	Elect Director David W. Gibbs	Mgmt	For	For	For
1i	Elect Director Miriam M. Graddick-Weir	Mgmt	For	For	For
1j	Elect Director Thomas C. Nelson	Mgmt	For	For	For
1k	Elect Director P. Justin Skala	Mgmt	For	For	For
1l	Elect Director Annie Young-Scrivner	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	SH	Against	Against	Against
6	Report on Risks Related to Religious Discrimination Against Employees	SH	Against	Against	Against
7	Commission a Third Party Audit on Working Conditions	SH	Against	Against	Against

CLS Holdings Plc

Meeting Date: 05/16/2025

Country: United Kingdom

Ticker: CLI

Record Date: 05/14/2025

Meeting Type: Annual

Primary Security ID: G2212D187

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is considered warranted: * For the second consecutive year, concerns are raised regarding the appropriateness of the bonus payout, given the materially lower financial targets compared to the previous year, and in light of a decrease in the actual achievement of certain metrics. * The FY2025 LTI opportunity at grant is being increased from 150% to 175% of salary for the CEO and from 120% to 145% of salary for the CFO, despite the continued fall in the Company's year-on-year share price, which has resulted in a material uplift in the number of awards granted and raising concerns regarding windfall gains. * The LTI metrics for FY2025 were amended such that 65% of the awards will be subject to Total Accounting Return, which is also a bonus metric. This implies that EDs may be awarded twice for the achievement of the same performance under the STI and LTI.*

CLS Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Lennart Sten as Director	Mgmt	For	For	For
5	Re-elect Anna Seeley as Director	Mgmt	For	For	For
6	Re-elect Fredrik Widlund as Director	Mgmt	For	For	For
7	Re-elect Andrew Kirkman as Director	Mgmt	For	For	For
8	Re-elect Elizabeth Edwards as Director	Mgmt	For	For	For
9	Re-elect Bill Holland as Director	Mgmt	For	For	For
10	Re-elect Eva Lindqvist as Director	Mgmt	For	For	For
11	Appoint BDO LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Compagnie Generale des Etablissements Michelin SCA

Meeting Date: 05/16/2025

Country: France

Ticker: ML

Record Date: 05/14/2025

Meeting Type: Annual/Special

Primary Security ID: F61824870

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 1.38 per Share	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For

Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Approve Remuneration Policy of General Managers	Mgmt	For	For	For
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Florent Menegaux	Mgmt	For	For	For
10	Approve Compensation of Yves Chapot	Mgmt	For	For	For
11	Approve Compensation of Barbara Dalibard	Mgmt	For	For	For
12	Elect Wolf-Henning Scheider as Supervisory Board Member	Mgmt	For	For	For
13	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 1.15 Million	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Derwent London Plc

Meeting Date: 05/16/2025

Country: United Kingdom

Ticker: DLN

Record Date: 05/14/2025

Meeting Type: Annual

Primary Security ID: G27300105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Lucinda Bell as Director	Mgmt	For	For	For

Derwent London Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect Mark Breuer as Director	Mgmt	For	For	For
6	Re-elect Nigel George as Director	Mgmt	For	For	For
7	Re-elect Helen Gordon as Director	Mgmt	For	For	For
8	Elect Madeleine McDougall as Director	Mgmt	For	For	For
9	Re-elect Emily Prideaux as Director	Mgmt	For	For	For
10	Re-elect Sanjeev Sharma as Director	Mgmt	For	For	For
11	Elect Robert Wilkinson as Director	Mgmt	For	For	For
12	Re-elect Paul Williams as Director	Mgmt	For	For	For
13	Re-elect Damian Wisniewski as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Elanco Animal Health Incorporated

Meeting Date: 05/16/2025

Country: USA

Ticker: ELAN

Record Date: 03/19/2025

Meeting Type: Annual

Primary Security ID: 28414H103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kapila Anand	Mgmt	For	For	For
1b	Elect Director Paul Herendeen	Mgmt	For	For	For

Elanco Animal Health Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Intercontinental Exchange, Inc.

Meeting Date: 05/16/2025 **Country:** USA **Ticker:** ICE
Record Date: 03/20/2025 **Meeting Type:** Annual
Primary Security ID: 45866F104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon Y. Bowen	Mgmt	For	For	For
1b	Elect Director Shantella E. Cooper	Mgmt	For	For	For
1c	Elect Director Duriya M. Farooqui	Mgmt	For	For	For
1d	Elect Director The Right Hon. the Lord Hague of Richmond	Mgmt	For	For	For
1e	Elect Director Mark F. Mulhern	Mgmt	For	For	For
1f	Elect Director Thomas E. Noonan	Mgmt	For	For	For
1g	Elect Director Caroline L. Silver	Mgmt	For	For	For
1h	Elect Director Jeffrey C. Sprecher	Mgmt	For	For	For
1i	Elect Director Judith A. Sprieser	Mgmt	For	For	For
1j	Elect Director Martha A. Tirinnanzi	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Extend Voting Limitations	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Meeting Date: 05/16/2025

Country: France

Ticker: HO

Record Date: 05/14/2025

Meeting Type: Annual/Special

Primary Security ID: F9156M108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.70 per Share	Mgmt	For	For	For
4	Ratify Appointment of Valérie Guillemet as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST items 4 to 7 are warranted as : * The election and reelections of these non-independent nominees do not warrant support given the lack of independence at the board level (18.8 percent vs 33.3 percent recommended). * The shareholder's representatives benefit from the company's distortive voting structure. * The non-independent audit committee member is also warranted as the level of independence at the audit committee level lies below recommended guidelines (Item 5). A vote FOR the reelection of the employee shareholders representative is warranted (item 8). BACKGROUND INFORMATION Policies: Elect Director</i></p>					
5	Reelect Bernard Fontana as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST items 4 to 7 are warranted as : * The election and reelections of these non-independent nominees do not warrant support given the lack of independence at the board level (18.8 percent vs 33.3 percent recommended). * The shareholder's representatives benefit from the company's distortive voting structure. * The non-independent audit committee member is also warranted as the level of independence at the audit committee level lies below recommended guidelines (Item 5). A vote FOR the reelection of the employee shareholders representative is warranted (item 8). BACKGROUND INFORMATION Policies: Elect Director</i></p>					
6	Reelect Delphine Gény-Stephann as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST items 4 to 7 are warranted as : * The election and reelections of these non-independent nominees do not warrant support given the lack of independence at the board level (18.8 percent vs 33.3 percent recommended). * The shareholder's representatives benefit from the company's distortive voting structure. * The non-independent audit committee member is also warranted as the level of independence at the audit committee level lies below recommended guidelines (Item 5). A vote FOR the reelection of the employee shareholders representative is warranted (item 8). BACKGROUND INFORMATION Policies: Elect Director</i></p>					
7	Reelect Anne Rigail as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST items 4 to 7 are warranted as : * The election and reelections of these non-independent nominees do not warrant support given the lack of independence at the board level (18.8 percent vs 33.3 percent recommended). * The shareholder's representatives benefit from the company's distortive voting structure. * The non-independent audit committee member is also warranted as the level of independence at the audit committee level lies below recommended guidelines (Item 5). A vote FOR the reelection of the employee shareholders representative is warranted (item 8). BACKGROUND INFORMATION Policies: Elect Director</i></p>					
8	Reelect Philippe Lépinay as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
9	Appoint PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For

Thales SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Compensation of Patrice Caine, Chairman and CEO	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize up to 23,935 Shares for Use in Restricted Stock Plans Reserved for Chairman and CEO	Mgmt	For	For	For
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Genuit Group Plc

Meeting Date: 05/19/2025

Country: United Kingdom

Ticker: GEN

Record Date: 05/15/2025

Meeting Type: Annual

Primary Security ID: G7179X100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Joe Vorih as Director	Mgmt	For	For	For
5	Re-elect Tim Pullen as Director	Mgmt	For	For	For
6	Re-elect Kevin Boyd as Director	Mgmt	For	For	For
7	Re-elect Shatish Dasani as Director	Mgmt	For	For	For
8	Re-elect Lisa Scenna as Director	Mgmt	For	For	For
9	Re-elect Louise Brooke-Smith as Director	Mgmt	For	For	For

Genuit Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Bronagh Kennedy as Director	Mgmt	For	For	For
11	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

accesso Technology Group Plc

Meeting Date: 05/20/2025

Country: United Kingdom

Ticker: ACSO

Record Date: 05/16/2025

Meeting Type: Annual

Primary Security ID: G1150H101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Steve Brown as Director	Mgmt	For	For	For
4	Elect Matthew Boyle as Director	Mgmt	For	For	For
5	Re-elect Jody Madden as Director	Mgmt	For	For	For
6	Re-elect Andrew Malpass as Director	Mgmt	For	For	For
7	Re-elect William Russell as Director	Mgmt	For	For	For
8	Reappoint Grant Thornton UK LLP as Auditors	Mgmt	For	For	For
9	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For

accesso Technology Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Long Term Incentive Plan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the proposed Long Term Incentive Plan is warranted for the following reasons: * The overall dilution limit contained within the scheme rules allows the Company to issue 15% of the issued share capital in 10 years, which is in excess of best practice limits of 10 percent in 10 years; * Vesting of awards granted under this plan may not be conditional on the achievement of pre-set performance hurdles; and * Awards vest may vest over a period of less than three-years, which is not in line with local market standards.</i></p>					
11	Authorise Issue of Equity	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Baker Hughes Company

Meeting Date: 05/20/2025

Country: USA

Ticker: BKR

Record Date: 03/24/2025

Meeting Type: Annual

Primary Security ID: 05722G100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director W. Geoffrey Beattie	Mgmt	For	For	For
1.2	Elect Director Abdulaziz M. Al Gudaimi	Mgmt	For	For	For
1.3	Elect Director Gregory D. Brenneman	Mgmt	For	For	For
1.4	Elect Director Cynthia B. Carroll	Mgmt	For	For	For
1.5	Elect Director Michael R. Dumais	Mgmt	For	For	For
1.6	Elect Director Shirley A. Edwards	Mgmt	For	For	For
1.7	Elect Director Ilham Kadri *Withdrawn Resolution*	Mgmt			
1.8	Elect Director John G. Rice	Mgmt	For	For	For
1.9	Elect Director Lorenzo Simonelli	Mgmt	For	For	For
1.10	Elect Director Mohsen M. Sohi	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Baker Hughes Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

BioMarin Pharmaceutical Inc.

Meeting Date: 05/20/2025 **Country:** USA **Ticker:** BMRN
Record Date: 03/24/2025 **Meeting Type:** Annual
Primary Security ID: 09061G101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Elizabeth McKee Anderson	Mgmt	For	For	For
1B	Elect Director Barbara W. Bodem	Mgmt	For	For	For
1C	Elect Director Athena Countouriotis	Mgmt	For	For	For
1D	Elect Director Willard Dere	Mgmt	For	For	For
1E	Elect Director Mark J. Enyedy	Mgmt	For	For	For
1F	Elect Director Alexander Hardy	Mgmt	For	For	For
1G	Elect Director Maykin Ho	Mgmt	For	For	For
1H	Elect Director Robert J. Hombach	Mgmt	For	For	For
1I	Elect Director Richard A. Meier	Mgmt	For	For	For
1J	Elect Director Timothy P. Walbert	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Hilton Food Group Plc

Meeting Date: 05/20/2025 **Country:** United Kingdom **Ticker:** HFG
Record Date: 05/16/2025 **Meeting Type:** Annual
Primary Security ID: G4586W106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Hilton Food Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Elect Mark Allen as Director	Mgmt	For	For	For
5	Re-elect Steve Murrells as Director	Mgmt	For	For	For
6	Re-elect Matt Osborne as Director	Mgmt	For	For	For
7	Re-elect Angus Porter as Director	Mgmt	For	For	For
8	Re-elect Rebecca Shelley as Director	Mgmt	For	For	For
9	Re-elect Patricia Dimond as Director	Mgmt	For	For	For
10	Re-elect Sarah Perry as Director	Mgmt	For	For	For
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Approve Final Dividend	Mgmt	For	For	For
14	Amend Long Term Incentive Plan	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Honeywell International Inc.

Meeting Date: 05/20/2025

Country: USA

Ticker: HON

Record Date: 04/01/2025

Meeting Type: Annual

Primary Security ID: 438516106

Honeywell International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Duncan B. Angove	Mgmt	For	For	For
1b	Elect Director William S. Ayer	Mgmt	For	For	For
1c	Elect Director Kevin Burke	Mgmt	For	For	For
1d	Elect Director D. Scott Davis	Mgmt	For	For	For
1e	Elect Director Deborah Flint	Mgmt	For	For	For
1f	Elect Director Vimal Kapur	Mgmt	For	For	For
1g	Elect Director Michael W. Lamach	Mgmt	For	For	For
1h	Elect Director Rose Lee	Mgmt	For	For	For
1i	Elect Director Grace Lieblein	Mgmt	For	For	For
1j	Elect Director Robin Watson	Mgmt	For	For	For
1k	Elect Director Stephen Williamson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Approve Liability Management Reorganization	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against

JPMorgan Chase & Co.

Meeting Date: 05/20/2025 **Country:** USA **Ticker:** JPM
Record Date: 03/21/2025 **Meeting Type:** Annual
Primary Security ID: 46625H100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda B. Bammann	Mgmt	For	For	For
1b	Elect Director Michele G. Buck	Mgmt	For	For	For
1c	Elect Director Stephen B. Burke	Mgmt	For	For	For
1d	Elect Director Todd A. Combs	Mgmt	For	For	For
1e	Elect Director Alicia Boler Davis	Mgmt	For	For	For

JPMorgan Chase & Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director James Dimon	Mgmt	For	For	For
1g	Elect Director Alex Gorsky	Mgmt	For	For	For
1h	Elect Director Melody Hobson	Mgmt	For	For	For
1i	Elect Director Phebe N. Novakovic	Mgmt	For	For	For
1j	Elect Director Virginia M. Rometty	Mgmt	For	For	For
1k	Elect Director Brad D. Smith	Mgmt	For	For	For
1l	Elect Director Mark A. Weinberger	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from more independent oversight in the form of an independent chair.</i></p>					
5	Report on Social Impacts of Climate Transition Finance	SH	Against	Against	Against

McDonald's Corporation

Meeting Date: 05/20/2025 **Country:** USA **Ticker:** MCD
Record Date: 03/24/2025 **Meeting Type:** Annual
Primary Security ID: 580135101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony Capuano	Mgmt	For	For	For
1b	Elect Director Kareem Daniel	Mgmt	For	For	For
1c	Elect Director Lloyd Dean	Mgmt	For	For	For
1d	Elect Director Catherine Engelbert	Mgmt	For	For	For
1e	Elect Director Margaret Georgiadis	Mgmt	For	For	For
1f	Elect Director Michael Hsu	Mgmt	For	For	For
1g	Elect Director Christopher Kempczinski	Mgmt	For	For	For
1h	Elect Director Jennifer Taubert	Mgmt	For	For	For
1i	Elect Director Paul Walsh	Mgmt	For	For	For

McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Amy Weaver	Mgmt	For	For	For
1k	Elect Director Miles White	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on Risks of Discriminating Against Ad Buyers and Sellers Based on Religious/Political Views	SH	Against	Against	Against
5	Disclose an Assessment of Current Climate Transition Plans	SH	Against	Against	Against
6	Consider Eliminating DEI Goals from Compensation Plan Incentives	SH	Against	Against	Against

Shell Plc

Meeting Date: 05/20/2025 **Country:** United Kingdom **Ticker:** SHEL
Record Date: 05/16/2025 **Meeting Type:** Annual
Primary Security ID: G80827101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Dick Boer as Director	Mgmt	For	For	For
4	Re-elect Neil Carson as Director	Mgmt	For	For	For
5	Re-elect Ann Godbehere as Director	Mgmt	For	For	For
6	Re-elect Sinead Gorman as Director	Mgmt	For	For	For
7	Re-elect Jane Lute as Director	Mgmt	For	For	For
8	Re-elect Catherine Hughes as Director	Mgmt	For	For	For
9	Re-elect Sir Andrew Mackenzie as Director	Mgmt	For	For	For
10	Re-elect Sir Charles Roxburgh as Director	Mgmt	For	For	For

Shell Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Wael Sawan as Director	Mgmt	For	For	For
12	Re-elect Abraham Schot as Director	Mgmt	For	For	For
13	Re-elect Leena Srivastava as Director	Mgmt	For	For	For
14	Re-elect Cyrus Taraporevala as Director	Mgmt	For	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
22	Request Company Disclose Whether and How Its: Demand Forecast For LNG; LNG Production And Sales Targets; And New Capital Expenditure In Natural Gas Assets; Are Consistent With Climate Commitments, Including Target To Reach Net Zero Emissions By 2025	SH	Against	Against	Against

Societe Generale SA

Meeting Date: 05/20/2025

Country: France

Ticker: GLE

Record Date: 05/16/2025

Meeting Type: Annual/Special

Primary Security ID: F8591M517

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For

Societe Generale SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 1.09 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
6	Approve Remuneration Policy of CEO and Vice-CEO	Mgmt	For	For	For
7	Approve Remuneration Policy of Directors	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Lorenzo Bini Smaghi, Chairman of the Board	Mgmt	For	For	For
10	Approve Compensation of Slawomir Krupa, CEO	Mgmt	For	For	For
11	Approve Compensation of Philippe Aymerich, Vice-CEO Until October 31, 2024	Mgmt	For	For	For
12	Approve Compensation of Pierre Palmieri, Vice-CEO	Mgmt	For	For	For
13	Approve the Aggregate Remuneration Granted in 2024 to Certain Senior Management, Responsible Officers, and Risk-Takers (Advisory)	Mgmt	For	For	For
14	Reelect William Connelly as Director	Mgmt	For	For	For
15	Reelect Henri Poupart-Lafarge as Director	Mgmt	For	For	For
16	Elect Olivier Klein as Director	Mgmt	For	For	For
17	Elect Ingrid-Helen Arnold as Director	Mgmt	For	For	For
18	Reelect Sebastien Wetter as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Amend Articles of Bylaws to Incorporate Legal Changes	Mgmt	For	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

4imprint Group Plc

Meeting Date: 05/21/2025

Country: United Kingdom

Ticker: FOUR

Record Date: 05/19/2025

Meeting Type: Annual

Primary Security ID: G36555103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Approve Special Dividend	Mgmt	For	For	For
5	Re-elect Lindsay Beardsell as Director	Mgmt	For	For	For
6	Elect Michelle Brukwicki as Director	Mgmt	For	For	For
7	Re-elect John Gibney as Director	Mgmt	For	For	For
8	Re-elect Kevin Lyons-Tarr as Director	Mgmt	For	For	For
9	Re-elect Paul Moody as Director	Mgmt	For	For	For
10	Re-elect Jaz Patel as Director	Mgmt	For	For	For
11	Re-elect Christina Southall as Director	Mgmt	For	For	For
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Amazon.com, Inc.

Meeting Date: 05/21/2025

Country: USA

Ticker: AMZN

Record Date: 03/27/2025

Meeting Type: Annual

Primary Security ID: 023135106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	For	For
1b	Elect Director Andrew R. Jassy	Mgmt	For	For	For
1c	Elect Director Keith B. Alexander	Mgmt	For	For	For
1d	Elect Director Edith W. Cooper	Mgmt	For	For	For
1e	Elect Director Jamie S. Gorelick	Mgmt	For	For	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	For	For
1g	Elect Director Andrew Y. Ng	Mgmt	For	For	For
1h	Elect Director Indra K. Nooyi	Mgmt	For	For	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	For	For
1j	Elect Director Brad D. Smith	Mgmt	For	For	For
1k	Elect Director Patricia Q. Stonesifer	Mgmt	For	For	For
1l	Elect Director Wendell P. Weeks	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While pay to CEO Jassy was negligible in FY24, other NEOs received sizable time-vesting stock awards, with each non-CEO NEO receiving grants near or in excess of median CEO pay at peers. While it is recognized that grants are typically provided on a periodic basis and the company provides a robust rationale for its structure, it remains a significant concern that no portion of NEO compensation is directly tied to the achievement of pre-set performance criteria.</i></p>					
4	Adopt Mandatory Policy Separating the Roles of CEO and Board Chair	SH	Against	Against	Against
5	Report on Risks of Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views	SH	Against	Against	Against
6	Disclose All Material Scope 3 Emissions	SH	Against	Against	For
7	Report on Impact of Data Centers on Climate Commitments	SH	Against	Against	Against
8	Commission Third Party Assessment of Board Oversight of Human Rights Risks of AI	SH	Against	Against	Against
9	Report on Efforts to Reduce Plastic Packaging	SH	Against	Against	Against

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Commission Independent Audit and Report on Warehouse Working Conditions	SH	Against	Against	Against
11	Report on Unethical Use of External Data in Development of AI Products	SH	Against	Against	Against

Bodycote Plc

Meeting Date: 05/21/2025

Country: United Kingdom

Ticker: BOY

Record Date: 05/19/2025

Meeting Type: Annual

Primary Security ID: G1214R111

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Daniel Dayan as Director	Mgmt	For	For	For
4	Re-elect Patrick Larmon as Director	Mgmt	For	For	For
5	Re-elect Lili Chahbazi as Director	Mgmt	For	For	For
6	Re-elect Kevin Boyd as Director	Mgmt	For	For	For
7	Re-elect Cynthia Gordon as Director	Mgmt	For	For	For
8	Re-elect Beatriz Garcia-Cos Muntanola as Director	Mgmt	For	For	For
9	Re-elect Jim Fairbairn as Director	Mgmt	For	For	For
10	Re-elect Ben Fidler as Director	Mgmt	For	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Approve Remuneration Policy	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Bodycote Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Bolloré SE

Meeting Date: 05/21/2025 **Country:** France **Ticker:** BOL
Record Date: 05/19/2025 **Meeting Type:** Annual/Special
Primary Security ID: F10659260

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Discharge Directors	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.08 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the company failed to provide sufficient information regarding the consulting services agreement with Bolloré Participations, its indirect controlling shareholder.</i>					
5	Reelect Cyrille Bolloré as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 10). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (23.1 percent vs 33.3 percent recommended) (Items 5-9, 11 & 12) * A vote AGAINST the reelection of Yannick Bolloré is warranted (item 6) as he is considered overboarded. * A vote AGAINST the reelection of the non-independent chairman of the audit committee Francois Thomazeau is warranted (item 12). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Cyrille Bolloré (Item 5) is warranted.</i>					
6	Reelect Yannick Bolloré as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 10). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (23.1 percent vs 33.3 percent recommended) (Items 5-9, 11 & 12) * A vote AGAINST the reelection of Yannick Bolloré is warranted (item 6) as he is considered overboarded. * A vote AGAINST the reelection of the non-independent chairman of the audit committee Francois Thomazeau is warranted (item 12). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Cyrille Bolloré (Item 5) is warranted.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Reelect Cédric de Baillencourt as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: * A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 10). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (23.1 percent vs 33.3 percent recommended) (Items 5-9, 11 & 12) * A vote AGAINST the reelection of Yannick Bollore is warranted (item 6) as he is considered overboarded. * A vote AGAINST the reelection of the non-independent chairman of the audit committee Francois Thomazeau is warranted (item 12). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Cyrille Bollore (Item 5) is warranted.</i>				
8	Reelect Chantal Bolloré as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: * A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 10). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (23.1 percent vs 33.3 percent recommended) (Items 5-9, 11 & 12) * A vote AGAINST the reelection of Yannick Bollore is warranted (item 6) as he is considered overboarded. * A vote AGAINST the reelection of the non-independent chairman of the audit committee Francois Thomazeau is warranted (item 12). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Cyrille Bollore (Item 5) is warranted.</i>				
9	Reelect Sébastien Bolloré as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: * A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 10). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (23.1 percent vs 33.3 percent recommended) (Items 5-9, 11 & 12) * A vote AGAINST the reelection of Yannick Bollore is warranted (item 6) as he is considered overboarded. * A vote AGAINST the reelection of the non-independent chairman of the audit committee Francois Thomazeau is warranted (item 12). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Cyrille Bollore (Item 5) is warranted.</i>				
10	Reelect Virginie Courtin as Director	Mgmt	For	For	For
11	Reelect Bolloré Participations SE as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: * A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 10). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (23.1 percent vs 33.3 percent recommended) (Items 5-9, 11 & 12) * A vote AGAINST the reelection of Yannick Bollore is warranted (item 6) as he is considered overboarded. * A vote AGAINST the reelection of the non-independent chairman of the audit committee Francois Thomazeau is warranted (item 12). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Cyrille Bollore (Item 5) is warranted.</i>				
12	Reelect François Thomazeau as Director	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: * A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Item 10). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (23.1 percent vs 33.3 percent recommended) (Items 5-9, 11 & 12) * A vote AGAINST the reelection of Yannick Bollore is warranted (item 6) as he is considered overboarded. * A vote AGAINST the reelection of the non-independent chairman of the audit committee Francois Thomazeau is warranted (item 12). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Cyrille Bollore (Item 5) is warranted.</i>				
13	Renew Appointment of AEG Finances as Auditor	Mgmt	For	For	For
14	Renew Appointment of IGEC as Alternate Auditor	Mgmt	For	For	For
15	Authorize Repurchase of Up to 9.96 Percent of Issued Share Capital	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.</i>				
16	Approve Compensation Report	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST is warranted considering the absence of any significant evolution in terms of practices and level of disclosure on executive corporate officers' remuneration over past years.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve Compensation of Cyrille Bollore, Chairman and CEO	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: * Significant part of the remuneration of the chair/CEO is outsourced. * He received a very important exceptional remuneration (EUR 10 million) which allows re-testing of some of its performance conditions in 2025. * Similar to previous years, there is an overall lack of information regarding the tantiemes and exceptional remuneration received from subsidiaries, which represent a significant part of Cyrille Bollore's remuneration and were not included in the policy approved last year. * The stringency of the LTIP criterion based on gender diversity allow vesting even with a concerning underperformance.</i></p>					
18	Approve Remuneration Policy of Directors	Mgmt	For	For	For
19	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because: * The base salary is increased for the second year in a row without any rationale provided by the company. * The LTIP grant is increased with no rationale. * Some performance conditions attached to the LTIP raise concerns over their stringency. * The company does not indicate under which conditions executives could retain rights to unvested long-term compensation in case of departure of the company, in particular if they would be pro-rated for time and subject to performance over the full performance period. * The remuneration policy does not cover the tantiemes paid to Cyrille Bollore, which represent a significant part of his remuneration. * The substantial exceptional remuneration is conditional upon the achievement of performance conditions that existed but were unachieved in 2024.</i></p>					
Extraordinary Business		Mgmt			
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes AGAINST Items 20, 22 and 23 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 22 and 23 are warranted because they do not respect the recommended 10 percent guidelines for issuances without preemptive rights.</i></p>					
21	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
22	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes AGAINST Items 20, 22 and 23 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 22 and 23 are warranted because they do not respect the recommended 10 percent guidelines for issuances without preemptive rights.</i></p>					
23	Authorize Capital Increase of Up to EUR 100 Million for Future Exchange Offers	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes AGAINST Items 20, 22 and 23 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under Items 22 and 23 are warranted because they do not respect the recommended 10 percent guidelines for issuances without preemptive rights.</i></p>					
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against

Bollore SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Coats Group Plc

Meeting Date: 05/21/2025

Country: United Kingdom

Ticker: COA

Record Date: 05/19/2025

Meeting Type: Annual

Primary Security ID: G22429115

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect David Gosnell as Director	Mgmt	For	For	For
5	Re-elect Sarah Highfield as Director	Mgmt	For	For	For
6	Re-elect Hongyan Echo Lu as Director	Mgmt	For	For	For
7	Re-elect Stephen Murray as Director	Mgmt	For	For	For
8	Re-elect Frances Philip as Director	Mgmt	For	For	For
9	Re-elect Jakob Sigurdsson as Director	Mgmt	For	For	For
10	Elect Hannah Nichols as Director	Mgmt	For	For	For
11	Elect David Paja as Director	Mgmt	For	For	For
12	Elect Srinivas Phatak as Director	Mgmt	For	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Coats Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Crown Castle Inc.

Meeting Date: 05/21/2025 **Country:** USA **Ticker:** CCI
Record Date: 03/24/2025 **Meeting Type:** Annual
Primary Security ID: 22822V101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director P. Robert Bartolo	Mgmt	For	For	For
1b	Elect Director Jason Genrich	Mgmt	For	For	For
1c	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For
1d	Elect Director Tammy K. Jones	Mgmt	For	For	For
1e	Elect Director Kevin T. Kabat	Mgmt	For	For	For
1f	Elect Director Anthony J. Melone	Mgmt	For	For	For
1g	Elect Director Katherine Motlagh	Mgmt	For	For	For
1h	Elect Director Kevin A. Stephens	Mgmt	For	For	For
1i	Elect Director Matthew Thornton, III	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirements	Mgmt	For	For	For
5	Amend Charter to Eliminate Unnecessary and Outdated Provisions	Mgmt	For	For	For

Dowlais Group Plc

Meeting Date: 05/21/2025

Country: United Kingdom

Ticker: DWL

Record Date: 05/19/2025

Meeting Type: Annual

Primary Security ID: G2823M105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Liam Butterworth as Director	Mgmt	For	For	For
5	Re-elect Roberto Fioroni as Director	Mgmt	For	For	For
6	Re-elect Simon Smith as Director	Mgmt	For	For	For
7	Re-elect Celia Baxter as Director	Mgmt	For	For	For
8	Re-elect Philip Harrison as Director	Mgmt	For	For	For
9	Re-elect Fiona MacAulay as Director	Mgmt	For	For	For
10	Re-elect Shali Vasudeva as Director	Mgmt	For	For	For
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

EOG Resources, Inc.

Meeting Date: 05/21/2025

Country: USA

Ticker: EOG

Record Date: 03/24/2025

Meeting Type: Annual

Primary Security ID: 26875P101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janet F. Clark	Mgmt	For	For	For
1b	Elect Director Charles R. Crisp	Mgmt	For	For	For
1c	Elect Director Robert P. Daniels	Mgmt	For	For	For
1d	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1e	Elect Director C. Christopher Gaut	Mgmt	For	For	For
1f	Elect Director Michael T. Kerr	Mgmt	For	For	For
1g	Elect Director Julie J. Robertson	Mgmt	For	For	For
1h	Elect Director Ezra Y. Yacob	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Essentra Plc

Meeting Date: 05/21/2025

Country: United Kingdom

Ticker: ESNT

Record Date: 05/19/2025

Meeting Type: Annual

Primary Security ID: G3198T105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Rowan Baker as Director	Mgmt	For	For	For
5	Elect Steve Good as Director	Mgmt	For	For	For
6	Re-elect Dupsy Abiola as Director	Mgmt	For	For	For
7	Re-elect Kath Durrant as Director	Mgmt	For	For	For
8	Re-elect Scott Fawcett as Director	Mgmt	For	For	For

Essentra Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Adrian Peace as Director	Mgmt	For	For	For
10	Re-elect Mary Reilly as Director	Mgmt	For	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Halliburton Company

Meeting Date: 05/21/2025

Country: USA

Ticker: HAL

Record Date: 03/24/2025

Meeting Type: Annual

Primary Security ID: 406216101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Abdulaziz F. Al Khayyal	Mgmt	For	For	For
1b	Elect Director William E. Albrecht	Mgmt	For	For	For
1c	Elect Director M. Katherine Banks	Mgmt	For	For	For
1d	Elect Director Alan M. Bennett	Mgmt	For	For	For
1e	Elect Director Earl M. Cummings	Mgmt	For	For	For
1f	Elect Director Murry S. Gerber	Mgmt	For	For	For
1g	Elect Director Robert A. Malone	Mgmt	For	For	For
1h	Elect Director Jeffrey A. Miller	Mgmt	For	For	For
1i	Elect Director Maurice S. Smith	Mgmt	For	For	For
1j	Elect Director Janet L. Weiss	Mgmt	For	For	For

Halliburton Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Tobi M. Edwards Young	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Illumina, Inc.

Meeting Date: 05/21/2025 **Country:** USA **Ticker:** ILMN
Record Date: 03/26/2025 **Meeting Type:** Annual
Primary Security ID: 452327109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Frances Arnold	Mgmt	For	For	For
1B	Elect Director Caroline D. Dorsa	Mgmt	For	For	For
1C	Elect Director Robert S. Epstein	Mgmt	For	For	For
1D	Elect Director Scott Gottlieb	Mgmt	For	For	For
1E	Elect Director Gary S. Guthart	Mgmt	For	For	For
1F	Elect Director Keith A. Meister	Mgmt	For	For	For
1G	Elect Director Anna Richo	Mgmt	For	For	For
1H	Elect Director Philip W. Schiller	Mgmt	For	For	For
1I	Elect Director Susan E. Siegel	Mgmt	For	For	For
1J	Elect Director Jacob Thaysen	Mgmt	For	For	For
1K	Elect Director Scott B. Ullem	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

JTC Plc

Meeting Date: 05/21/2025 **Country:** Jersey **Ticker:** JTC
Record Date: 05/19/2025 **Meeting Type:** Annual
Primary Security ID: G5211H117

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers CI LLP as Auditors	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Re-elect Michael Liston as Director	Mgmt	For	For	For
7	Re-elect Nigel Le Quesne as Director	Mgmt	For	For	For
8	Re-elect Martin Fotheringham as Director	Mgmt	For	For	For
9	Re-elect Wendy Holley as Director	Mgmt	For	For	For
10	Re-elect Dermot Mathias as Director	Mgmt	For	For	For
11	Re-elect Michael Gray as Director	Mgmt	For	For	For
12	Re-elect Erika Schraner as Director	Mgmt	For	For	For
13	Elect May Hong Mei Knight as Director	Mgmt	For	For	For
14	Elect Dawn Marriott as Director	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Mondelez International, Inc.

Meeting Date: 05/21/2025

Country: USA

Ticker: MDLZ

Record Date: 03/12/2025

Meeting Type: Annual

Primary Security ID: 609207105

Mondelez International, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ertharin Cousin	Mgmt	For	For	For
1.2	Elect Director Cees 't Hart	Mgmt	For	For	For
1.3	Elect Director Nancy McKinstry	Mgmt	For	For	For
1.4	Elect Director Brian J. McNamara	Mgmt	For	For	For
1.5	Elect Director Jorge S. Mesquita	Mgmt	For	For	For
1.6	Elect Director Jane Hamilton Nielsen	Mgmt	For	For	For
1.7	Elect Director Paula A. Price	Mgmt	For	For	For
1.8	Elect Director Patrick T. Siewert	Mgmt	For	For	For
1.9	Elect Director Michael A. Todman	Mgmt	For	For	For
1.10	Elect Director Dirk Van de Put	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Commission Third Party Assessment of Company's Commitment to Freedom of Association and Collective Bargaining	SH	Against	Against	Against
6	Report on Sustainable Packaging Policies for Flexible Plastics	SH	Against	Against	Against
7	Report on Climate Lobbying	SH	Against	Against	Against
8	Commission Third-Party Report on Effectiveness of Implementing Human Rights Policy in High Risk Areas	SH	Against	Against	Against
9	Report on Recycled Content Claims of Plastic Packaging	SH	Against	Against	Against

Mortgage Advice Bureau (Holdings) plc

Meeting Date: 05/21/2025

Country: United Kingdom

Ticker: MAB1

Record Date: 05/19/2025

Meeting Type: Annual

Primary Security ID: G6319A103

Mortgage Advice Bureau (Holdings) plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The Deputy CEO received a significant salary increase during the year without a compelling rationale.</i>					
3	Re-elect Peter Brodnicki as Director	Mgmt	For	For	For
4	Elect Paul Gill as Director	Mgmt	For	For	For
5	Re-elect Rachel Haworth as Director	Mgmt	For	For	For
6	Re-elect Nathan Imlach as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Items 3-5 and 7-9 A vote FOR the re-election/election of Peter Brodnicki, Paul Gill, Rachel Haworth, Mike Jones, Emilie McCarthy and Ben Thompson is warranted because no significant concerns have been identified. Item 6 A vote AGAINST the re-election of Nathan Imlach warranted because: * Potential independence issues have been identified and he currently sits on the Audit and Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size.</i>					
7	Re-elect Mike Jones as Director	Mgmt	For	For	For
8	Re-elect Emilie McCarthy as Director	Mgmt	For	For	For
9	Re-elect Ben Thompson as Director	Mgmt	For	For	For
10	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Approve Final Dividend	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Orange SA

Meeting Date: 05/21/2025

Country: France

Ticker: ORA

Record Date: 05/19/2025

Meeting Type: Annual/Special

Primary Security ID: F6866T100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.75 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Elect Nadia Zak-Calvet as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
6	Reelect Bpifrance Participations as Director	Mgmt	For	For	For
7	Approve Compensation Report	Mgmt	For	For	For
8	Approve Compensation of Christel Heydemann, CEO	Mgmt	For	For	For
9	Approve Compensation of Jacques Aschenbroich, Chairman of the Board	Mgmt	For	For	For
10	Approve Remuneration Policy of CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Amend Article 15 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
15	Amend Article 21 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
16	Amend Article 20 of Bylaws Re: Alternate Auditors	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 2 Billion	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1 Billion	Mgmt	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
21	Authorize Capital Increase of Up to EUR 1 Billion for Future Exchange Offers	Mgmt	For	For	For
22	Authorize Capital Increase of up to EUR 1 Billion for Contributions in Kind	Mgmt	For	For	For
23	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 3 Billion	Mgmt	For	For	For
24	Authorize up to 0.12 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Executive Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
26	Authorize Capitalization of Reserves of Up to EUR 2 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Shareholder Proposal Submitted by Fonds Commun de Placement d'Entreprise Orange Actions	Mgmt			

Orange SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A	Amending Item 24 of Current Meeting to either Align the Employees' Free Shares Plans to the Executives' LTIPs or Proceed to an Annual Issuance Reserved for Employees Aligned with the Terms of Issuances used in Employees Stock Purchase Plans	SH	Against	Against	Against
B	Limitation on the Accumulation of Mandates of the Chairman of the Board	SH	Against	Against	Against

Phillips 66

Meeting Date: 05/21/2025 **Country:** USA **Ticker:** PSX
Record Date: 04/04/2025 **Meeting Type:** Proxy Contest
Primary Security ID: 718546104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 4 Directors	Mgmt			
1a	Elect Management Nominee Director A. Nigel Hearne	Mgmt	For	Do Not Vote	Do Not Vote
1b	Elect Management Nominee Director John E. Lowe	Mgmt	For	Do Not Vote	Do Not Vote
1c	Elect Management Nominee Director Robert W. Pease	Mgmt	For	Do Not Vote	Do Not Vote
1d	Elect Management Nominee Director Howard I. Ungerleider	Mgmt	For	Do Not Vote	Do Not Vote
1e	Elect Dissident Nominee Director Brian S. Coffman	SH	Withhold	Do Not Vote	Do Not Vote
1f	Elect Dissident Nominee Director Sigmund L. Cornelius	SH	Withhold	Do Not Vote	Do Not Vote
1g	Elect Dissident Nominee Director Michael A. Heim	SH	Withhold	Do Not Vote	Do Not Vote
1h	Elect Dissident Nominee Director Stacy D. Nieuwoudt	SH	Withhold	Do Not Vote	Do Not Vote
2	Declassify the Board of Directors	Mgmt	For	Do Not Vote	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Do Not Vote	Do Not Vote
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	Do Not Vote	Do Not Vote

Phillips 66

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Do Not Vote	Do Not Vote
6	Adopt Policy Requiring Annual Director Resignations	SH	Against	Do Not Vote	Do Not Vote
	Dissident Universal Proxy (Gold Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 4 Directors	Mgmt			
	ELLIOTT NOMINEES	Mgmt			
1a	Elect Dissident Nominee Director Brian S. Coffman	SH	For	For	For
1b	Elect Dissident Nominee Director Sigmund L. Cornelius	SH	For	For	For
1c	Elect Dissident Nominee Director Michael A. Heim	SH	For	For	For
1d	Elect Dissident Nominee Director Stacy D. Nieuwoudt	SH	For	For	For
	COMPANY NOMINEES OPPOSED BY ELLIOTT	Mgmt			
1a	Elect Management Nominee Director A. Nigel Hearne	Mgmt	Withhold	Withhold	Withhold
1b	Elect Management Nominee Director John E. Lowe	Mgmt	Withhold	Withhold	Withhold
1c	Elect Management Nominee Director Robert W. Pease	Mgmt	Withhold	Withhold	Withhold
1d	Elect Management Nominee Director Howard I. Ungerleider	Mgmt	Withhold	Withhold	Withhold
2	Declassify the Board of Directors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	None	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	None	One Year	One Year
5	Ratify Ernst & Young LLP as Auditors	Mgmt	None	For	For
6	Adopt Policy Requiring Annual Director Resignations	SH	For	Against	Against

Voting Policy Rationale: A vote AGAINST this proposal is warranted. Shareholder support for the binding management resolution to declassify the board (see Item 2) is considered a more compelling avenue to effect annual director elections at this meeting. Moreover, it is not clear if a voluntary resignation policy is an effective long-term solution to annual director elections, given that each of the directors would have to agree to submit a resignation letter each year.

Teleperformance SE

Meeting Date: 05/21/2025

Country: France

Ticker: TEP

Record Date: 05/19/2025

Meeting Type: Annual/Special

Primary Security ID: F9120F106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.20 per Share	Mgmt	For	For	For
4	Approve Transaction with Teleperformance Global BPO (UK) Limited and Bhupender Singh	Mgmt	For	For	For
5	Approve Transaction with Thomas Mackenbrock	Mgmt	For	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
7	Approve Compensation of Daniel Julien, Chairman and CEO Until August 28 2024, and CEO Since August 28, 2024	Mgmt	For	For	For
8	Approve Compensation of Moulay Hafid Elalamy, Chairman of the Board Since August 28, 2024	Mgmt	For	For	For
9	Approve Compensation of Bhupender Singh, Vice-CEO Until August 28, 2024	Mgmt	For	For	For
10	Approve Compensation of Thomas Mackenbrock, Vice-CEO Since October 1, 2024	Mgmt	For	For	For
11	Approve Compensation of Olivier Rigaudy, Vice-CEO in Charge of Finances	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
14	Approve Remuneration Policy of CEO	Mgmt	For	For	For
15	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
16	Approve Remuneration Policy of Vice-CEO in Charge of Finances	Mgmt	For	For	For
17	Reelect Pauline Ginestie as Director	Mgmt	For	For	For
18	Reelect Nan Niu as Director	Mgmt	For	For	For

Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Elect Mehdi Ghissassi as Director	Mgmt	For	For	For
20	Elect Vera Songwe as Director	Mgmt	For	For	For
21	Acknowledge End of Mandate of Jean Guez as Director and Decision Not to Renew and Replace	Mgmt	For	For	For
22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
23	Amend Performance Conditions Attached to Free Shares Grant "230726TP" from July 26, 2023	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
25	Authorize Capitalization of Reserves of Up to EUR 142 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
26	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	For
27	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 14.5 Million	Mgmt	For	For	For
28	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.2 Million	Mgmt	For	For	For
29	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 26, 27, and 28	Mgmt	For	For	For
30	Authorize Capital Increase of up to 4.81 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
32	Authorize up to 4 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
33	Amend Article 15 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
34	Amend Article 16 of Bylaws Re: Virtual Participation	Mgmt	For	For	For
35	Amend Article 22 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
36	Amend Article 25.1 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
37	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

The Southern Company

Meeting Date: 05/21/2025 **Country:** USA **Ticker:** SO
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: 842587107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janaki Akella	Mgmt	For	For	For
1b	Elect Director Shantella E. Cooper	Mgmt	For	For	For
1c	Elect Director Anthony F. "Tony" Earley, Jr.	Mgmt	For	For	For
1d	Elect Director James O. "Jimmy" Etheredge	Mgmt	For	For	For
1e	Elect Director David J. Grain	Mgmt	For	For	For
1f	Elect Director Donald M. James	Mgmt	For	For	For
1g	Elect Director John D. Johns	Mgmt	For	For	For
1h	Elect Director Dale E. Klein	Mgmt	For	For	For
1i	Elect Director David E. Meador	Mgmt	For	For	For
1j	Elect Director William G. Smith, Jr.	Mgmt	For	For	For
1k	Elect Director Kristine L. Svinicki	Mgmt	For	For	For
1l	Elect Director Lizanne Thomas	Mgmt	For	For	For
1m	Elect Director Christopher C. Womack	Mgmt	For	For	For

The Southern Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Reduce Supermajority Vote Requirement	Mgmt	For	For	For
5	Adopt Simple Majority Vote	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Strong support for this proposal could motivate management to keep trying to pass a management proposal to eliminate the supermajority requirements, in the event that Item 4 is not approved this year.</i></p>					
6	Disclose Assumptions Underlying Increased Reliance on Fossil Fuel-Based Energy Production	SH	Against	Against	Against
7	Report on Net Zero Activities	SH	Against	Against	Against
8	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against

The Travelers Companies, Inc.

Meeting Date: 05/21/2025 **Country:** USA **Ticker:** TRV
Record Date: 03/24/2025 **Meeting Type:** Annual
Primary Security ID: 89417E109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Russell G. Golden	Mgmt	For	For	For
1b	Elect Director Thomas B. Leonardi	Mgmt	For	For	For
1c	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For
1d	Elect Director Elizabeth E. Robinson	Mgmt	For	For	For
1e	Elect Director Rafael Santana	Mgmt	For	For	For
1f	Elect Director Todd C. Schermerhorn	Mgmt	For	For	For
1g	Elect Director Alan D. Schnitzer	Mgmt	For	For	For
1h	Elect Director Laurie J. Thomsen	Mgmt	For	For	For
1i	Elect Director Bridget van Kralingen	Mgmt	For	For	For
1j	Elect Director David S. Williams	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

The Travelers Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Report on Climate-Related Pricing and Coverage Decisions	SH	Against	Against	Against
6	Submit Severance Agreement to Shareholder Vote	SH	Against	For	For

Voting Policy Rationale: A vote FOR the proposal is warranted. While current severance arrangements are reasonable, the company does not disclose a policy requiring shareholder ratification of any future cash severance arrangements that exceed market norms. The requested policy would therefore provide an additional safeguard for shareholders.

Thermo Fisher Scientific Inc.

Meeting Date: 05/21/2025 **Country:** USA **Ticker:** TMO
Record Date: 03/24/2025 **Meeting Type:** Annual
Primary Security ID: 883556102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc N. Casper	Mgmt	For	For	For
1b	Elect Director Nelson J. Chai	Mgmt	For	For	For
1c	Elect Director Ruby R. Chandy	Mgmt	For	For	For
1d	Elect Director C. Martin Harris	Mgmt	For	For	For
1e	Elect Director Tyler Jacks	Mgmt	For	For	For
1f	Elect Director Jennifer M. Johnson	Mgmt	For	For	For
1g	Elect Director R. Alexandra Keith	Mgmt	For	For	For
1h	Elect Director Karen S. Lynch	Mgmt	For	For	For
1i	Elect Director James C. Mullen	Mgmt	For	For	For
1j	Elect Director Debora L. Spar	Mgmt	For	For	For
1k	Elect Director Scott M. Sperling	Mgmt	For	For	For
1l	Elect Director Dion J. Weisler	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST this proposal is warranted. Despite lowering year-over-year targets in the STI program, target bonus opportunities were not commensurately lowered and payouts were earned well-above target. The LTI program also largely utilizes one-year performance periods as well as an identical metric from the STI program. Further, a majority of non-CEO NEO equity was in time-vesting equity. Executives also received a one-time award and, though the award was entirely in multi-year performance equity, a portion could be earned based on one-year performance.

3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
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Thermo Fisher Scientific Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Right to Call Special Meeting	SH	Against	Against	Against

Ashtead Technology Holdings Plc

Meeting Date: 05/22/2025

Country: United Kingdom

Ticker: AT

Record Date: 05/20/2025

Meeting Type: Annual

Primary Security ID: G0609Y103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Ingrid Stewart as Director	Mgmt	For	For	For
5	Re-elect Anthony Durrant as Director	Mgmt	For	For	For
6	Re-elect Thomas Hamborg-Thomsen as Director	Mgmt	For	For	For
7	Re-elect Allan Pirie as Director	Mgmt	For	For	For
8	Re-elect William Shannon as Director	Mgmt	For	For	For
9	Re-elect Jean Cahuzac as Director	Mgmt	For	For	For
10	Elect Kristin Faerovik as Director	Mgmt	For	For	For
11	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 05/22/2025

Country: United Kingdom

Ticker: CTEC

Record Date: 05/20/2025

Meeting Type: Annual

Primary Security ID: G23969101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	Against	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect John McAdam as Director	Mgmt	For	For	For
6	Re-elect Karim Bitar as Director	Mgmt	For	For	For
7	Re-elect Jonny Mason as Director	Mgmt	For	For	For
8	Re-elect Margaret Ewing as Director	Mgmt	For	For	For
9	Re-elect Brian May as Director	Mgmt	For	For	For
10	Re-elect Constantin Coussios as Director	Mgmt	For	For	For
11	Re-elect Heather Mason as Director	Mgmt	For	For	For
12	Re-elect Kim Lody as Director	Mgmt	For	For	For
13	Re-elect Sharon O'Keefe as Director	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
15	Authorise Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Approve Omnibus Incentive Plan	Mgmt	For	Against	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 05/22/2025

Country: France

Ticker: DSY

Record Date: 05/20/2025

Meeting Type: Annual/Special

Primary Security ID: F24571451

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.26 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Bernard Charlès, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Pascal Daloz, CEO	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Considering some issues remain on the CEO's remuneration report and policies along with the recurring significant dissent received at last AGMs, a vote AGAINST this resolution is warranted.</i></p>					
9	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.2 Million	Mgmt	For	For	For
10	Elect Marie-Hélène Habert-Dassault as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * A vote AGAINST this election is warranted since the director (or shareholder's representative) benefits from the company's distortive voting structure (Item 10). * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 11 to 13).</i></p>					
11	Elect Nathalie Rouvet Lazare as Director	Mgmt	For	For	For
12	Elect Donatella Sciuto as Director	Mgmt	For	For	For
13	Reelect Soumitra Dutta as Director	Mgmt	For	For	For
14	Authorize Repurchase of Up to 25 Million Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Dassault Systemes SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 13 Million	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 13 Million	Mgmt	For	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 13 Million	Mgmt	For	For	For
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	Mgmt	For	For	For
20	Authorize Capitalization of Reserves of Up to EUR 13 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
22	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
23	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
26	Amend Article 16 of Bylaws Re: Board Deliberations	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Deutsche Bank AG

Meeting Date: 05/22/2025

Country: Germany

Ticker: DBK

Record Date: 05/16/2025

Meeting Type: Annual

Primary Security ID: D18190898

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.68 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Christian Sewing for Fiscal Year 2024	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member James von Moltke for Fiscal Year 2024	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Fabrizio Campelli for Fiscal Year 2024	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Bernd Leukert for Fiscal Year 2024	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Alexander von zur Muehlen for Fiscal Year 2024	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Laura Padovani (from July 1, 2024) for Fiscal Year 2024	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Claudio de Sanctis for Fiscal Year 2024	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Rebecca Short for Fiscal Year 2024	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Stefan Simon for Fiscal Year 2024	Mgmt	For	For	For
3.10	Approve Discharge of Management Board Member Olivier Vigneron for Fiscal Year 2024	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Alexander Wynaendts for Fiscal Year 2024	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Approve Discharge of Supervisory Board Member Frank Schulze for Fiscal Year 2024	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Norbert Winkeljohann for Fiscal Year 2024	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Susanne Bleidt for Fiscal Year 2024	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Mayree Clark for Fiscal Year 2024	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Jan Duscheck for Fiscal Year 2024	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Manja Eifert for Fiscal Year 2024	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Claudia Fieber for Fiscal Year 2024	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2024	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Florian Haggemiller (from Jan. 16, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Timo Heider for Fiscal Year 2024	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Birgit Laumen (until Jan. 12, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Gerlinde Siebert for Fiscal Year 2024	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Yngve Slyngstad for Fiscal Year 2024	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Stephan Szukalski for Fiscal Year 2024	Mgmt	For	For	For

Deutsche Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.16	Approve Discharge of Supervisory Board Member John Thain for Fiscal Year 2024	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Juergen Toegel for Fiscal Year 2024	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Michele Trogni for Fiscal Year 2024	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Dagmar Valcarcel for Fiscal Year 2024	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Theodor Weimer for Fiscal Year 2024	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Frank Witter for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5.2	Appoint EY GmbH & Co. KG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
9	Authorize Repurchase of Up to Five Percent of Issued Share Capital for Trading Purposes	Mgmt	For	For	For
10	Approve Creation of EUR 2 Billion Pool of Capital with Preemptive Rights	Mgmt	For	For	For
11	Approve Creation of EUR 498 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
12	Approve Issuance of Participatory Certificates and Other Hybrid Debt Securities up to Aggregate Nominal Value of EUR 12 Billion	Mgmt	For	For	For
13.1	Elect Sigmar Gabriel to the Supervisory Board	Mgmt	For	For	For

Deutsche Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.2	Elect Frank Witter to the Supervisory Board	Mgmt	For	For	For
13.3	Elect Klaus Moosmayer to the Supervisory Board	Mgmt	For	For	For
13.4	Elect Kirsty Roth to the Supervisory Board	Mgmt	For	For	For
14	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For
15	Shareholder Proposals Submitted by Riebeck-Brauerei von 1862 GmbH	Mgmt			
15	Appoint Special Auditor in Connection with the Lawsuits and Appraisal Proceedings Relating to the Takeover of Postbank by Former and Current Members of the Management Board and Supervisory Board	SH	Against	Against	Against
16	Appoint Special Auditor in Connection with Lawsuits Relating to Foreign Currency Loans in Poland by Former and Current Members of the Management Board and Supervisory Board	SH	Against	Against	Against

DuPont de Nemours, Inc.

Meeting Date: 05/22/2025

Country: USA

Ticker: DD

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: 26614N102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy G. Brady	Mgmt	For	For	For
1b	Elect Director Edward D. Breen	Mgmt	For	For	For
1c	Elect Director Ruby R. Chandy	Mgmt	For	For	For
1d	Elect Director Terrence R. Curtin	Mgmt	For	For	For
1e	Elect Director Alexander M. Cutler	Mgmt	For	For	For
1f	Elect Director Eleuthere I. du Pont	Mgmt	For	For	For
1g	Elect Director Kristina M. Johnson	Mgmt	For	For	For

DuPont de Nemours, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Luther C. Kissam, IV	Mgmt	For	For	For
1i	Elect Director Lori D. Koch	Mgmt	For	For	For
1j	Elect Director James A. Lico	Mgmt	For	For	For
1k	Elect Director Frederick M. Lowery	Mgmt	For	For	For
1l	Elect Director Kurt B. McMaken	Mgmt	For	For	For
1m	Elect Director Steven M. Sterin	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Elis SA

Meeting Date: 05/22/2025

Country: France

Ticker: ELIS

Record Date: 05/20/2025

Meeting Type: Annual/Special

Primary Security ID: F2976F106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.45 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Michel Plantevin as Supervisory Board Member	Mgmt	For	For	For
6	Reelect Anne-Laure Commault-Tingry as Supervisory Board Member	Mgmt	For	For	For
7	Elect BWSA as Supervisory Board Member	Mgmt	For	For	For
8	Elect Kelly Becker as Supervisory Board Member	Mgmt	For	For	For
9	Elect Isabelle Adelt as Supervisory Board Member	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
11	Renew Appointment of Forvis-Mazars as Auditor	Mgmt	For	For	For
12	Renew Appointment of PricewaterhouseCoopers Audit as Auditor for Sustainability Reporting	Mgmt	For	For	For
13	Renew Appointment of Mazars as Auditor for Sustainability Reporting	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman of the Supervisory Board	Mgmt	For	For	For
15	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
16	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: * The company proposes to increase the base salaries of its executives while not providing a sufficiently compelling rationale. * Performance conditions attached to the LTIP could present compensating effects. Nevertheless, additional limits are deemed to contain offsetting effects of the granted LTIPs.</i></p>					
17	Approve Remuneration Policy of Management Board Members	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: * The company proposes to increase the base salaries of its executives while not providing a sufficiently compelling rationale. * Performance conditions attached to the LTIP could present compensating effects. Nevertheless, additional limits are deemed to contain offsetting effects of the granted LTIPs.</i></p>					
18	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
19	Approve Compensation of Thierry Morin, Chairman of the Supervisory Board	Mgmt	For	For	For
20	Approve Compensation of Xavier Martiré, Chairman of the Management Board	Mgmt	For	For	For
21	Approve Compensation of Louis Guyot, Management Board Member	Mgmt	For	For	For
22	Approve Compensation of Matthieu Lecharny, Management Board Member	Mgmt	For	For	For
23	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 1.1 Million	Mgmt	For	For	For
24	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			

Elis SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Enel SpA

Meeting Date: 05/22/2025 **Country:** Italy **Ticker:** ENEL
Record Date: 05/13/2025 **Meeting Type:** Annual/Special
Primary Security ID: T3679P115

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
4.1	Slate 1 Submitted by Ministry of Economy and Finance	SH	None	For	For
4.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
	Shareholder Proposal Submitted by Ministry of Economy and Finance	Mgmt			
5	Approve Internal Auditors' Remuneration	SH	None	For	For
	Management Proposals	Mgmt			
6	Approve Long Term Incentive Plan 2025	Mgmt	For	For	For
7.1	Approve Remuneration Policy	Mgmt	For	For	For

Enel SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1.a	Amend Company Bylaws Re: Article 5.1	Mgmt	For	For	For
1.b	Amend Company Bylaws Re: Article 16.2	Mgmt	For	For	For
1.c	Amend Company Bylaws Re: Article 25.4	Mgmt	For	For	For
2	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For

EXOR NV

Meeting Date: 05/22/2025 **Country:** Netherlands **Ticker:** EXO
Record Date: 04/24/2025 **Meeting Type:** Annual
Primary Security ID: N3140A107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.	Open Meeting	Mgmt			
2.a.	Receive Annual Report	Mgmt			
2.b.	Approve Remuneration Report	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted because the CEO John Elkann also receives remuneration for his executive roles on EXOR investee companies Stellantis and Ferrari, raising further questions on the adequateness of a remuneration package at EXOR that is in line with fully operating companies.</i>					
2.c.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.d.	Receive Explanation on Company's Dividend Policy	Mgmt			
2.e.	Approve Dividends	Mgmt	For	For	For
3.a.	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
3.b.	Appoint Deloitte Accountants B.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For
3.c.	Amend Remuneration Policy	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed remuneration policy is below par in relation to market standards, particularly with regard to the board chair fee and the structure of the LTIP for the executive director. Furthermore, the exceptional award has no cap and associated conditions to the grant of the award, which may lead to a concerning grant of discretionary awards. Also, the potential pay for both STI and LTI is considered excessive and can lead to a total quantum of pay of EUR 20,5 million for the CEO.</i>					

EXOR NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.a.	Approve Discharge of Executive Director	Mgmt	For	For	For
4.b.	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
5.a.	Elect Karl Guha as Non-Executive Director	Mgmt	For	For	For
5.b.	Reelect Ginevra Elkann as Non-Executive Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the election of Kallol Karl Guha is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST nominees Ginevra Elkann and Alessandro Nasi is warranted as the nominee are designated shareholder representatives of Giovanni Agnelli B.V. (Agnelli Family), the beneficiary of the company's unequal voting structure.</i></p>					
5.c.	Reelect Alessandro Nasi as Non-Executive Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the election of Kallol Karl Guha is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST nominees Ginevra Elkann and Alessandro Nasi is warranted as the nominee are designated shareholder representatives of Giovanni Agnelli B.V. (Agnelli Family), the beneficiary of the company's unequal voting structure.</i></p>					
6.a.	Authorize Repurchase of Shares	Mgmt	For	For	For
6.b.	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
7.	Close Meeting	Mgmt			

Hill & Smith Plc

Meeting Date: 05/22/2025

Country: United Kingdom

Ticker: HILS

Record Date: 05/20/2025

Meeting Type: Annual

Primary Security ID: G45080101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Rutger Helbing as Director	Mgmt	For	For	For
5	Elect Gillian Tomlinson as Director	Mgmt	For	For	For
6	Re-elect Alan Giddins as Director	Mgmt	For	For	For
7	Re-elect Tony Quinlan as Director	Mgmt	For	For	For
8	Re-elect Pete Raby as Director	Mgmt	For	For	For

Hill & Smith Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Farrokh Batliwala as Director	Mgmt	For	For	For
10	Re-elect Carol Chesney as Director	Mgmt	For	For	For
11	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For	For

Intertek Group Plc

Meeting Date: 05/22/2025 **Country:** United Kingdom **Ticker:** ITRK
Record Date: 05/20/2025 **Meeting Type:** Annual
Primary Security ID: G4911B108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is considered warranted because: * The aggregate maximum LTIP opportunity, following the introduction of the Enhanced LTIP award for higher performance levels in addition to the Core LTIP award, is considered excessive in terms of quantum.</i>					
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Hilde Merete Aasheim as Director	Mgmt	For	For	For

Intertek Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Elect Robin Freestone as Director	Mgmt	For	For	For
7	Elect Steve Mogford as Director	Mgmt	For	For	For
8	Re-elect Andrew Martin as Director	Mgmt	For	For	For
9	Re-elect Andre Lacroix as Director	Mgmt	For	For	For
10	Re-elect Colm Deasy as Director	Mgmt	For	For	For
11	Re-elect Graham Allan as Director	Mgmt	For	For	For
12	Re-elect Gurnek Bains as Director	Mgmt	For	For	For
13	Re-elect Tamara Ingram as Director	Mgmt	For	For	For
14	Re-elect Jez Maiden as Director	Mgmt	For	For	For
15	Re-elect Kawal Preet as Director	Mgmt	For	For	For
16	Re-elect Apurvi Sheth as Director	Mgmt	For	For	For
17	Re-elect Jean-Michel Valette as Director	Mgmt	For	For	For
18	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
19	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
22	Amend Articles of Association to Increase the Aggregate Limit on Directors' Fees	Mgmt	For	For	For
23	Amend Long Term Incentive Plan	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
25	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
26	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
27	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Kenvue Inc.

Meeting Date: 05/22/2025

Country: USA

Ticker: KVUE

Record Date: 03/24/2025

Meeting Type: Annual

Primary Security ID: 49177J102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	For	For
1b	Elect Director Seemantini Godbole	Mgmt	For	For	For
1c	Elect Director Melanie L. Healey	Mgmt	For	For	For
1d	Elect Director Sarah Hofstetter	Mgmt	For	For	For
1e	Elect Director Betsy D. Holden	Mgmt	For	For	For
1f	Elect Director Erica L. Mann	Mgmt	For	For	For
1g	Elect Director Larry J. Merlo	Mgmt	For	For	For
1h	Elect Director Thibaut Mongon	Mgmt	For	For	For
1i	Elect Director Kathleen M. Pawlus	Mgmt	For	For	For
1j	Elect Director Kirk L. Perry	Mgmt	For	For	For
1k	Elect Director Vasant Prabhu	Mgmt	For	For	For
1l	Elect Director Jeffrey C. Smith	Mgmt	For	For	For
1m	Elect Director Michael E. Sneed	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Legal & General Group Plc

Meeting Date: 05/22/2025

Country: United Kingdom

Ticker: LGEN

Record Date: 05/20/2025

Meeting Type: Annual

Primary Security ID: G54404127

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Clare Bousfield as Director	Mgmt	For	For	For

Legal & General Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Re-elect Henrietta Baldock as Director	Mgmt	For	For	For
5	Re-elect Philip Broadley as Director	Mgmt	For	For	For
6	Re-elect Jeff Davies as Director	Mgmt	For	For	For
7	Re-elect Carolyn Johnson as Director	Mgmt	For	For	For
8	Re-elect Nilufer Kheraj as Director	Mgmt	For	For	For
9	Re-elect Sir John Kingman as Director	Mgmt	For	For	For
10	Re-elect George Lewis as Director	Mgmt	For	For	For
11	Re-elect Ric Lewis as Director	Mgmt	For	For	For
12	Re-elect Tushar Morzaria as Director	Mgmt	For	For	For
13	Re-elect Antonio Simoes as Director	Mgmt	For	For	For
14	Re-elect Laura Wade-Gery as Director	Mgmt	For	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

NextEra Energy, Inc.

Meeting Date: 05/22/2025

Country: USA

Ticker: NEE

Record Date: 03/25/2025

Meeting Type: Annual

Primary Security ID: 65339F101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nicole S. Annaboldi	Mgmt	For	For	For
1b	Elect Director James L. Camaren	Mgmt	For	For	For
1c	Elect Director Naren K. Gursahaney	Mgmt	For	For	For
1d	Elect Director Kirk S. Hachigian	Mgmt	For	For	For
1e	Elect Director Maria G. Henry	Mgmt	For	For	For
1f	Elect Director John W. Ketchum	Mgmt	For	For	For
1g	Elect Director Amy B. Lane	Mgmt	For	For	For
1h	Elect Director Geoffrey S. Martha	Mgmt	For	For	For
1i	Elect Director David L. Porges	Mgmt	For	For	For
1j	Elect Director Deborah L. "Dev" Stahlkopf	Mgmt	For	For	For
1k	Elect Director John A. Stall	Mgmt	For	For	For
1l	Elect Director Darryl L. Wilson	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Sabre Insurance Group Plc

Meeting Date: 05/22/2025

Country: United Kingdom

Ticker: SBRE

Record Date: 05/20/2025

Meeting Type: Annual

Primary Security ID: G7739M107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Approve Special Dividend	Mgmt	For	For	For

Sabre Insurance Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Elect Ian Chapple as Director	Mgmt	For	For	For
6	Re-elect Geoff Carter as Director	Mgmt	For	For	For
7	Re-elect Karen Geary as Director	Mgmt	For	For	For
8	Re-elect Bryan Joseph as Director	Mgmt	For	For	For
9	Re-elect Alison Morris as Director	Mgmt	For	For	For
10	Re-elect Rebecca Shelley as Director	Mgmt	For	For	For
11	Re-elect Adam Westwood as Director	Mgmt	For	For	For
12	Reappoint PwC as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Safran SA

Meeting Date: 05/22/2025

Country: France

Ticker: SAF

Record Date: 05/20/2025

Meeting Type: Annual/Special

Primary Security ID: F4035A557

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 2.90 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Elect Valérie Baudson as Director	Mgmt	For	For	For
6	Reelect Fabienne Lecorvaisier as Director	Mgmt	For	For	For
7	Reelect Patrick Péлата as Director	Mgmt	For	For	For
8	Approve Compensation of Ross McInnes, Chairman of the Board	Mgmt	For	For	For
9	Approve Compensation of Olivier Andriès, CEO	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.4 Million	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Amend Article 14.8 of Bylaws Re: Terms for Appointing Representatives of Employees Shareholders	Mgmt	For	For	For
17	Amend Article 18.12 of Bylaws Re: Written Consultation	Mgmt	For	For	For
18	Amend Article 16.1 of Bylaws Re: Directors Length of Term	Mgmt	For	For	For
19	Amend Article 14.8 of Bylaws Re: Representatives of Employees Shareholders Length of Term	Mgmt	For	For	For
20	Amend Article 14.9.3 of Bylaws Re: Election of Representatives of Employees Shareholders	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For	For

Safran SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	For	For
23	Authorize Capital Increase of Up to EUR 8 Million for Future Exchange Offers	Mgmt	For	For	For
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 8 Million	Mgmt	For	For	For
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21-24	Mgmt	For	For	For
26	Authorize Capitalization of Reserves of Up to EUR 12.5 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
29	Authorize up to 0.4 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt	For	For	For
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Shaftesbury Capital Plc

Meeting Date: 05/22/2025

Country: United Kingdom

Ticker: SHC

Record Date: 05/20/2025

Meeting Type: Annual

Primary Security ID: G19406100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For

Shaftesbury Capital Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Re-elect Jonathan Nicholls as Director	Mgmt	For	For	For
5	Re-elect Ian Hawksworth as Director	Mgmt	For	For	For
6	Re-elect Situl Jobanputra as Director	Mgmt	For	For	For
7	Re-elect Richard Akers as Director	Mgmt	For	For	For
8	Re-elect Ruth Anderson as Director	Mgmt	For	For	For
9	Elect Madeleine Cosgrave as Director	Mgmt	For	For	For
10	Elect Sian Westerman as Director	Mgmt	For	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Spectris Plc

Meeting Date: 05/22/2025

Country: United Kingdom

Ticker: SXS

Record Date: 05/20/2025

Meeting Type: Annual

Primary Security ID: G8338K104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For

Spectris Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Elect Nick Anderson as Director	Mgmt	For	For	For
6	Elect Angela Noon as Director	Mgmt	For	For	For
7	Re-elect Ravi Gopinath as Director	Mgmt	For	For	For
8	Re-elect Mandy Gradden as Director	Mgmt	For	For	For
9	Re-elect Derek Harding as Director	Mgmt	For	For	For
10	Re-elect Andrew Heath as Director	Mgmt	For	For	For
11	Re-elect Alison Henwood as Director	Mgmt	For	For	For
12	Re-elect Cathy Turner as Director	Mgmt	For	For	For
13	Re-elect Kjersti Wiklund as Director	Mgmt	For	For	For
14	Re-elect Mark Williamson as Director	Mgmt	For	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Adopt New Articles of Association	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

The Charles Schwab Corporation

Meeting Date: 05/22/2025

Country: USA

Ticker: SCHW

Record Date: 03/24/2025

Meeting Type: Annual

Primary Security ID: 808513105

The Charles Schwab Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John K. Adams, Jr.	Mgmt	For	For	For
1.2	Elect Director Stephen A. Ellis	Mgmt	For	For	For
1.3	Elect Director Arun Sarin	Mgmt	For	For	For
1.4	Elect Director Charles R. Schwab	Mgmt	For	For	For
1.5	Elect Director Paula A. Sneed	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Declassify the Board of Directors	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted as a declassified board would improve director accountability to shareholders.

The Home Depot, Inc.

Meeting Date: 05/22/2025

Country: USA

Ticker: HD

Record Date: 03/24/2025

Meeting Type: Annual

Primary Security ID: 437076102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerard J. Arpey	Mgmt	For	For	For
1b	Elect Director Ari Bousbib	Mgmt	For	For	For
1c	Elect Director Jeffery H. Boyd	Mgmt	For	For	For
1d	Elect Director Gregory D. Brenneman	Mgmt	For	For	For
1e	Elect Director J. Frank Brown	Mgmt	For	For	For
1f	Elect Director Edward P. Decker	Mgmt	For	For	For
1g	Elect Director Wayne M. Hewett	Mgmt	For	For	For
1h	Elect Director Manuel Kadre	Mgmt	For	For	For
1i	Elect Director Stephanie C. Linnartz	Mgmt	For	For	For
1j	Elect Director Paula A. Santilli	Mgmt	For	For	For

The Home Depot, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Caryn Seidman-Becker	Mgmt	For	For	For
1l	Elect Director Asha Sharma	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	Against
5	Disclose a Biodiversity Impact and Dependency Assessment	SH	Against	Against	Against
6	Report on Efforts to Reduce Plastic Use	SH	Against	Against	Against

Verizon Communications Inc.

Meeting Date: 05/22/2025

Country: USA

Ticker: VZ

Record Date: 03/24/2025

Meeting Type: Annual

Primary Security ID: 92343V104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye Archambeau	Mgmt	For	For	For
1.2	Elect Director Roxanne Austin	Mgmt	For	For	For
1.3	Elect Director Mark Bertolini	Mgmt	For	For	For
1.4	Elect Director Vittorio Colao	Mgmt	For	For	For
1.5	Elect Director Caroline Litchfield	Mgmt	For	For	For
1.6	Elect Director Laxman Narasimhan	Mgmt	For	For	For
1.7	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For
1.8	Elect Director Daniel Schulman	Mgmt	For	For	For
1.9	Elect Director Carol Tome	Mgmt	For	For	For
1.10	Elect Director Hans Vestberg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on Climate Lobbying	SH	Against	Against	Against

Verizon Communications Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Potential Hazards of Lead Cables and Potential Remediation Costs	SH	Against	Against	Against
6	Report on Risks Related to Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views	SH	Against	Against	Against

Zotefoams Plc

Meeting Date: 05/22/2025 **Country:** United Kingdom **Ticker:** ZTF
Record Date: 05/20/2025 **Meeting Type:** Annual
Primary Security ID: G98933107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Lynn Drummond as Director	Mgmt	For	For	For
5	Re-elect Ronan Cox as Director	Mgmt	For	For	For
6	Re-elect Gary McGrath as Director	Mgmt	For	For	For
7	Re-elect Jonathan Carling as Director	Mgmt	For	For	For
8	Re-elect Douglas Robertson as Director	Mgmt	For	For	For
9	Re-elect Malcolm Swift as Director	Mgmt	For	For	For
10	Re-elect Catherine Wall as Director	Mgmt	For	For	For
11	Reappoint PKF Littlejohn LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Zotefoams Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Approve Share Incentive Plan	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

A.G. BARR Plc

Meeting Date: 05/23/2025

Country: United Kingdom

Ticker: BAG

Record Date: 05/21/2025

Meeting Type: Annual

Primary Security ID: G012A7101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Mark Allen as Director	Mgmt	For	For	For
5	Re-elect Euan Sutherland as Director	Mgmt	For	For	For
6	Re-elect Stuart Lorimer as Director	Mgmt	For	For	For
7	Re-elect Susan Barratt as Director	Mgmt	For	For	For
8	Re-elect Louise Smalley as Director	Mgmt	For	For	For
9	Re-elect Zoe Howorth as Director	Mgmt	For	For	For
10	Re-elect Nicholas Wharton as Director	Mgmt	For	For	For
11	Re-elect Julie Barr as Director	Mgmt	For	For	For
12	Reappoint Deloitte LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Amgen Inc.

Meeting Date: 05/23/2025

Country: USA

Ticker: AMGN

Record Date: 03/24/2025

Meeting Type: Annual

Primary Security ID: 031162100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	For	For	For
1b	Elect Director Robert A. Bradway	Mgmt	For	For	For
1c	Elect Director Michael V. Drake	Mgmt	For	For	For
1d	Elect Director Brian J. Druker	Mgmt	For	For	For
1e	Elect Director Robert A. Eckert	Mgmt	For	For	For
1f	Elect Director Greg C. Garland	Mgmt	For	For	For
1g	Elect Director Charles M. Holley, Jr.	Mgmt	For	For	For
1h	Elect Director S. Omar Ishrak	Mgmt	For	For	For
1i	Elect Director Tyler Jacks	Mgmt	For	For	For
1j	Elect Director Mary E. Klotman	Mgmt	For	For	For
1k	Elect Director Ellen J. Kullman	Mgmt	For	For	For
1l	Elect Director Amy E. Miles	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Fresenius SE & Co. KGaA

Meeting Date: 05/23/2025

Country: Germany

Ticker: FRE

Record Date: 04/30/2025

Meeting Type: Annual

Primary Security ID: D27348263

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2024	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2024	Mgmt	For	For	For

Fresenius SE & Co. KGaA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025, Auditors of Sustainability Reporting for Fiscal Year 2025 and for the Review of Interim Financial Statements until 2026 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8.1	Elect Michael Diekmann to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Ralf Kiesslich to the Supervisory Board	Mgmt	For	For	For
8.3	Elect Wolfgang Kirsch to the Supervisory Board	Mgmt	For	For	For
8.4	Elect Iris Loew-Friedrich to the Supervisory Board	Mgmt	For	For	For
8.5	Elect Susanne Zeidler to the Supervisory Board	Mgmt	For	For	For
8.6	Elect Christoph Zindel to the Supervisory Board	Mgmt	For	For	For
9.1	Elect Michael Diekmann as Member of the Joint Committee	Mgmt	For	For	For
9.2	Elect Susanne Zeidler as Member of the Joint Committee	Mgmt	For	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For
11	Amend Articles Re: Supervisory Board Meetings	Mgmt	For	For	For

TotalEnergies SE

Meeting Date: 05/23/2025

Country: France

Ticker: TTE

Record Date: 05/21/2025

Meeting Type: Annual/Special

Primary Security ID: F92124100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business Approve Financial Statements and Statutory Reports	Mgmt	For	For	For

TotalEnergies SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.22 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
6	Reelect Lise Croteau as Director	Mgmt	For	For	For
7	Elect Helen Lee Bouygues as Director	Mgmt	For	For	For
8	Elect Laurent Mignon as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes FOR the election and reelection of these independent nominees are warranted in the absence of specific concerns (Items 6-7). * The number of outside mandates held by Laurent Mignon is in excess of recommended guidelines for non-executive chairmen/ executive directors or those in comparable roles / executive directors of an investment holding company. Therefore, his reelection warrants a vote AGAINST (Item 8). * A vote FOR the election of Valerie Della Puppa-Tibi is warranted (Item 9), as the candidate is supported by the board and represents a larger share of capital. Therefore, a vote AGAINST Item A is warranted.</i></p>					
9	Elect Valérie Della Puppa-Tibi as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
A	Elect Hazel Clinton Fowler Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 2.15 Million	Mgmt	For	For	For
12	Approve Compensation of Patrick Pouyanné, Chairman and CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

Meeting Date: 05/23/2025

Country: Jersey

Ticker: WPP

Record Date: 05/21/2025

Meeting Type: Annual

Primary Security ID: G9788D103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Compensation Committee Report	Mgmt	For	For	For
4	Elect Philip Jansen as Director	Mgmt	For	For	For
5	Re-elect Angela Ahrendts as Director	Mgmt	For	For	For
6	Re-elect Simon Dingemans as Director	Mgmt	For	For	For
7	Re-elect Sandrine Dufour as Director	Mgmt	For	For	For
8	Re-elect Tom Ilube as Director	Mgmt	For	For	For
9	Re-elect Mark Read as Director	Mgmt	For	For	For
10	Re-elect Cindy Rose as Director	Mgmt	For	For	For
11	Re-elect Andrew Scott as Director	Mgmt	For	For	For
12	Re-elect Keith Weed as Director	Mgmt	For	For	For
13	Re-elect Jasmine Whitbread as Director	Mgmt	For	For	For
14	Re-elect Joanne Wilson as Director	Mgmt	For	For	For
15	Re-elect Ya-Qin Zhang as Director	Mgmt	For	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Approve Share Option Plan	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Meeting Date: 05/27/2025

Country: France

Ticker: AMUN

Record Date: 05/23/2025

Meeting Type: Annual/Special

Primary Security ID: F0300Q103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.25 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report	Mgmt	For	For	For
6	Approve Compensation of Philippe Brassac, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Valerie Baudson, CEO	Mgmt	For	For	For
8	Approve Compensation of Nicolas Calcoen, Vice-CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
11	Approve Remuneration Policy of CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
13	Advisory Vote on the Aggregate Remuneration Granted in 2024 to Senior Management, Responsible Officers and Regulated Risk-Takers	Mgmt	For	For	For
14	Reelect Bénédicte Chrétien as Director	Mgmt	For	For	For
15	Reelect Virginie Cayatte as Director	Mgmt	For	For	For
16	Elect Olivier Gavalda as Director	Mgmt	For	For	For
17	Elect Jean-Christophe Mieszala as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Appoint Deloitte & Associés as Auditor	Mgmt	For	For	For
19	Approve Report on Progress of Company's Climate Transition Plan (Advisory)	Mgmt	For	For	For
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 50 Percent of Issued Capital	Mgmt	For	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Capital	Mgmt	For	For	For
23	Approve Issuance of Equity or Equity-Linked Securities up to 10 Percent of Issued Capital for Private Placements	Mgmt	For	For	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
25	Authorize Capitalization of Reserves of up to 20 Percent of Issued Capital for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
26	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
28	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
29	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
30	Amend Article 14 of Bylaws Re: Board Deliberations	Mgmt	For	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Daimler Truck Holding AG

Meeting Date: 05/27/2025

Country: Germany

Ticker: DTG

Record Date: 05/20/2025

Meeting Type: Annual

Primary Security ID: D1T3RZ100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.90 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Karin Radstrom for Fiscal Year 2024	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Martin Daum for Fiscal Year 2024	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Karl Deppen for Fiscal Year 2024	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Andreas Gorbach for Fiscal Year 2024	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Juergen Hartwig for Fiscal Year 2024	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member John O'Leary for Fiscal Year 2024	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Achim Puchert (from Dec. 1, 2024) for Fiscal Year 2024	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Eva Scherer (from April 1, 2024) for Fiscal Year 2024	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Stephan Unger (until June 30, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2024	Mgmt	For	For	For

Daimler Truck Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Approve Discharge of Supervisory Board Member Michael Brecht for Fiscal Year 2024	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Michael Brosnan for Fiscal Year 2024	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Bruno Buschbacher for Fiscal Year 2024	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Jacques Esculier for Fiscal Year 2024	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Akihiro Eto for Fiscal Year 2024	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Laura Ipsen for Fiscal Year 2024	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2024	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Carmen Klitzsch-Mueller for Fiscal Year 2024	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Joerg Koehlinger for Fiscal Year 2024	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member John Krafcik for Fiscal Year 2024	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Joerg Lorz for Fiscal Year 2024	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Andrea Reith for Fiscal Year 2024	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Martin Richenhagen for Fiscal Year 2024	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Andrea Seidel for Fiscal Year 2024	Mgmt	For	For	For

Daimler Truck Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.16	Approve Discharge of Supervisory Board Member Shintaro Suzuki for Fiscal Year 2024	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Marie Wieck for Fiscal Year 2024	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Harald Wilhelm for Fiscal Year 2024	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Roman Zitzelsberger for Fiscal Year 2024	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Thomas Zwick for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2025 and for a Review of Interim Financial Statements until 2026 AGM	Mgmt	For	For	For
5.2	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2030	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the proposed article amendment in regard to virtual-only shareholder meetings is warranted because: * The new proposal appears to be a blanket authorization to continue holding AGMs in the virtual format only. * The rationale regarding why it was considered necessary to hold a virtual-only meeting in the past three years, or why the company chose the virtual-only format again for the 2025 AGM, is not considered compelling. * The company has never given shareholders the option to attend the AGM in-person, and there is no concrete commitment by the boards to giving shareholders an in-person attendance option in the future. In this vein, the company only vaguely addresses the circumstances under which in-person meetings might be held in the future.</i></p>					
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For

KION GROUP AG

Meeting Date: 05/27/2025

Country: Germany

Ticker: KGX

Record Date: 05/05/2025

Meeting Type: Annual

Primary Security ID: D4S14D103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.82 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	Mgmt	For	For	For
5.2	Appoint KPMG AG as Auditor for Sustainability Reporting Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * A former executive again received a payout under the 2022-2024 LTI tranche based on 100 percent target achievement, although actual target achievement was just 17.5 percent. Shareholders may also wish to note that: * Pension contributions to two executives are considered somewhat high in the context of European market practice. * Ex-post disclosure in terms of the modifier still remains underdeveloped. Nevertheless, the modifier was only used between 1.0-1.05 for the year under review.</i></p>					
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8.1	Elect Mohsen Sohi to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the proposed nominees, Mohsen Sohi, Sherry Aaholm, Kui (Kevin) Jiang, and Xiaomei Zhang, are warranted because their terms of office exceed four years. Votes AGAINST the non-independent nominees, Kui (Kevin) Jiang, Shaojun (Sherman) Sun, and Xiaomei Zhang, are further warranted because of the failure to establish a sufficiently independent board. A vote FOR the independent director Peter Kameritsch is warranted due to a lack of concerns.</i></p>					
8.2	Elect Sherry Aaholm to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the proposed nominees, Mohsen Sohi, Sherry Aaholm, Kui (Kevin) Jiang, and Xiaomei Zhang, are warranted because their terms of office exceed four years. Votes AGAINST the non-independent nominees, Kui (Kevin) Jiang, Shaojun (Sherman) Sun, and Xiaomei Zhang, are further warranted because of the failure to establish a sufficiently independent board. A vote FOR the independent director Peter Kameritsch is warranted due to a lack of concerns.</i></p>					
8.3	Elect Xiaomei Zhang to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the proposed nominees, Mohsen Sohi, Sherry Aaholm, Kui (Kevin) Jiang, and Xiaomei Zhang, are warranted because their terms of office exceed four years. Votes AGAINST the non-independent nominees, Kui (Kevin) Jiang, Shaojun (Sherman) Sun, and Xiaomei Zhang, are further warranted because of the failure to establish a sufficiently independent board. A vote FOR the independent director Peter Kameritsch is warranted due to a lack of concerns.</i></p>					

KION GROUP AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.4	Elect Jiang Kui to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the proposed nominees, Mohsen Sohi, Sherry Aaholm, Kui (Kevin) Jiang, and Xiaomei Zhang, are warranted because their terms of office exceed four years. Votes AGAINST the non-independent nominees, Kui (Kevin) Jiang, Shaojun (Sherman) Sun, and Xiaomei Zhang, are further warranted because of the failure to establish a sufficiently independent board. A vote FOR the independent director Peter Kameritsch is warranted due to a lack of concerns.</i></p>					
8.5	Elect Shaojun Sun to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the proposed nominees, Mohsen Sohi, Sherry Aaholm, Kui (Kevin) Jiang, and Xiaomei Zhang, are warranted because their terms of office exceed four years. Votes AGAINST the non-independent nominees, Kui (Kevin) Jiang, Shaojun (Sherman) Sun, and Xiaomei Zhang, are further warranted because of the failure to establish a sufficiently independent board. A vote FOR the independent director Peter Kameritsch is warranted due to a lack of concerns.</i></p>					
8.6	Elect Peter Kameritsch to the Supervisory Board	Mgmt	For	For	For

Legrand SA

Meeting Date: 05/27/2025 **Country:** France **Ticker:** LR
Record Date: 05/23/2025 **Meeting Type:** Annual/Special
Primary Security ID: F56196185

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
5	Approve Compensation of Angeles Garcia-Poveda, Chairwoman of the Board	Mgmt	For	For	For
6	Approve Compensation of Benoît Coquart, CEO	Mgmt	For	For	For
7	Approve Remuneration Policy of Chairwoman of the Board	Mgmt	For	For	For
8	Approve Remuneration Policy of CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Elect Stéphane Pallez as Director	Mgmt	For	For	For

Legrand SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Reelect Patrick Koller as Director	Mgmt	For	For	For
12	Reelect Florent Menegaux as Director	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
16	Amend Article 9.5 of Bylaws to Incorporate Legal Changes	Mgmt	For	For	For
	Ordinary Business	Mgmt			
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Merck & Co., Inc.

Meeting Date: 05/27/2025

Country: USA

Ticker: MRK

Record Date: 03/28/2025

Meeting Type: Annual

Primary Security ID: 58933Y105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr.	Mgmt	For	For	For
1b	Elect Director Mary Ellen Coe	Mgmt	For	For	For
1c	Elect Director Pamela J. Craig	Mgmt	For	For	For
1d	Elect Director Robert M. Davis	Mgmt	For	For	For
1e	Elect Director Thomas H. Glocer	Mgmt	For	For	For
1f	Elect Director Surendralal "Lal" L. Karsanbhai	Mgmt	For	For	For
1g	Elect Director Risa J. Lavizzo-Mourey	Mgmt	For	For	For
1h	Elect Director Stephen L. Mayo	Mgmt	For	For	For
1i	Elect Director Paul B. Rothman	Mgmt	For	For	For
1j	Elect Director Patricia F. Russo	Mgmt	For	For	For
1k	Elect Director Christine E. Seidman	Mgmt	For	For	For

Merck & Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Inge G. Thulin	Mgmt	For	For	For
1m	Elect Director Kathy J. Warden	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on a Human Rights Impact Assessment	SH	Against	Against	Against
5	Publish Tax Transparency Report	SH	Against	Against	Against
6	Consider Eliminating DEI Goals from Compensation Plan Incentives	SH	Against	Against	Against
7	Report on Risks of Discriminating Against Ad Buyers and Sellers Based on Religious/Political Views	SH	Against	Against	Against

Publicis Groupe SA

Meeting Date: 05/27/2025

Country: France

Ticker: PUB

Record Date: 05/23/2025

Meeting Type: Annual/Special

Primary Security ID: F7607Z165

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.60 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning One New Transaction	Mgmt	For	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
6	Appoint PricewaterhouseCoopers Audit as Auditor for Sustainability Reporting	Mgmt	For	For	For

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Appoint KPMG S.A as Auditor for Sustainability Reporting	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Maurice Lévy, Chairman of Supervisory Board until May 29, 2024	Mgmt	For	For	For
10	Approve Compensation of Arthur Sadoun, Chairman of Management Board until May 29, 2024	Mgmt	For	For	For
11	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member until May 29, 2024	Mgmt	For	For	For
12	Approve Compensation of Loris Nold, Management Board Member from February 8, 2024 until May 29, 2024	Mgmt	For	For	For
13	Approve Compensation of Michel-Alain Proch, Management Board Member until February 8, 2024	Mgmt	For	For	For
14	Approve Compensation of Arthur Sadoun, Chairman and CEO from May 29, 2024	Mgmt	For	For	For
15	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
16	Approve Remuneration Policy of Directors	Mgmt	For	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
19	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
22	Amend Articles 12, 13, and 19 of Bylaws to Incorporate Legal Changes	Mgmt	For	For	For
	Ordinary Business	Mgmt			

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Chevron Corporation

Meeting Date: 05/28/2025

Country: USA

Ticker: CVX

Record Date: 03/31/2025

Meeting Type: Annual

Primary Security ID: 166764100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	For	For	For
1b	Elect Director John B. Frank	Mgmt	For	For	For
1c	Elect Director Alice P. Gast	Mgmt	For	For	For
1d	Elect Director Enrique Hernandez, Jr.	Mgmt	For	For	For
1e	Elect Director Marillyn A. Hewson	Mgmt	For	For	For
1f	Elect Director Jon M. Huntsman, Jr.	Mgmt	For	For	For
1g	Elect Director Charles W. Moorman	Mgmt	For	For	For
1h	Elect Director Dambisa F. Moyo	Mgmt	For	For	For
1i	Elect Director Debra Reed-Klages	Mgmt	For	For	For
1j	Elect Director D. James Umpleby, III	Mgmt	For	For	For
1k	Elect Director Cynthia J. Warner	Mgmt	For	For	For
1l	Elect Director Michael K. (Mike) Wirth	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Commission Third Party Assessment of Implementation of Human Rights Policy	SH	Against	Against	Against
6	Report on Risk of Reverse Stranded Assets of Investing in Renewables	SH	Against	Against	Against

Chevron Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Amend Right to Call Special Meeting	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the threshold to call a special meeting and removing the subject matter restrictions would enhance the current shareholder right to call special meetings.

Exxon Mobil Corporation

Meeting Date: 05/28/2025 **Country:** USA **Ticker:** XOM
Record Date: 04/02/2025 **Meeting Type:** Annual
Primary Security ID: 30231G102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Angelakis	Mgmt	For	For	For
1.2	Elect Director Angela F. Braly	Mgmt	For	For	For
1.3	Elect Director Maria S. Dreyfus	Mgmt	For	For	For
1.4	Elect Director John D. Harris, II	Mgmt	For	For	For
1.5	Elect Director Kaisa H. Hietala	Mgmt	For	For	For
1.6	Elect Director Joseph L. Hooley	Mgmt	For	For	For
1.7	Elect Director Steven A. Kandarian	Mgmt	For	For	For
1.8	Elect Director Alexander A. Karsner	Mgmt	For	For	For
1.9	Elect Director Lawrence W. Kellner	Mgmt	For	For	For
1.10	Elect Director Dina Powell McCormick	Mgmt	For	For	For
1.11	Elect Director Jeffrey W. Ubben	Mgmt	For	For	For
1.12	Elect Director Darren W. Woods	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

GE Healthcare Technologies, Inc.

Meeting Date: 05/28/2025 **Country:** USA **Ticker:** GEHC
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: 36266G107

GE Healthcare Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter J. Arduini	Mgmt	For	For	For
1b	Elect Director H. Lawrence Culp, Jr.	Mgmt	For	For	For
1c	Elect Director Rodney F. Hochman	Mgmt	For	For	For
1d	Elect Director Lloyd W. Howell, Jr.	Mgmt	For	For	For
1e	Elect Director Risa Lavizzo-Mourey	Mgmt	For	For	For
1f	Elect Director Catherine Lesjak	Mgmt	For	For	For
1g	Elect Director Anne T. Madden	Mgmt	For	For	For
1h	Elect Director Tomislav Mihaljevic	Mgmt	For	For	For
1i	Elect Director William J. Stromberg	Mgmt	For	For	For
1j	Elect Director Phoebe L. Yang	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against

Glencore Plc

Meeting Date: 05/28/2025 **Country:** Jersey **Ticker:** GLEN
Record Date: 05/26/2025 **Meeting Type:** Annual
Primary Security ID: G39420107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Reduction of Capital Contribution Reserves	Mgmt	For	For	For
3	Re-elect Kalidas Madhavpeddi as Director	Mgmt	For	For	For
4	Re-elect Gary Nagle as Director	Mgmt	For	For	For
5	Re-elect Martin Gilbert as Director	Mgmt	For	For	For

Glencore Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Gill Marcus as Director	Mgmt	For	For	For
7	Re-elect Cynthia Carroll as Director	Mgmt	For	For	For
8	Re-elect Liz Hewitt as Director	Mgmt	For	For	For
9	Elect John Wallington as Director	Mgmt	For	For	For
10	Elect Maria Margarita Zuleta as Director	Mgmt	For	For	For
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Approve Conversion of Ordinary Shares to Ordinary No Par Value Shares; Adopt New Memorandum and Articles of Association	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Haleon Plc

Meeting Date: 05/28/2025

Country: United Kingdom

Ticker: HLN

Record Date: 05/23/2025

Meeting Type: Annual

Primary Security ID: G4232K100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Sir Dave Lewis as Director	Mgmt	For	For	For
5	Re-elect Brian McNamara as Director	Mgmt	For	For	For
6	Elect Dawn Allen as Director	Mgmt	For	For	For
7	Re-elect Vindi Banga as Director	Mgmt	For	For	For

Haleon Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Elect Nancy Avila as Director	Mgmt	For	For	For
9	Re-elect Marie-Anne Aymerich as Director	Mgmt	For	For	For
10	Elect Blathnaid Bergin as Director	Mgmt	For	For	For
11	Re-elect Tracy Clarke as Director	Mgmt	For	For	For
12	Re-elect Dame Vivienne Cox as Director	Mgmt	For	For	For
13	Re-elect Asmita Dubey as Director	Mgmt	For	For	For
14	Elect Alan Stewart as Director	Mgmt	For	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Meta Platforms, Inc.

Meeting Date: 05/28/2025

Country: USA

Ticker: META

Record Date: 04/01/2025

Meeting Type: Annual

Primary Security ID: 30303M102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peggy Alford	Mgmt	For	Withhold	Withhold

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for John Elkann for serving on more than three public boards while serving as a CEO of an outside company. WITHHOLD votes are warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, & governance committee due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.</i></p>				
1.2	Elect Director Marc L. Andreessen	Mgmt	For	Withhold	Withhold
	<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for John Elkann for serving on more than three public boards while serving as a CEO of an outside company. WITHHOLD votes are warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, & governance committee due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.</i></p>				
1.3	Elect Director John Arnold	Mgmt	For	For	For
1.4	Elect Director Patrick Collison	Mgmt	For	For	For
1.5	Elect Director John Elkann	Mgmt	For	Withhold	Withhold
	<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for John Elkann for serving on more than three public boards while serving as a CEO of an outside company. WITHHOLD votes are warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, & governance committee due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.</i></p>				
1.6	Elect Director Andrew W. Houston	Mgmt	For	Withhold	Withhold
	<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for John Elkann for serving on more than three public boards while serving as a CEO of an outside company. WITHHOLD votes are warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, & governance committee due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.</i></p>				
1.7	Elect Director Nancy Killefer	Mgmt	For	For	For
1.8	Elect Director Robert M. Kimmitt	Mgmt	For	For	For
1.9	Elect Director Dina Powell McCormick	Mgmt	For	For	For
1.10	Elect Director Charles Songhurst	Mgmt	For	For	For
1.11	Elect Director Hock E. Tan	Mgmt	For	For	For
1.12	Elect Director Tracey T. Travis	Mgmt	For	For	For
1.13	Elect Director Dana White	Mgmt	For	For	For

Meta Platforms, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.14	Elect Director Tony Xu	Mgmt	For	Withhold	Withhold
	<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for John Elkann for serving on more than three public boards while serving as a CEO of an outside company. WITHHOLD votes are warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, & governance committee due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.</i></p>				
1.15	Elect Director Mark Zuckerberg	Mgmt	For	Withhold	Withhold
	<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for John Elkann for serving on more than three public boards while serving as a CEO of an outside company. WITHHOLD votes are warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. WITHHOLD votes are further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, & governance committee due to consecutive years of high director pay without reasonable rationale disclosed. A vote FOR the remaining director nominees is warranted.</i></p>				
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	Against	Against
	<p><i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): * The equity program is estimated to be excessively dilutive (overriding factor) * The plan contains an evergreen feature (overriding factor) * The plan provides for the transferability of stock options without shareholder approval (overriding factor) * The plan cost is excessive * The three-year average burn rate is excessive * The estimated duration of available and proposed shares exceeds six years * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) * The plan permits liberal recycling of shares * The plan allows broad discretion to accelerate vesting</i></p>				
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The compensation of non-CEO NEOs does not utilize any formulaic pre-set performance criteria, as the annual bonus pays out ultimately based on the compensation committee's discretion while long-term incentives were entirely in time-vesting equity. Furthermore, CEO Zuckerberg's security perquisite costs continue to dwarf those of his peers.</i></p>				
5	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
	<p><i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i></p>				
6	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
	<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.</i></p>				
7	Disclosure of Voting Results Based on Class of Shares	SH	Against	For	For
	<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it appears reasonable that the company would begin differentiating the voting results on a per-class basis to help facilitate improved board accountability at the company.</i></p>				
8	Report on Hate Targeting Marginalized Communities	SH	Against	For	For
	<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as the company's current oversight and transparency are insufficient to assure shareholders that the company is effectively managing hate-based risks across its platforms. The requested report would provide shareholders with important information on the company's policies designed to protect users from harm.</i></p>				
9	Report on Child Safety and Harm Reduction	SH	Against	Against	Against

Meta Platforms, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Report on Combatting Risks of Online Child Exploitation	SH	Against	Against	Against
11	Report on Risks of Unethical Use of External Data to Develop AI Products	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The potential benefit of additional reporting appears prudent considering potential oversight and internal control concerns as evidenced by recent significant penalties and an ongoing lawsuit with investors.</i></p>					
12	Disclose a Climate Transition Plan Resulting in New Renewable Energy Capacity	SH	Against	Against	Against
13	Report on Investing in Bitcoin	SH	Against	Against	Against
14	Report on Data Collection and Advertising Practices	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Meta has improved its disclosures regarding user control of data collection and targeted advertising and these disclosures appear to address certain of the concerns raised by the proponent. However, certain aspects of the proponent's request may be beneficial to shareholders considering potential oversight and internal control concerns as evidenced by recent significant penalties and an ongoing lawsuit with investors.</i></p>					

Royal Caribbean Cruises Ltd.

Meeting Date: 05/28/2025

Country: Liberia

Ticker: RCL

Record Date: 04/10/2025

Meeting Type: Annual

Primary Security ID: V7780T103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John F. Brock	Mgmt	For	For	For
1b	Elect Director Richard D. Fain	Mgmt	For	For	For
1c	Elect Director Stephen R. Howe, Jr.	Mgmt	For	For	For
1d	Elect Director Michael O. Leavitt	Mgmt	For	For	For
1e	Elect Director Jason T. Liberty	Mgmt	For	For	For
1f	Elect Director Amy McPherson	Mgmt	For	For	For
1g	Elect Director Maritza G. Montiel	Mgmt	For	For	For
1h	Elect Director Ann S. Moore	Mgmt	For	For	For
1i	Elect Director Eyal M. Ofer	Mgmt	For	For	For
1j	Elect Director Vagn O. Sørensen	Mgmt	For	For	For
1k	Elect Director Donald Thompson	Mgmt	For	For	For
1l	Elect Director Arne Alexander Wilhelmsen	Mgmt	For	For	For

Royal Caribbean Cruises Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director Rebecca Yeung	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

STMicroelectronics NV

Meeting Date: 05/28/2025 **Country:** Netherlands **Ticker:** STMMI
Record Date: 04/30/2025 **Meeting Type:** Annual
Primary Security ID: N83574108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.	Receive Report of Management Board (Non-Voting)	Mgmt			
2.	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
3.	Approve Remuneration Report	Mgmt	For	For	For
4.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
5.	Approve Dividends	Mgmt	For	For	For
6.	Approve Discharge of Management Board	Mgmt	For	For	For
7.	Approve Discharge of Supervisory Board	Mgmt	For	For	For
8.	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
9.	Approve Stock-Based Portion of the Compensation of the President and CEO	Mgmt	For	For	For
10.	Approve Stock-Based Portion of the Compensation of the President and CFO	Mgmt	For	For	For
11.a.	Elect Werner Lieberherr to Supervisory Board	Mgmt	For	For	For
11.b.	Elect Simonetta Acri to Supervisory Board	Mgmt	For	For	For
12.	Reelect Ana de Pro Gonzalo to Supervisory Board	Mgmt	For	For	For
13.	Reelect Helene Vletter van Dort to Supervisory Board	Mgmt	For	For	For
14.	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For

STMicroelectronics NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15.	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For
16.	Authorize Repurchase of Shares	Mgmt	For	For	For
17.	Grant Board Authority to Issue Shares and Restrict/Exclude Preemptive Rights	Mgmt	For	For	For
18.	Allow Questions	Mgmt			

Vonovia SE

Meeting Date: 05/28/2025

Country: Germany

Ticker: VNA

Record Date: 05/21/2025

Meeting Type: Annual

Primary Security ID: D9581T100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.22 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for Fiscal Year 2025 and for the First Quarter of Fiscal Year 2026	Mgmt	For	For	For
5.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8.1	Elect Michael Ruediger to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Marcus Schenck to the Supervisory Board	Mgmt	For	For	For

Vonovia SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For
10	Approve Creation of EUR 246.9 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 10 Billion; Approve Creation of EUR 164.6 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

GRAIL, Inc.

Meeting Date: 05/29/2025 **Country:** USA **Ticker:** GRAL
Record Date: 03/31/2025 **Meeting Type:** Annual
Primary Security ID: 384747101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Director William (Bill) Chase	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

IG Group Holdings plc

Meeting Date: 05/29/2025 **Country:** United Kingdom **Ticker:** IGG
Record Date: 05/27/2025 **Meeting Type:** Special
Primary Security ID: G4753Q106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Capital Reduction	Mgmt	For	For	For

Repsol SA

Meeting Date: 05/29/2025 **Country:** Spain **Ticker:** REP
Record Date: 05/23/2025 **Meeting Type:** Annual
Primary Security ID: E8471S130

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
6	Approve Dividends Charged Against Reserves	Mgmt	For	For	For
7	Approve Dividends Charged Against Reserves	Mgmt	For	For	For
8	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
9	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
10	Authorize Issuance of Non-Convertible and/or Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 8.4 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	For	For
11	Reelect Aurora Cata Sala as Director	Mgmt	For	For	For
12	Reelect Isabel Torremocha Ferrezuelo as Director	Mgmt	For	For	For
13	Reelect Mariano Marzo Carpio as Director	Mgmt	For	For	For
14	Advisory Vote on Remuneration Report	Mgmt	For	For	For
15	Approve Remuneration Policy	Mgmt	For	For	For
16	Amend Long-Term Incentive Plan	Mgmt	For	For	For
17	Amend Long-Term Incentive Plan	Mgmt	For	For	For
18	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Iberdrola SA

Meeting Date: 05/30/2025

Country: Spain

Ticker: IBE

Record Date: 05/23/2025

Meeting Type: Annual

Primary Security ID: E6165F166

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated and Standalone Management Reports	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5.1	Amend Articles Re: Corporate Organization and Governance	Mgmt	For	For	For
5.2	Amend Articles Re: Technical Improvements and Update	Mgmt	For	For	For
6.1	Include Preamble in the General Meeting Regulations	Mgmt	For	For	For
6.2	Include Title I in the General Meeting Regulations	Mgmt	For	For	For
6.3	Include Title II in the General Meeting Regulations	Mgmt	For	For	For
6.4	Include Title III in the General Meeting Regulations	Mgmt	For	For	For
6.5	Include Titles IV and V in the General Meeting Regulations	Mgmt	For	For	For
6.6	Include Titles VI, VII, VIII, IX and X in the General Meeting Regulations	Mgmt	For	For	For
6.7	Include Title XI in the General Meeting Regulations	Mgmt	For	For	For
6.8	Include Title XII in the General Meeting Regulations	Mgmt	For	For	For
7	Approve Engagement Dividend	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends	Mgmt	For	For	For
9	Approve Scrip Dividends	Mgmt	For	For	For
10	Approve Scrip Dividends	Mgmt	For	For	For
11	Approve Reduction in Share Capital via Cancellation of Treasury Shares	Mgmt	For	For	For
12	Advisory Vote on Remuneration Report	Mgmt	For	For	For
13	Reelect Angel Jesus Acebes Paniagua as Director	Mgmt	For	For	For

Iberdrola SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Reelect Juan Manuel Gonzalez Serna as Director	Mgmt	For	For	For
15	Ratify Appointment of and Elect Ana Colonques Garcia-Planas as Director	Mgmt	For	For	For
16	Fix Number of Directors at 14	Mgmt	For	For	For
17	Authorize Issuance of Non-Convertible Bonds/Debentures and/or Other Debt Securities up to EUR 40 Billion and Issuance of Notes up to EUR 8 Billion	Mgmt	For	For	For
18	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Lowe's Companies, Inc.

Meeting Date: 05/30/2025

Country: USA

Ticker: LOW

Record Date: 03/24/2025

Meeting Type: Annual

Primary Security ID: 548661107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Raul Alvarez	Mgmt	For	For	For
1.2	Elect Director Scott H. Baxter	Mgmt	For	For	For
1.3	Elect Director Sandra B. Cochran	Mgmt	For	For	For
1.4	Elect Director Laurie Z. Douglas	Mgmt	For	For	For
1.5	Elect Director Richard W. Dreiling	Mgmt	For	For	For
1.6	Elect Director Marvin R. Ellison	Mgmt	For	For	For
1.7	Elect Director Navdeep Gupta	Mgmt	For	For	For
1.8	Elect Director Brian C. Rogers	Mgmt	For	For	For
1.9	Elect Director Bertram L. Scott	Mgmt	For	For	For
1.10	Elect Director Lawrence Simkins	Mgmt	For	For	For
1.11	Elect Director Colleen Taylor	Mgmt	For	For	For
1.12	Elect Director Mary Beth West	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

UnitedHealth Group Incorporated

Meeting Date: 06/02/2025

Country: USA

Ticker: UNH

Record Date: 04/04/2025

Meeting Type: Annual

Primary Security ID: 91324P102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles Baker	Mgmt	For	For	For
1b	Elect Director Timothy Flynn	Mgmt	For	For	For
1c	Elect Director Paul Garcia	Mgmt	For	For	For
1d	Elect Director Kristen Gil	Mgmt	For	For	For
1e	Elect Director Stephen Hemsley	Mgmt	For	For	For
1f	Elect Director Michele Hooper	Mgmt	For	For	For
1g	Elect Director F. William McNabb, III	Mgmt	For	For	For
1h	Elect Director Valerie Montgomery Rice	Mgmt	For	For	For
1i	Elect Director John Noseworthy	Mgmt	For	For	For
1j	Elect Director Andrew Witty *Withdrawn Resolution*	Mgmt			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. On May 14, 2025, the company filed a Form 8-K announcing that CEO Andrew Witty stepped down from his position on May 12, 2025, and the board appointed non-executive chair and former CEO Stephen Hemsley as the new CEO and board chair. Hemsley's initial compensation arrangements as disclosed in the Form 8-K include a one-time grant of stock options valued at \$60 million that cliff vest after three years, and the company discloses that he will not receive additional annual equity awards in his first three years of employment. The award raises significant concern: front-loaded awards intended to cover multiple years of incentive pay limit the board's ability to meaningfully adjust future pay opportunities in the event of unforeseen circumstances or changes in performance or strategic focus. In this case, the award lacks any performance conditions and prevents the compensation committee from granting the new CEO performance-based equity for three years. Shareholders may additionally have concerns with the timing of the grant: a large option award granted at a time when the stock price has sharply declined has the potential to result in a windfall for the CEO upon a rebound in the share price.</i></p>					
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Submit Severance Agreement to Shareholder Vote	SH	Against	Against	Against

Warner Bros. Discovery, Inc.

Meeting Date: 06/02/2025

Country: USA

Ticker: WBD

Record Date: 04/04/2025

Meeting Type: Annual

Primary Security ID: 934423104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Samuel A. Di Piazza, Jr.	Mgmt	For	For	For
1.2	Elect Director Richard W. Fisher	Mgmt	For	For	For
1.3	Elect Director Paul A. Gould	Mgmt	For	For	For
1.4	Elect Director Debra L. Lee	Mgmt	For	For	For
1.5	Elect Director Joseph M. Levin	Mgmt	For	For	For
1.6	Elect Director Anton J. Levy	Mgmt	For	For	For
1.7	Elect Director Kenneth W. Lowe	Mgmt	For	For	For
1.8	Elect Director Fazal F. Merchant	Mgmt	For	For	For
1.9	Elect Director Anthony J. Noto	Mgmt	For	For	For
1.10	Elect Director Paula A. Price	Mgmt	For	For	For
1.11	Elect Director Daniel E. Sanchez	Mgmt	For	For	For
1.12	Elect Director Geoffrey Y. Yang	Mgmt	For	For	For
1.13	Elect Director David M. Zaslav	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The committee only demonstrated limited responsiveness to a second consecutive year of low say-on-pay vote support, as multiple changes made in response to shareholder feedback do not apply to the CEO and there is no disclosure indicating that shareholder feedback was limited to non-CEO NEO compensation. Additionally, an unmitigated pay-for-performance misalignment exists for the year in review. CEO Zaslav, as well as two other NEOs, receive outsized base salaries, while Zaslav's target bonus opportunity is also relatively large. In addition, there are goal rigor concerns in the short- and long-term programs, as financial metrics in both programs utilized performance targets that were set below the prior year's actual performance. This is a major concern in the LTI program, as Zaslav's performance equity vested at maximum despite year-over-year decline in financial metric performance. Lastly, Zaslav's equity grant was largely based on the compensation committee's discretionary assessment of strategic metrics and was only based on a one-year performance period.</i></p>					
4	Provide Right to Call Special Meeting	Mgmt	For	For	For
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Amadeus IT Group SA

Meeting Date: 06/03/2025

Country: Spain

Ticker: AMS

Record Date: 05/29/2025

Meeting Type: Annual

Primary Security ID: E04648114

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Advisory Vote on Remuneration Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5	Approve Discharge of Board	Mgmt	For	For	For
6	Fix Number of Directors at 12	Mgmt	For	For	For
7.1	Elect Leo Puri as Director	Mgmt	For	For	For
7.2	Reelect William Connelly as Director	Mgmt	For	For	For
7.3	Reelect Luis Maroto Camino as Director	Mgmt	For	For	For
7.4	Reelect Pilar Garcia Ceballos-Zuniga as Director	Mgmt	For	For	For
7.5	Reelect Stephan Gemkow as Director	Mgmt	For	For	For
7.6	Reelect Peter Kurpick as Director	Mgmt	For	For	For
7.7	Reelect Xiaoqun Clever-Steg as Director	Mgmt	For	For	For
7.8	Reelect Amanda Mesler as Director	Mgmt	For	For	For
7.9	Reelect Jana Eggers as Director	Mgmt	For	For	For
7.10	Reelect Eriikka Soderstrom as Director	Mgmt	For	For	For
7.11	Reelect David Vegara Figueras as Director	Mgmt	For	For	For
8	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For	For
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Booking Holdings Inc.

Meeting Date: 06/03/2025

Country: USA

Ticker: BKNG

Record Date: 04/08/2025

Meeting Type: Annual

Primary Security ID: 09857L108

Booking Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn D. Fogel	Mgmt	For	For	For
1.2	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For	For
1.3	Elect Director Kelly Grier	Mgmt	For	For	For
1.4	Elect Director Robert J. Mylod, Jr.	Mgmt	For	For	For
1.5	Elect Director Charles H. Noski	Mgmt	For	For	For
1.6	Elect Director Larry Quinlan	Mgmt	For	For	For
1.7	Elect Director Nicholas J. Read	Mgmt	For	For	For
1.8	Elect Director Thomas E. Rothman	Mgmt	For	For	For
1.9	Elect Director Sumit Singh	Mgmt	For	For	For
1.10	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	For	For
1.11	Elect Director Vanessa A. Wittman	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold to call a special meeting would enhance shareholders' ability to utilize the right, and the likelihood of its abuse is considered low.

General Motors Company

Meeting Date: 06/03/2025

Country: USA

Ticker: GM

Record Date: 04/04/2025

Meeting Type: Annual

Primary Security ID: 37045V100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For	For	For
1b	Elect Director Wesley G. Bush	Mgmt	For	For	For
1c	Elect Director Joanne C. Crevoiserat	Mgmt	For	For	For
1d	Elect Director Joseph Jimenez	Mgmt	For	For	For

General Motors Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Alfred F. Kelly, Jr.	Mgmt	For	For	For
1f	Elect Director Jonathan McNeill	Mgmt	For	For	For
1g	Elect Director Judith A. Miscik	Mgmt	For	For	For
1h	Elect Director Patricia F. Russo	Mgmt	For	For	For
1i	Elect Director Mark A. Tatum	Mgmt	For	For	For
1j	Elect Director Jan E. Tighe	Mgmt	For	For	For
1k	Elect Director Devin N. Wenig	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For
5	Report on Supply Chain GHG Emissions Reduction Strategies	SH	Against	Against	Against

The Pebble Group Plc

Meeting Date: 06/03/2025

Country: United Kingdom

Ticker: PEBB

Record Date: 05/30/2025

Meeting Type: Annual

Primary Security ID: G0809Q108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Elect Anne de Kerckhove as Director	Mgmt	For	For	For
5	Re-elect Christopher Lee as Director	Mgmt	For	For	For
6	Re-elect Claire Thomson as Director	Mgmt	For	For	For
7	Re-elect Yvonne Monaghan as Director	Mgmt	For	For	For
8	Re-elect Stuart Warriner as Director	Mgmt	For	For	For
9	Re-elect David Moss as Director	Mgmt	For	For	For

The Pebble Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Approve Final Dividend	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Empiric Student Property PLC

Meeting Date: 06/04/2025

Country: United Kingdom

Ticker: ESP

Record Date: 06/02/2025

Meeting Type: Annual

Primary Security ID: G30381100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Approve Dividend Policy	Mgmt	For	For	For
6	Re-elect Mark Pain as Director	Mgmt	For	For	For
7	Re-elect Alice Avis as Director	Mgmt	For	For	For
8	Re-elect Duncan Garrood as Director	Mgmt	For	For	For
9	Re-elect Martin Ratchford as Director	Mgmt	For	For	For
10	Re-elect Clair Preston-Beer as Director	Mgmt	For	For	For
11	Re-elect Donald Grant as Director	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Empiric Student Property PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
15	Authorise Market Purchase of Shares	Mgmt	For	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

GoDaddy Inc.

Meeting Date: 06/04/2025

Country: USA

Ticker: GDDY

Record Date: 04/07/2025

Meeting Type: Annual

Primary Security ID: 380237107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amanpal (Aman) Bhutani	Mgmt	For	For	For
1b	Elect Director Herald Chen	Mgmt	For	For	For
1c	Elect Director Caroline Donahue	Mgmt	For	For	For
1d	Elect Director Mark Garrett	Mgmt	For	For	For
1e	Elect Director Brian Sharples	Mgmt	For	For	For
1f	Elect Director Graham Smith	Mgmt	For	For	For
1g	Elect Director Leah Sweet	Mgmt	For	For	For
1h	Elect Director Srinivas (Srin) Tallapragada	Mgmt	For	For	For
1i	Elect Director Sigal Zarmi	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Implement Miscellaneous Changes	Mgmt	For	For	For

Meeting Date: 06/04/2025

Country: Spain

Ticker: GRF

Record Date: 05/30/2025

Meeting Type: Annual

Primary Security ID: E5706X215

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements and Treatment of Net Loss	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5	Appoint Deloitte Auditores as Auditor for Sustainability Reporting	Mgmt	For	For	For
6.1	Receive Information on the Non Re-Election of Thomas Glanzmann as Director	Mgmt			
6.2	Fix Number of Directors at 12	Mgmt	For	For	For
6.3	Reelect Victor Grifols Deu as Director	Mgmt	For	For	For
6.4	Ratify Appointment of and Elect Pascal Ravery as Director	Mgmt	For	For	For
6.5	Ratify Appointment of and Elect Paul S. Herendeen as Director	Mgmt	None	For	For
7	Amend Article 7 of General Meeting Regulations	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST this item because the compensation-related amendments would reduce shareholder rights.</i>					
8	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted because of the problematic pay package of the new CEO, which included a one-off entry payment of USD 1.5 million in 2024 in addition to a sizeable, recurrent non-performance-based component of EUR 3.8 million per year and short-term variable remuneration.</i>					
9	Approve Remuneration Policy	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted because of the problematic pay package of the CEO, with excessive fixed pay, limited at-risk and/or long-term pay components, and problematic termination provisions.</i>					
10	Approve Long-Term Incentive Plan	Mgmt	For	For	For
11	Amend Grant of Options to the Executive Chairman and CEO	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this item is warranted, because the company fails to disclose a compelling rationale for the proposed repricing of stock options. In addition, there are still problematic features within the plan structure.</i>					
12	Authorize Company to Call EGM with 15 Days' Notice	Mgmt	For	For	For

Grifols SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Authorize Share Repurchase Program	Mgmt	For	For	For
14	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Oxford Nanopore Technologies Plc

Meeting Date: 06/04/2025 **Country:** United Kingdom **Ticker:** ONT
Record Date: 06/02/2025 **Meeting Type:** Annual
Primary Security ID: G6840E103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Elect Daniel Mahony as Director	Mgmt	For	For	For
5	Re-elect Sarah Fortune as Director	Mgmt	For	For	For
6	Re-elect Adrian Hennah as Director	Mgmt	For	For	For
7	Re-elect Nicholas Keher as Director	Mgmt	For	For	For
8	Re-elect John O'Higgins as Director	Mgmt	For	For	For
9	Re-elect Heather Preston as Director	Mgmt	For	For	For
10	Re-elect Katherine Priestman as Director	Mgmt	For	For	For
11	Re-elect Gurdial Sanghera as Director	Mgmt	For	For	For
12	Re-elect Duncan Tatton-Brown as Director	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Oxford Nanopore Technologies Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
21	Amend Long Term Incentive Plan	Mgmt	For	For	For

Workday, Inc.

Meeting Date: 06/04/2025 **Country:** USA **Ticker:** WDAY
Record Date: 04/07/2025 **Meeting Type:** Annual
Primary Security ID: 98138H101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carl M. Eschenbach	Mgmt	For	For	For
1b	Elect Director Michael M. McNamara	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * A vote AGAINST Governance Committee member Michael (Mike) McNamara is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote FOR the remaining director nominees is warranted.</i></p>					
1c	Elect Director Michael L. Speiser	Mgmt	For	For	For
1d	Elect Director Jerry Yang	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although positive aspects of the pay program were identified, including that the annual incentive program was entirely based on pre-set quantitative metrics and that PSUs will be introduced to the LTIP for FY26, concerns were unmitigated for the year in review. NEO Enslin received high magnitude, fully time-based equity awards which were higher than median total CEO pay for both peer groups and made him the highest paid NEO for FY25. CEO Eschenbach's equity awards were also fully time-based and relatively high compared to peers. The annual incentive program allows for a partial payout based on forecasted results and the annual LTI awards were entirely time-based. Further, even with the introduction of PSUs for FY26, the annual equity awards will remain predominantly time-based.

Allegion Plc

Meeting Date: 06/05/2025

Country: Ireland

Ticker: ALLE

Record Date: 04/10/2025

Meeting Type: Annual

Primary Security ID: G0176J109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Main	Mgmt	For	For	For
1b	Elect Director Steven C. Mizell	Mgmt	For	For	For
1c	Elect Director Nicole Parent Haughey	Mgmt	For	For	For
1d	Elect Director Lauren B. Peters	Mgmt	For	For	For
1e	Elect Director Ellen Rubin	Mgmt	For	For	For
1f	Elect Director Gregg C. Sengstack	Mgmt	For	For	For
1g	Elect Director John H. Stone	Mgmt	For	For	For
1h	Elect Director Dev Vardhan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers as Auditors and Authorize Their Remuneration	Mgmt	For	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	For	For	For

Compagnie de Saint-Gobain SA

Meeting Date: 06/05/2025

Country: France

Ticker: SGO

Record Date: 06/03/2025

Meeting Type: Annual/Special

Primary Security ID: F80343100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Reelect Benoit Bazin as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 7-9). * A vote FOR the reelection of the employee-shareholders representative is warranted (item 6), as it does not raise concerns. * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Benoit Bazin (Item 5) is warranted.</i></p>					
6	Reelect Sibylle Daunis as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
7	Elect Maya Hari as Director	Mgmt	For	For	For
8	Elect Antoine de Saint-Affrique as Director	Mgmt	For	For	For
9	Elect Hans Sohlström as Director	Mgmt	For	For	For
10	Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board from January 1, 2024 Until June 6, 2024	Mgmt	For	For	For
11	Approve Compensation of Benoit Bazin, CEO from January 1, 2024 Until June 6, 2024	Mgmt	For	For	For
12	Approve Compensation of Benoit Bazin, Chairman and CEO from June 7, 2024 Until December 31, 2024	Mgmt	For	For	For
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
15	Approve Remuneration Policy of Directors	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 399 Million	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 199 Million	Mgmt	For	For	For

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 199 Million	Mgmt	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
22	Authorize Capitalization of Reserves of Up to EUR 99 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
25	Authorize up to 1.5 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
26	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
27	Amend Article 18 of Bylaws to Incorporate Legal Changes Re: General Meeting Broadcast	Mgmt	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Netflix, Inc.

Meeting Date: 06/05/2025

Country: USA

Ticker: NFLX

Record Date: 04/07/2025

Meeting Type: Annual

Primary Security ID: 64110L106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard N. Barton	Mgmt	For	For	For
1b	Elect Director Mathias Dopfner	Mgmt	For	For	For
1c	Elect Director Reed Hastings	Mgmt	For	For	For

Netflix, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Jay C. Hoag	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST Jay Hoag is warranted for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences. A vote FOR the remaining director nominees is warranted.</i></p>					
1e	Elect Director Leslie Kilgore	Mgmt	For	For	For
1f	Elect Director Strive Masiyiwa	Mgmt	For	For	For
1g	Elect Director Ann Mather	Mgmt	For	For	For
1h	Elect Director Greg Peters	Mgmt	For	For	For
1i	Elect Director Susan E. Rice	Mgmt	For	For	For
1j	Elect Director Ted Sarandos	Mgmt	For	For	For
1k	Elect Director Bradford L. Smith	Mgmt	For	For	For
1l	Elect Director Anne M. Sweeney	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Issue a Climate Transition Plan	SH	Against	Against	Against
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.</i></p>					
6	Amend Code of Ethics to Enhance Policies on Non-Discrimination, Anti-Harassment, and Whistleblower Protection	SH	Against	Against	Against
7	Report on Discrimination Risks of Affirmative Action Initiatives	SH	Against	Against	Against
8	Report on Discrimination in Charitable Giving	SH	Against	Against	Against

PayPal Holdings, Inc.

Meeting Date: 06/05/2025 **Country:** USA **Ticker:** PYPL
Record Date: 04/09/2025 **Meeting Type:** Annual
Primary Security ID: 70450Y103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joy Chik	Mgmt	For	For	For

PayPal Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Alex Chriss	Mgmt	For	For	For
1c	Elect Director Jonathan Christodoro	Mgmt	For	For	For
1d	Elect Director Carmine Di Sibio	Mgmt	For	For	For
1e	Elect Director David W. Dorman	Mgmt	For	For	For
1f	Elect Director Enrique J. Lores	Mgmt	For	For	For
1g	Elect Director Gail J. McGovern	Mgmt	For	For	For
1h	Elect Director Deborah M. Messemer	Mgmt	For	For	For
1i	Elect Director David M. Moffett	Mgmt	For	For	For
1j	Elect Director Ann M. Sarnoff	Mgmt	For	For	For
1k	Elect Director Frank D. Yeary	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive; * The three-year average burn rate is excessive; and * The plan allows broad discretion to accelerate vesting.</i></p>					
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Report on Discrimination in Charitable Contributions	SH	Against	Against	Against
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the threshold to call a special meeting would enhance the current shareholder right to call special meetings.</i></p>					

Salesforce, Inc.

Meeting Date: 06/05/2025

Country: USA

Ticker: CRM

Record Date: 04/11/2025

Meeting Type: Annual

Primary Security ID: 79466L302

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc Benioff	Mgmt	For	For	For
1b	Elect Director Laura Alber	Mgmt	For	For	For
1c	Elect Director Craig Conway	Mgmt	For	For	For
1d	Elect Director Arnold Donald	Mgmt	For	For	For

Salesforce, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Parker Harris	Mgmt	For	For	For
1f	Elect Director Neelie Kroes	Mgmt	For	For	For
1g	Elect Director Sachin Mehra	Mgmt	For	For	For
1h	Elect Director G. Mason Morfit	Mgmt	For	For	For
1i	Elect Director Oscar Munoz	Mgmt	For	For	For
1j	Elect Director John V. Roos	Mgmt	For	For	For
1k	Elect Director Robin Washington	Mgmt	For	For	For
1l	Elect Director Maynard Webb	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Scout24 SE

Meeting Date: 06/05/2025

Country: Germany

Ticker: G24

Record Date: 05/28/2025

Meeting Type: Annual

Primary Security ID: D345XT105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.32 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5a	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	Mgmt	For	For	For
5b	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For

Scout24 SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Elect Lutz Finger to the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
10a	Approve Creation of EUR 15 Million Pool of Authorized Capital 2025/1 with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
10b	Approve Creation of EUR 7.5 Million Pool of Authorized Capital 2025/2 with Preemptive Rights	Mgmt	For	For	For
11	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For

Trane Technologies Plc

Meeting Date: 06/05/2025

Country: Ireland

Ticker: TT

Record Date: 04/10/2025

Meeting Type: Annual

Primary Security ID: G8994E103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kirk E. Arnold	Mgmt	For	For	For
1b	Elect Director Ana P. Assis	Mgmt	For	For	For
1c	Elect Director Ann C. Berzin	Mgmt	For	For	For
1d	Elect Director April Miller Boise	Mgmt	For	For	For
1e	Elect Director Mark R. George	Mgmt	For	For	For
1f	Elect Director John A. Hayes	Mgmt	For	For	For
1g	Elect Director Linda P. Hudson	Mgmt	For	For	For
1h	Elect Director Myles P. Lee	Mgmt	For	For	For
1i	Elect Director Matthew F. Pine	Mgmt	For	For	For
1j	Elect Director David S. Regnery	Mgmt	For	For	For
1k	Elect Director Melissa N. Schaeffer	Mgmt	For	For	For
1l	Elect Director John P. Surma	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Trane Technologies Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
4	Authorize Issue of Equity	Mgmt	For	For	For
5	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
6	Determine Price Range for Re-allotment of Treasury Shares	Mgmt	For	For	For

Walmart Inc.

Meeting Date: 06/05/2025 **Country:** USA **Ticker:** WMT
Record Date: 04/11/2025 **Meeting Type:** Annual
Primary Security ID: 931142103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cesar Conde	Mgmt	For	For	For
1b	Elect Director Timothy P. Flynn	Mgmt	For	For	For
1c	Elect Director Sarah J. Friar	Mgmt	For	For	For
1d	Elect Director Carla A. Harris	Mgmt	For	For	For
1e	Elect Director Thomas W. Horton	Mgmt	For	For	For
1f	Elect Director Marissa A. Mayer	Mgmt	For	For	For
1g	Elect Director C. Douglas McMillon	Mgmt	For	For	For
1h	Elect Director Robert E. Moritz, Jr.	Mgmt	For	For	For
1i	Elect Director Brian Niccol	Mgmt	For	For	For
1j	Elect Director Gregory B. Penner	Mgmt	For	For	For
1k	Elect Director Randall L. Stephenson	Mgmt	For	For	For
1l	Elect Director Steuart L. Walton	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Walmart Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Commission Third Party Assessment on Policies Regarding Law Enforcement Information Requests Related to Medication Use	SH	Against	Against	Against
6	Report on Reduction of Plastic Packaging and Recyclability Claims	SH	Against	Against	Against
7	Revisit Plastic Packaging Policies	SH	Against	Against	Against
8	Conduct and Report a Third-Party Racial Equity Audit	SH	Against	Against	Against
9	Report on Delays in Revising Diversity, Equity, and Inclusion (DEI) Initiatives	SH	Against	Against	Against
10	Report on Health and Safety Governance	SH	Against	Against	Against
11	Report on Risks of Discriminating Based on Religious and Political Views	SH	Against	Against	Against

Alphabet Inc.

Meeting Date: 06/06/2025 **Country:** USA **Ticker:** GOOGL
Record Date: 04/08/2025 **Meeting Type:** Annual
Primary Security ID: 02079K305

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry Page	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * A vote AGAINST Governance Committee members John Hennessy and Frances Arnold is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote AGAINST Lawrence (Larry) Page is warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. * A vote AGAINST incumbent compensation committee members John Doerr, K. Ram Shriram, and Robin Washington is warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. * A vote FOR the remaining director nominees is warranted.</i></p>					
1b	Elect Director Sergey Brin	Mgmt	For	For	For
1c	Elect Director Sundar Pichai	Mgmt	For	For	For
1d	Elect Director John L. Hennessy	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * A vote AGAINST Governance Committee members John Hennessy and Frances Arnold is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote AGAINST Lawrence (Larry) Page is warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. * A vote AGAINST incumbent compensation committee members John Doerr, K. Ram Shriram, and Robin Washington is warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. * A vote FOR the remaining director nominees is warranted.</i></p>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Frances H. Arnold	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * A vote AGAINST Governance Committee members John Hennessy and Frances Arnold is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote AGAINST Lawrence (Larry) Page is warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. * A vote AGAINST incumbent compensation committee members John Doerr, K. Ram Shriram, and Robin Washington is warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. * A vote FOR the remaining director nominees is warranted.</i></p>					
1f	Elect Director R. Martin "Marty" Chavez	Mgmt	For	For	For
1g	Elect Director L. John Doerr	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * A vote AGAINST Governance Committee members John Hennessy and Frances Arnold is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote AGAINST Lawrence (Larry) Page is warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. * A vote AGAINST incumbent compensation committee members John Doerr, K. Ram Shriram, and Robin Washington is warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. * A vote FOR the remaining director nominees is warranted.</i></p>					
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
1i	Elect Director K. Ram Shriram	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * A vote AGAINST Governance Committee members John Hennessy and Frances Arnold is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote AGAINST Lawrence (Larry) Page is warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. * A vote AGAINST incumbent compensation committee members John Doerr, K. Ram Shriram, and Robin Washington is warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. * A vote FOR the remaining director nominees is warranted.</i></p>					
1j	Elect Director Robin L. Washington	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * A vote AGAINST Governance Committee members John Hennessy and Frances Arnold is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote AGAINST Lawrence (Larry) Page is warranted for failing to attend at least 75 percent of his total board meetings held during the fiscal year under review without disclosing the reason for the absences. * A vote AGAINST incumbent compensation committee members John Doerr, K. Ram Shriram, and Robin Washington is warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot. * A vote FOR the remaining director nominees is warranted.</i></p>					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Provide Right to Act by Written Consent	SH	Against	Against	Against
4	Adjust Executive Compensation Metrics for Share Buybacks	SH	Against	Against	Against
5	Report on Discrimination in Charitable Contributions	SH	Against	Against	Against
6	Consider Ending Participation in Human Rights Campaign's Corporate Equality Index	SH	Against	Against	Against
7	Report on Meeting 2030 Climate Goals	SH	Against	Against	Against
8	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.

Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Report on Due Diligence Process to Assess Human Rights Risks in High-Risk Countries	SH	Against	Against	Against
10	Report on Risks of Discrimination in GenAI	SH	Against	Against	Against
11	Report on Risks of Improper Use of External Data in Development of AI Products	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The potential benefit of additional reporting appears prudent given the company acknowledges the risks related to AI technologies and because there appears to be an increased regulatory focus in many of the jurisdictions in which the company operates.</i></p>					
12	Publish a Human Rights Impact Assessment of AI Driven Targeted Advertising	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as an independent human rights impact assessment would strengthen the company's ability to address potential risks associated with its AI-driven advertising practices, particularly amid a recent data privacy settlement.</i></p>					
13	Report on Lobbying and Child Safety Online	SH	Against	Against	Against
14	Adopt Metrics Evaluating YouTube Child Safety Policies	SH	Against	Against	Against

HelloFresh SE

Meeting Date: 06/06/2025 **Country:** Germany **Ticker:** HFG
Record Date: 05/15/2025 **Meeting Type:** Annual
Primary Security ID: D3R2MA100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025, for the Review of Interim Financial Statements for the Fiscal Year 2025 and for the Review of Interim Financial Statements Until 2026 AGM	Mgmt	For	For	For

HelloFresh SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
6.1	Elect John Rittenhouse to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the current board and nomination committee chair, John Rittenhouse, is warranted as a signal of concern because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of governance concerns and controversy surrounding the nominees or the supervisory board.</i></p>					
6.2	Elect Michael Roth to the Supervisory Board	Mgmt	For	For	For
6.3	Elect Arjan Dijk to the Supervisory Board	Mgmt	For	For	For
6.4	Elect Florian Schuhbauer to the Supervisory Board	Mgmt	For	For	For
6.5	Elect Oliver Tant to the Supervisory Board	Mgmt	For	For	For
7	Approve Increase in Size of Board to Six Members	Mgmt	For	For	For
8	Elect Melissa Eamer to the Supervisory Board, if Item 7 is Approved	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Payouts under the short-term incentive were not subject to any performance criteria and caps. * There remains a level of complexity, in the underlying system as well as the presentation in the report, that inhibits the full evaluation of grants received and earned. * While the report provides an explanation for the adjustments of targets under the LTI, it is not clear to what extent the targets were adjusted.</i></p>					
10	Approve Remuneration Policy	Mgmt	For	For	For
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
12	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST the proposed article amendments in regard to virtual-only shareholder meetings is warranted because: * The new proposal appears to be a blanket authorization to continue holding AGMs in the virtual format only. * The rationale regarding why it was considered necessary to hold a virtual-only meeting in the past three years, or why the company chose the virtual-only format again for the 2025 AGM, is not considered compelling. * The company has not given shareholders the option to attend the AGM in-person since prior to the pandemic, and there is no commitment by the boards to giving shareholders an in-person attendance option in the near future.*

Mobico Group Plc

Meeting Date: 06/09/2025

Country: United Kingdom

Ticker: MCG

Record Date: 06/05/2025

Meeting Type: Annual

Primary Security ID: G6374M109

Mobico Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Phil White as Director	Mgmt	For	For	For
4	Re-elect Jorge Cosmen as Director	Mgmt	For	For	For
5	Re-elect Enrique Dupuy de Lome Chavarri as Director	Mgmt	For	For	For
6	Re-elect Carolyn Flowers as Director	Mgmt	For	For	For
7	Re-elect Ignacio Garat as Director (WITHDRAWN)	Mgmt	None	Abstain	Abstain
8	Re-elect Karen Geary as Director	Mgmt	For	For	For
9	Re-elect Nigel Pocklington as Director	Mgmt	For	For	For
10	Re-elect Ana de Pro Gonzalo as Director	Mgmt	For	For	For
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Approve Long Term Incentive Plan	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Ashtead Group Plc

Meeting Date: 06/10/2025

Country: United Kingdom

Ticker: AHT

Record Date: 06/06/2025

Meeting Type: Special

Primary Security ID: G05320109

Ashtead Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Introduction of a New Holding Company	Mgmt	For	For	For
2	Approve Capital Reduction by Cancelling and Extinguishing the Scheme Shares	Mgmt	For	For	For
3	Authorise Issue of Equity Pursuant to the Scheme	Mgmt	For	For	For
4	Amend Articles of Association	Mgmt	For	For	For
5	Approve Delisting of Shares from the Equity Shares (Commercial Company) Category of the Official List Maintained by the FCA and the London Stock Exchange's Main Market	Mgmt	For	For	For
6	Approve Re-registration of the Company as a Private Company Limited by the Name of Ashtead Group Limited	Mgmt	For	For	For
7	Adopt New Articles of Association	Mgmt	For	For	For

Ashtead Group Plc

Meeting Date: 06/10/2025

Country: United Kingdom

Ticker: AHT

Record Date: 06/06/2025

Meeting Type: Court

Primary Security ID: G05320109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Court Meeting	Mgmt			
	Approve Scheme of Arrangement	Mgmt	For	For	For

Envista Holdings Corporation

Meeting Date: 06/10/2025

Country: USA

Ticker: NVST

Record Date: 04/14/2025

Meeting Type: Annual

Primary Security ID: 29415F104

Envista Holdings Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Paul Keel	Mgmt	For	For	For
1.2	Elect Director Wendy Carruthers	Mgmt	For	For	For
1.3	Elect Director Kieran T. Gallahue	Mgmt	For	For	For
1.4	Elect Director Scott Huennekens	Mgmt	For	For	For
1.5	Elect Director Barbara B. Hulit	Mgmt	For	For	For
1.6	Elect Director Vivek Jain	Mgmt	For	For	For
1.7	Elect Director Daniel A. Raskas	Mgmt	For	For	For
1.8	Elect Director Christine Tsingos	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Caterpillar, Inc.

Meeting Date: 06/11/2025 **Country:** USA **Ticker:** CAT
Record Date: 04/14/2025 **Meeting Type:** Annual
Primary Security ID: 149123101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joseph E. Creed	Mgmt	For	For	For
1.2	Elect Director James C. Fish, Jr.	Mgmt	For	For	For
1.3	Elect Director Gerald Johnson	Mgmt	For	For	For
1.4	Elect Director Nazzic S. Keene	Mgmt	For	For	For
1.5	Elect Director David W. MacLennan	Mgmt	For	For	For
1.6	Elect Director Judith F. Marks	Mgmt	For	For	For
1.7	Elect Director Debra L. Reed-Klages	Mgmt	For	For	For
1.8	Elect Director Susan C. Schwab	Mgmt	For	For	For
1.9	Elect Director D. James Umpleby, III	Mgmt	For	For	For

Caterpillar, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on a Civil Rights Audit	SH	Against	Against	Against
5	Report on Religious Discrimination in Charitable Contributions	SH	Against	Against	Against
6	Consider Abolishing DEI Policies, Departments, and Goals	SH	Against	Against	Against

Freeport-McMoRan Inc.

Meeting Date: 06/11/2025

Country: USA

Ticker: FCX

Record Date: 04/14/2025

Meeting Type: Annual

Primary Security ID: 35671D857

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David P. Abney	Mgmt	For	For	For
1.2	Elect Director Richard C. Adkerson	Mgmt	For	For	For
1.3	Elect Director Marcela E. Donadio	Mgmt	For	For	For
1.4	Elect Director Robert W. Dudley	Mgmt	For	For	For
1.5	Elect Director Hugh Grant	Mgmt	For	For	For
1.6	Elect Director Lydia H. Kennard	Mgmt	For	For	For
1.7	Elect Director Ryan M. Lance	Mgmt	For	For	For
1.8	Elect Director Sara Grootwassink Lewis	Mgmt	For	For	For
1.9	Elect Director Dustan E. McCoy	Mgmt	For	For	For
1.10	Elect Director Kathleen L. Quirk	Mgmt	For	For	For
1.11	Elect Director John J. Stephens	Mgmt	For	For	For
1.12	Elect Director Frances Fragos Townsend	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For

Freeport-McMoRan Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Gaztransport & Technigaz SA

Meeting Date: 06/11/2025

Country: France

Ticker: GTT

Record Date: 06/09/2025

Meeting Type: Annual/Special

Primary Security ID: F42674113

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 7.50 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Ratify Appointment of Virginie Banet as Director	Mgmt	For	For	For
6	Reelect Domitille Doat Le Bigot as Director	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Philippe Berterottière, Chairman and CEO from January 1, 2024 until June 12, 2024	Mgmt	For	For	For
9	Approve Compensation of Philippe Berterottière, Chairman of the Board from June 12, 2024 until December 31, 2024	Mgmt	For	For	For
10	Approve Compensation of Jean-Baptiste Choimet, CEO from June 12, 2024 until December 31, 2024	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board from January 1, 2025 until February 9, 2025	Mgmt	For	For	For

Gaztransport & Technigaz SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Remuneration Policy of CEO from January 1, 2025 until February 9, 2025	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman and CEO from February 9, 2025	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Approve Remuneration of Directors in the Aggregate Amount of EUR 800,000	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 95,000	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 35,000	Mgmt	For	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 35,000	Mgmt	For	For	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 20	Mgmt	For	For	For
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
23	Authorize Capitalization of Reserves of Up to EUR 75,000 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For

Gaztransport & Technigaz SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
26	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18 to 25 at EUR 141,500	Mgmt	For	For	For
27	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
28	Amend Article 18 of Bylaws Re: Written Consultation	Mgmt	For	For	For
	Ordinary Business	Mgmt			
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

NXP Semiconductors N.V.

Meeting Date: 06/11/2025

Country: Netherlands

Ticker: NXPI

Record Date: 05/14/2025

Meeting Type: Annual

Primary Security ID: N6596X109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board Members	Mgmt	For	For	For
3a	Reelect Kurt Sievers as Executive Director	Mgmt	For	For	For
3b	Reelect Annette Clayton as Non-Executive Director	Mgmt	For	For	For
3c	Reelect Anthony Foxx as Non-Executive Director	Mgmt	For	For	For
3d	Reelect Moshe Gavrielov as Non-Executive Director	Mgmt	For	For	For
3e	Reelect Chunyuan Gu as Non-Executive Director	Mgmt	For	For	For
3f	Reelect Lena Olving as Non-Executive Director	Mgmt	For	For	For
3g	Reelect Julie Southern as Non-Executive Director	Mgmt	For	For	For
3h	Reelect Jasmin Staiblin as Non-Executive Director	Mgmt	For	For	For
3i	Reelect Gregory Summe as Non-Executive Director	Mgmt	For	For	For
3j	Reelect Karl-Henrik Sundstrom as Non-Executive Director	Mgmt	For	For	For

NXP Semiconductors N.V.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
5	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
6	Authorize Share Repurchase Program	Mgmt	For	For	For
7	Approve Cancellation of Ordinary Shares	Mgmt	For	For	For
8	Ratify EY Accountants B.V. as Auditors	Mgmt	For	For	For
9	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Fidelity National Information Services, Inc.

Meeting Date: 06/12/2025

Country: USA

Ticker: FIS

Record Date: 04/14/2025

Meeting Type: Annual

Primary Security ID: 31620M106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nicole M. Anasenes	Mgmt	For	For	For
1b	Elect Director Mark D. Benjamin	Mgmt	For	For	For
1c	Elect Director Stephanie L. Ferris	Mgmt	For	For	For
1d	Elect Director Kourtney K. Gibson	Mgmt	For	For	For
1e	Elect Director Jeffrey A. Goldstein	Mgmt	For	For	For
1f	Elect Director Lisa A. Hook	Mgmt	For	For	For
1g	Elect Director Kenneth T. Lamneck	Mgmt	For	For	For
1h	Elect Director Gary L. Lauer	Mgmt	For	For	For
1i	Elect Director James B. Stallings, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Ingersoll Rand Inc.

Meeting Date: 06/12/2025

Country: USA

Ticker: IR

Record Date: 04/17/2025

Meeting Type: Annual

Primary Security ID: 45687V106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vicente Reynal	Mgmt	For	For	For
1b	Elect Director William P. Donnelly	Mgmt	For	For	For
1c	Elect Director Jennifer Hartsock	Mgmt	For	For	For
1d	Elect Director John Humphrey	Mgmt	For	For	For
1e	Elect Director Marc E. Jones	Mgmt	For	For	For
1f	Elect Director JoAnna L. Sohovich	Mgmt	For	For	For
1g	Elect Director Mark P. Stevenson	Mgmt	For	For	For
1h	Elect Director Michelle Swanenburg	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Tesco Plc

Meeting Date: 06/12/2025

Country: United Kingdom

Ticker: TSCO

Record Date: 06/10/2025

Meeting Type: Annual

Primary Security ID: G8T67X102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Chris Kennedy as Director	Mgmt	For	For	For
6	Re-elect Melissa Bethell as Director	Mgmt	For	For	For
7	Re-elect Bertrand Bodson as Director	Mgmt	For	For	For

Tesco Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Dame Carolyn Fairbairn as Director	Mgmt	For	For	For
9	Re-elect Thierry Garnier as Director	Mgmt	For	For	For
10	Re-elect Stewart Gilliland as Director	Mgmt	For	For	For
11	Re-elect Gerry Murphy as Director	Mgmt	For	For	For
12	Re-elect Ken Murphy as Director	Mgmt	For	For	For
13	Re-elect Imran Nawaz as Director	Mgmt	For	For	For
14	Re-elect Caroline Silver as Director	Mgmt	For	For	For
15	Re-elect Karen Whitworth as Director	Mgmt	For	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Zoom Communications, Inc.

Meeting Date: 06/12/2025

Country: USA

Ticker: ZM

Record Date: 04/14/2025

Meeting Type: Annual

Primary Security ID: 98980L101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William R. McDermott	Mgmt	For	For	For
1.2	Elect Director Michael Fenger	Mgmt	For	For	For

Zoom Communications, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Santiago Subotovsky	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Governance Committee member Santiago Subotovsky given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the classified board structure, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>					
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although a number of incremental positive changes were made to the annual program, the company continues to grant sizeable front-loaded awards to NEOs on a four-year cycle. These awards lack pre-set multi-year performance criteria and can lock in pay levels regardless of company performance.</i>					

Urban Logistics REIT PLC

Meeting Date: 06/13/2025 **Country:** United Kingdom **Ticker:** SHED
Record Date: 06/11/2025 **Meeting Type:** Special
Primary Security ID: G6853M109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash and Share Acquisition of Urban Logistics REIT plc by LondonMetric Property plc	Mgmt	For	For	For

Urban Logistics REIT PLC

Meeting Date: 06/13/2025 **Country:** United Kingdom **Ticker:** SHED
Record Date: 06/11/2025 **Meeting Type:** Court
Primary Security ID: G6853M109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Court Meeting	Mgmt			
1	Approve Scheme of Arrangement	Mgmt	For	For	For

Videndum Plc

Meeting Date: 06/16/2025 **Country:** United Kingdom **Ticker:** VID
Record Date: 06/13/2025 **Meeting Type:** Annual
Primary Security ID: G93682105

Videndum Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Stephen Harris as Director	Mgmt	For	For	For
5	Re-elect Richard Tyson as Director	Mgmt	For	For	For
6	Elect Polly Williams as Director	Mgmt	For	For	For
7	Elect Eva Lindqvist as Director	Mgmt	For	For	For
8	Re-elect Anna Vikstrom Persson as Director	Mgmt	For	For	For
9	Re-elect Graham Oldroyd as Director	Mgmt	For	For	For
10	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Approve Restricted Share Plan	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Biogen Inc.

Meeting Date: 06/17/2025

Country: USA

Ticker: BIIB

Record Date: 04/21/2025

Meeting Type: Annual

Primary Security ID: 09062X103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director: Caroline D. Dorsa	Mgmt	For	For	For

Biogen Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director: Maria C. Freire	Mgmt	For	For	For
1c	Elect Director: William A. Hawkins	Mgmt	For	For	For
1d	Elect Director: Susan K. Langer	Mgmt	For	For	For
1e	Elect Director: Jesus B. Mantas	Mgmt	For	For	For
1f	Elect Director: Lloyd Minor	Mgmt	For	For	For
1g	Elect Director: Menelas Pangalos	Mgmt	For	For	For
1h	Elect Director: Monish Patolawala	Mgmt	For	For	For
1i	Elect Director: Eric K. Rowinsky	Mgmt	For	For	For
1j	Elect Director: Stephen A. Sherwin	Mgmt	For	For	For
1k	Elect Director: Christopher A. Viehbacher	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although annual incentives are primarily based on pre-set objective metrics, financial targets were lowered for the fourth consecutive year and achieved above target or at maximum, raising significant concern regarding goal rigor. Design concerns also exist regarding the individual performance factor that can significantly increase payouts, and did for the CEO amidst poor shareholder returns. In addition, while LTI awards are majority based on multi-year performance goals, lack of forward -looking disclosure for one of the goals and a reduction in the rigor of the other goal raise concern.

MetLife, Inc.

Meeting Date: 06/17/2025

Country: USA

Ticker: MET

Record Date: 04/21/2025

Meeting Type: Annual

Primary Security ID: 59156R108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carlos M. Gutierrez	Mgmt	For	For	For
1b	Elect Director Carla A. Harris	Mgmt	For	For	For
1c	Elect Director Laura J. Hay	Mgmt	For	For	For
1d	Elect Director R. Glenn Hubbard	Mgmt	For	For	For
1e	Elect Director Jeh C. Johnson	Mgmt	For	For	For
1f	Elect Director William E. Kennard	Mgmt	For	For	For

MetLife, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Michel A. Khalaf	Mgmt	For	For	For
1h	Elect Director Diana L. McKenzie	Mgmt	For	For	For
1i	Elect Director Denise M. Morrison	Mgmt	For	For	For
1j	Elect Director Christian Mumenthaler	Mgmt	For	For	For
1k	Elect Director Mark A. Weinberger	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Synchrony Financial

Meeting Date: 06/17/2025

Country: USA

Ticker: SYF

Record Date: 04/22/2025

Meeting Type: Annual

Primary Security ID: 87165B103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian D. Doubles	Mgmt	For	For	For
1b	Elect Director Fernando Aguirre	Mgmt	For	For	For
1c	Elect Director Paget L. Alves	Mgmt	For	For	For
1d	Elect Director Kamila Chytil	Mgmt	For	For	For
1e	Elect Director Daniel Colao	Mgmt	For	For	For
1f	Elect Director Arthur W. Coviello, Jr.	Mgmt	For	For	For
1g	Elect Director Roy A. Guthrie	Mgmt	For	For	For
1h	Elect Director Jeffrey G. Naylor	Mgmt	For	For	For
1i	Elect Director P.W. "Bill" Parker	Mgmt	For	For	For
1j	Elect Director Laurel J. Richie	Mgmt	For	For	For
1k	Elect Director Ellen M. Zane	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Autodesk, Inc.

Meeting Date: 06/18/2025

Country: USA

Ticker: ADSK

Record Date: 04/22/2025

Meeting Type: Annual

Primary Security ID: 052769106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andrew Anagnost	Mgmt	For	For	For
1b	Elect Director Karen Blasing	Mgmt	For	For	For
1c	Elect Director John T. Cahill	Mgmt	For	For	For
1d	Elect Director Reid French	Mgmt	For	For	For
1e	Elect Director Ayanna Howard	Mgmt	For	For	For
1f	Elect Director Blake Irving	Mgmt	For	For	For
1g	Elect Director Ram R. Krishnan	Mgmt	For	For	For
1h	Elect Director Stephen Milligan	Mgmt	For	For	For
1i	Elect Director Rami Rahim	Mgmt	For	For	For
1j	Elect Director Stacy J. Smith	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Comcast Corporation

Meeting Date: 06/18/2025

Country: USA

Ticker: CMCSA

Record Date: 04/08/2025

Meeting Type: Annual

Primary Security ID: 20030N101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth J. Bacon	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: * WITHHOLD votes are warranted for Governance Committee members Kenneth Bacon, Madeline Bell, and Jeffrey Honickman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote FOR the remaining director nominees is warranted.</i>					
1.2	Elect Director Thomas J. Baltimore, Jr.	Mgmt	For	For	For
1.3	Elect Director Madeline S. Bell	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: * WITHHOLD votes are warranted for Governance Committee members Kenneth Bacon, Madeline Bell, and Jeffrey Honickman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote FOR the remaining director nominees is warranted.</i>					

Comcast Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Louise F. Brady	Mgmt	For	For	For
1.5	Elect Director Edward D. Breen	Mgmt	For	For	For
1.6	Elect Director Jeffrey A. Honickman	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: * WITHHOLD votes are warranted for Governance Committee members Kenneth Bacon, Madeline Bell, and Jeffrey Honickman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. * A vote FOR the remaining director nominees is warranted.</i></p>					
1.7	Elect Director Wonya Y. Lucas	Mgmt	For	For	For
1.8	Elect Director Asuka Nakahara	Mgmt	For	For	For
1.9	Elect Director David C. Novak	Mgmt	For	For	For
1.10	Elect Director Brian L. Roberts	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Improve Executive Compensation Program and Policy	SH	Against	Against	Against
6	Require Independent Board Chair	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The lead director role is not sufficiently robust to counterbalance the combined CEO/chair who has 33.7 percent of the combined voting power over both classes of common stock. In addition, the company TSRs have underperformed peers and the broader market over the short- and long-term periods.</i></p>					

International Consolidated Airlines Group SA

Meeting Date: 06/18/2025 **Country:** Spain **Ticker:** IAG
Record Date: 06/13/2025 **Meeting Type:** Annual
Primary Security ID: E67674106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement and Sustainability Information Report	Mgmt	For	For	For
3	Approve Discharge of Board	Mgmt	For	For	For
4	Reappoint KPMG Auditores SL as Auditors	Mgmt	For	For	For

International Consolidated Airlines Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Allocation of Income	Mgmt	For	For	For
6	Approve Final Dividend	Mgmt	For	For	For
7a	Re-elect Javier Ferran as Director	Mgmt	For	For	For
7b	Re-elect Luis Gallego as Director	Mgmt	For	For	For
7c	Re-elect Eva Castillo as Director	Mgmt	For	For	For
7d	Re-elect Margaret Ewing as Director	Mgmt	For	For	For
7e	Re-elect Maurice Lam as Director	Mgmt	For	For	For
7f	Re-elect Bruno Matheu as Director	Mgmt	For	For	For
7g	Re-elect Heather McSharry as Director	Mgmt	For	For	For
7h	Re-elect Robin Phillips as Director	Mgmt	For	For	For
7i	Re-elect Nicola Shaw as Director	Mgmt	For	For	For
7j	Elect Simone Menne as Director	Mgmt	For	For	For
7k	Elect Paivi Rekonen as Director	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST this item is considered warranted, acknowledging material concerns with the introduction of a one-time performance share award for the CEO equal to 300% of salary. While the Company's rationale is noted, material concerns are identified with the concurrent operation of the one-time award and the existing RSP, particularly as no reduction has been made to the RSP opportunity. Other concerns regarding the nature of the one-time award have also been identified.

10	Approve Reduction in Share Capital via Cancellation of Shares	Mgmt	For	For	For
11	Authorise Market Purchase of Shares	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities	Mgmt	For	For	For
14a	Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Pre-emptive Rights	Mgmt	For	For	For
14b	Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For

International Consolidated Airlines Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Approve Purchase of 21 Airbus A330-900neo Family Aircraft and 32 Boeing 787-10 Family Aircraft	Mgmt	For	For	For
16	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For

John Wood Group Plc

Meeting Date: 06/18/2025 **Country:** United Kingdom **Ticker:** WG
Record Date: 06/16/2025 **Meeting Type:** Annual
Primary Security ID: G9745T118

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Re-elect Brenda Reichelderfer as Director	Mgmt	For	For	For
2	Re-elect Birgitte Brinch Madsen as Director	Mgmt	For	For	For
3	Re-elect Adrian Marsh as Director	Mgmt	For	For	For
4	Re-elect Nigel Mills as Director	Mgmt	For	For	For
5	Re-elect Ken Gilmartin as Director	Mgmt	For	For	For
6	Re-elect Roy Franklin as Director	Mgmt	For	For	For
7	Elect Iain Torrens as Director	Mgmt	For	For	For
8	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
9	Authorise Issue of Equity	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Card Factory Plc

Meeting Date: 06/19/2025

Country: United Kingdom

Ticker: CARD

Record Date: 06/17/2025

Meeting Type: Annual

Primary Security ID: G1895H101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Paul Moody as Director	Mgmt	For	For	For
4	Re-elect Darcy Willson-Rymer as Director	Mgmt	For	For	For
5	Re-elect Matthias Seeger as Director	Mgmt	For	For	For
6	Re-elect Robert McWilliam as Director	Mgmt	For	For	For
7	Re-elect Indira Thambiah as Director	Mgmt	For	For	For
8	Elect Pam Powell as Director	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For
10	Reappoint Forvis Mazars LLP as Auditors	Mgmt	For	For	For
11	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Delta Air Lines, Inc.

Meeting Date: 06/19/2025

Country: USA

Ticker: DAL

Record Date: 04/25/2025

Meeting Type: Annual

Primary Security ID: 247361702

Delta Air Lines, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Edward H. Bastian	Mgmt	For	For	For
1b	Elect Director Christophe Beck	Mgmt	For	For	For
1c	Elect Director Maria Black	Mgmt	For	For	For
1d	Elect Director Willie CW Chiang	Mgmt	For	For	For
1e	Elect Director Greg Creed	Mgmt	For	For	For
1f	Elect Director David G. DeWalt	Mgmt	For	For	For
1g	Elect Director Leslie D. Hale	Mgmt	For	For	For
1h	Elect Director Christopher A. Hazleton	Mgmt	For	For	For
1i	Elect Director Michael P. Huerta	Mgmt	For	For	For
1j	Elect Director Judith J. McKenna	Mgmt	For	For	For
1k	Elect Director Vasant M. Prabhu	Mgmt	For	For	For
1l	Elect Director Sergio A. L. Rial	Mgmt	For	For	For
1m	Elect Director David S. Taylor	Mgmt	For	For	For
1n	Elect Director Kathy N. Waller	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Provide Right to Act by Written Consent	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.

Dollar Tree, Inc.

Meeting Date: 06/19/2025

Country: USA

Ticker: DLTR

Record Date: 04/17/2025

Meeting Type: Annual

Primary Security ID: 256746108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael C. Creedon, Jr.	Mgmt	For	For	For

Dollar Tree, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director William W. Douglas, III	Mgmt	For	For	For
1c	Elect Director Cheryl W. Grise	Mgmt	For	For	For
1d	Elect Director Daniel J. Heinrich	Mgmt	For	For	For
1e	Elect Director Paul C. Hilal	Mgmt	For	For	For
1f	Elect Director Timothy A. Johnson	Mgmt	For	For	For
1g	Elect Director Edward J. Kelly, III	Mgmt	For	For	For
1h	Elect Director Jeffrey G. Naylor	Mgmt	For	For	For
1i	Elect Director Diane E. Randolph	Mgmt	For	For	For
1j	Elect Director Bertram L. Scott	Mgmt	For	For	For
1k	Elect Director Stephanie P. Stahl	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Informa Plc

Meeting Date: 06/19/2025

Country: United Kingdom

Ticker: INF

Record Date: 06/17/2025

Meeting Type: Annual

Primary Security ID: G4770L106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Maria Kyriacou as Director	Mgmt	For	For	For
2	Elect Catherine Levene as Director	Mgmt	For	For	For
3	Re-elect John Rishton as Director	Mgmt	For	For	For
4	Re-elect Stephen Carter as Director	Mgmt	For	For	For
5	Re-elect Louise Smalley as Director	Mgmt	For	For	For
6	Re-elect Gareth Wright as Director	Mgmt	For	For	For
7	Re-elect Gill Whitehead as Director	Mgmt	For	For	For

Informa Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Patrick Martell as Director	Mgmt	For	For	For
9	Re-elect Joanne Wilson as Director	Mgmt	For	For	For
10	Re-elect Zheng Yin as Director	Mgmt	For	For	For
11	Re-elect Andy Ransom as Director	Mgmt	For	For	For
12	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Approve Final Dividend	Mgmt	For	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Lianhua Supermarket Holdings Co., Ltd.

Meeting Date: 06/19/2025

Country: China

Ticker: 980

Record Date: 06/13/2025

Meeting Type: Annual

Primary Security ID: Y5279F102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Work Report of the Board of Directors	Mgmt	For	For	For
2	Approve Work Report of the Supervisory Committee	Mgmt	For	For	For

Lianhua Supermarket Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Consolidated Audited Financial Statements and Report of the International Auditors	Mgmt	For	For	For
4	Approve Profit Distribution Proposal	Mgmt	For	For	For
5	Approve Shanghai Certified Public Accountants as PRC Auditors and Deloitte Touche Tohmatsu as International Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Elect Wang Xiao-yan as Director	Mgmt	For	For	For
7	Elect Zhu Ding-ping as Director	Mgmt	For	For	For
8	Elect Cao Hai-lun as Director	Mgmt	For	For	For
9	Approve Procurement of Goods Framework Agreement and Proposed Annual Caps	Mgmt	For	For	For
10	Approve Goods Supply Framework Agreement, Proposed Annual Caps and Approve Revised Annual Caps under the Existing Goods Supply Framework Agreement	Mgmt	For	For	For

Whitbread Plc

Meeting Date: 06/19/2025

Country: United Kingdom

Ticker: WTB

Record Date: 06/17/2025

Meeting Type: Annual

Primary Security ID: G9606P197

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Kal Atwal as Director	Mgmt	For	For	For
6	Re-elect Horst Baier as Director	Mgmt	For	For	For
7	Re-elect Adam Crozier as Director	Mgmt	For	For	For
8	Re-elect Frank Fiskers as Director	Mgmt	For	For	For

Whitbread Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Richard Gillingwater as Director	Mgmt	For	For	For
10	Re-elect Karen Jones as Director	Mgmt	For	For	For
11	Re-elect Hemant Patel as Director	Mgmt	For	For	For
12	Re-elect Dominic Paul as Director	Mgmt	For	For	For
13	Re-elect Shelley Roberts as Director	Mgmt	For	For	For
14	Re-elect Cilla Snowball as Director	Mgmt	For	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Kingfisher plc

Meeting Date: 06/23/2025

Country: United Kingdom

Ticker: KGF

Record Date: 06/19/2025

Meeting Type: Annual

Primary Security ID: G5256E441

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Ian McLeod as Director	Mgmt	For	For	For

Kingfisher plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Elect Bhavesh Mistry as Director	Mgmt	For	For	For
7	Elect Lucinda Riches as Director	Mgmt	For	For	For
8	Re-elect Claudia Arney as Director	Mgmt	For	For	For
9	Re-elect Jeff Carr as Director	Mgmt	For	For	For
10	Re-elect Thierry Garnier as Director	Mgmt	For	For	For
11	Re-elect Sophie Gasperment as Director	Mgmt	For	For	For
12	Re-elect Bill Lennie as Director	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Mastercard Incorporated

Meeting Date: 06/24/2025

Country: USA

Ticker: MA

Record Date: 04/25/2025

Meeting Type: Annual

Primary Security ID: 57636Q104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Merit E. Janow	Mgmt	For	For	For
1b	Elect Director Candido Bracher	Mgmt	For	For	For
1c	Elect Director Richard K. Davis	Mgmt	For	For	For
1d	Elect Director Julius Genachowski	Mgmt	For	For	For

Mastercard Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Choon Phong Goh	Mgmt	For	For	For
1f	Elect Director Oki Matsumoto	Mgmt	For	For	For
1g	Elect Director Michael Miebach	Mgmt	For	For	For
1h	Elect Director Youngme Moon	Mgmt	For	For	For
1i	Elect Director Rima Qureshi	Mgmt	For	For	For
1j	Elect Director Gabrielle Sulzberger	Mgmt	For	For	For
1k	Elect Director Harit Talwar	Mgmt	For	For	For
1l	Elect Director Lance Uggla	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	For	For	For
5	Amend Articles of Incorporation to Remove Industry Director Concept	Mgmt	For	For	For
6	Amend Certificate of Incorporation	Mgmt	For	For	For
7	Oversee and Report on a Racial Equity Audit	SH	Against	Against	Against
8	Report on Discrimination Risks of Affirmative Action Initiatives	SH	Against	Against	Against

Saga Plc

Meeting Date: 06/24/2025 **Country:** United Kingdom **Ticker:** SAGA
Record Date: 06/20/2025 **Meeting Type:** Annual
Primary Security ID: G7770H124

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Re-elect Sir Roger De Haan as Director	Mgmt	For	For	For
5	Re-elect Anand Aithal as Director	Mgmt	For	For	For

Saga Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Gemma Godfrey as Director	Mgmt	For	For	For
7	Re-elect Julie Hopes as Director	Mgmt	For	For	For
8	Re-elect Gareth Hoskin as Director	Mgmt	For	For	For
9	Re-elect Mike Hazell as Director	Mgmt	For	For	For
10	Re-elect Mark Watkins as Director	Mgmt	For	For	For
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

eBay Inc.

Meeting Date: 06/25/2025

Country: USA

Ticker: EBAY

Record Date: 04/28/2025

Meeting Type: Annual

Primary Security ID: 278642103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Adriane M. Brown	Mgmt	For	For	For
1b	Elect Director Aparna Chennapragada	Mgmt	For	For	For
1c	Elect Director Logan D. Green	Mgmt	For	For	For
1d	Elect Director E. Carol Hayles	Mgmt	For	For	For
1e	Elect Director Jamie J. Iannone	Mgmt	For	For	For

eBay Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Shripriya Mahesh	Mgmt	For	For	For
1g	Elect Director William D. Nash	Mgmt	For	For	For
1h	Elect Director Paul S. Pressler	Mgmt	For	For	For
1i	Elect Director Zane Rowe	Mgmt	For	For	For
1j	Elect Director Mohak Shroff	Mgmt	For	For	For
1k	Elect Director Perry M. Traquina	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): * The plan cost is excessive * The three-year average burn rate is excessive * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) * The plan allows broad discretion to accelerate vesting</i></p>					
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is small.</i></p>					
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Against	Against

NVIDIA Corporation

Meeting Date: 06/25/2025

Country: USA

Ticker: NVDA

Record Date: 04/28/2025

Meeting Type: Annual

Primary Security ID: 67066G104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert K. Burgess	Mgmt	For	For	For
1b	Elect Director Tench Coxo	Mgmt	For	For	For
1c	Elect Director John O. Dabiri	Mgmt	For	For	For
1d	Elect Director Persis S. Drell	Mgmt	For	For	For
1e	Elect Director Jen-Hsun Huang	Mgmt	For	For	For
1f	Elect Director Dawn Hudson	Mgmt	For	For	For
1g	Elect Director Harvey C. Jones	Mgmt	For	For	For

NVIDIA Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Melissa B. Lora	Mgmt	For	For	For
1i	Elect Director Stephen C. Neal	Mgmt	For	For	For
1j	Elect Director Ellen Ochoa	Mgmt	For	For	For
1k	Elect Director A. Brooke Seawell	Mgmt	For	For	For
1l	Elect Director Aarti Shah	Mgmt	For	For	For
1m	Elect Director Mark A. Stevens	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirements	Mgmt	For	For	For
5	Amend Right to Call Special Meeting	SH	Against	Against	Against
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Against	Against
7	Enhance Workforce Data Reporting	SH	Against	Against	Against

3i Group PLC

Meeting Date: 06/26/2025 **Country:** United Kingdom **Ticker:** III
Record Date: 06/24/2025 **Meeting Type:** Annual
Primary Security ID: G88473148

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Dividend	Mgmt	For	For	For
4	Re-elect Simon Borrows as Director	Mgmt	For	For	For
5	Re-elect Stephen Daintith as Director	Mgmt	For	For	For
6	Re-elect Jasi Halai as Director	Mgmt	For	For	For
7	Re-elect James Hatchley as Director	Mgmt	For	For	For
8	Re-elect David Hutchison as Director	Mgmt	For	For	For

3i Group PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Lesley Knox as Director	Mgmt	For	For	For
10	Re-elect Coline McConville as Director	Mgmt	For	For	For
11	Re-elect Peter McKellar as Director	Mgmt	For	For	For
12	Elect Hemant Patel as Director	Mgmt	For	For	For
13	Re-elect Alexandra Schaapveld as Director	Mgmt	For	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise Board Acting Through the Audit and Compliance Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

QIAGEN NV

Meeting Date: 06/26/2025

Country: Netherlands

Ticker: QGEN

Record Date: 05/29/2025

Meeting Type: Annual

Primary Security ID: N72482206

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.	Open Meeting	Mgmt			
2.	Receive Report of Management Board (Non-Voting)	Mgmt			
3.	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
4.	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.	Approve Remuneration Report	Mgmt	For	For	For
6.	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
7.	Approve Dividends	Mgmt	For	For	For
8.	Approve Discharge of Management Board	Mgmt	For	For	For
9.	Approve Discharge of Supervisory Board	Mgmt	For	For	For
10.a.	Reelect Metin Colpan to Supervisory Board	Mgmt	For	For	For
10.b.	Reelect Toralf Haag to Supervisory Board	Mgmt	For	For	For
10.c.	Reelect Ross L. Levine to Supervisory Board	Mgmt	For	For	For
10.d.	Reelect Eva Pisa to Supervisory Board	Mgmt	For	For	For
10.e.	Reelect Stephen H. Rusckowski to Supervisory Board	Mgmt	For	For	For
10.f.	Reelect Elizabeth E. Tallett to Supervisory Board	Mgmt	For	For	For
10.g.	Reelect Bert van Meurs to Supervisory Board	Mgmt	For	For	For
10.h.	Reelect Eva van Pelt to Supervisory Board	Mgmt	For	For	For
11.a.	Reelect Thierry Bernard to Management Board	Mgmt	For	For	For
11.b.	Reelect Roland Sackers to Management Board	Mgmt	For	For	For
12.	Approve Remuneration Policy	Mgmt	For	For	For
13.a.	Grant Supervisory Board Authority to Issue Shares	Mgmt	For	For	For
13.b.	Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
14.	Authorize Repurchase of Shares	Mgmt	For	For	For
15.	Approve Discretionary Rights for the Managing Board to Implement Capital Repayment by Means of Synthetic Share Repurchase	Mgmt	For	For	For
16.	Approve Cancellation of Shares	Mgmt	For	For	For
17.	Allow Questions	Mgmt			
18.	Close Meeting	Mgmt			

Spirent Communications Plc

Meeting Date: 06/26/2025

Country: United Kingdom

Ticker: SPT

Record Date: 06/24/2025

Meeting Type: Annual

Primary Security ID: G83562101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is considered warranted because: * A material divergence between the Company's financial performance and the annual bonus outcomes has been identified. * The Remuneration Committee has utilised discretion to ensure that the 2022 LTIP awards vest in full despite the fact that they would have not paid out at all under the formulaic outcome.</i></p>					
3	Re-elect Paula Bell as Director	Mgmt	For	For	For
4	Re-elect Maggie Buggie as Director	Mgmt	For	For	For
5	Re-elect Gary Bullard as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Items 3-4, 6-7 and 9 A vote FOR these Directors is considered warranted, as no significant concerns have been identified. Item 5 A vote AGAINST the re-election of Gary Bullard is considered warranted because: * As Chair of the Remuneration Committee, Gary Bullard is considered ultimately accountable for remuneration practices at Board level, where a number of concerns have been highlighted over multiple years. Item 8 A vote FOR Jonathan Silver's re-election is considered warranted, although it is not without concern as: * He is no longer considered independent and remains SID and the Audit Committee Chair. The main reason for support is: * The Company's recruitment and succession plans have been temporarily put on hold given the ongoing Keysight offer process. As a result, Mr Silver is to remain in place until the conclusion of the process.</i></p>					
6	Re-elect Wendy Koh as Director	Mgmt	For	For	For
7	Re-elect Edgar Masri as Director	Mgmt	For	For	For
8	Re-elect Jonathan Silver as Director	Mgmt	For	For	For
9	Re-elect Sir Bill Thomas as Director	Mgmt	For	For	For
10	Re-elect Eric Updyke as Director	Mgmt	For	For	For
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

The Kroger Co.

Meeting Date: 06/26/2025

Country: USA

Ticker: KR

Record Date: 04/28/2025

Meeting Type: Annual

Primary Security ID: 501044101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nora A. Aufreiter	Mgmt	For	For	For
1b	Elect Director Kevin M. Brown	Mgmt	For	For	For
1c	Elect Director Elaine L. Chao	Mgmt	For	For	For
1d	Elect Director Anne Gates	Mgmt	For	For	For
1e	Elect Director Karen M. Hoguet	Mgmt	For	For	For
1f	Elect Director Clyde R. Moore	Mgmt	For	For	For
1g	Elect Director Ronald L. Sargent	Mgmt	For	For	For
1h	Elect Director J. Amanda Sourry Knox (Amanda Sourry)	Mgmt	For	For	For
1i	Elect Director Mark S. Sutton	Mgmt	For	For	For
1j	Elect Director Ashok Vemuri	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on Educating Customers on Tobacco Waste	SH	Against	Against	Against
5	Report on Implementing Worker-Driven Social Responsibility Principles	SH	Against	Against	Against
6	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Reproductive or Gender-affirming Health Care	SH	Against	Against	Against

Aon Plc

Meeting Date: 06/27/2025

Country: Ireland

Ticker: AON

Record Date: 04/11/2025

Meeting Type: Annual

Primary Security ID: G0403H108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lester B. Knight	Mgmt	For	For	For

Aon Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Gregory C. Case	Mgmt	For	For	For
1.3	Elect Director Jose Antonio Alvarez	Mgmt	For	For	For
1.4	Elect Director Jin-Yong Cai	Mgmt	For	For	For
1.5	Elect Director Jeffrey C. Campbell	Mgmt	For	For	For
1.6	Elect Director Cheryl A. Francis	Mgmt	For	For	For
1.7	Elect Director Adriana Karaboutis	Mgmt	For	For	For
1.8	Elect Director Richard C. Notebaert	Mgmt	For	For	For
1.9	Elect Director Gloria Santona	Mgmt	For	For	For
1.10	Elect Director Sarah E. Smith	Mgmt	For	For	For
1.11	Elect Director Byron O. Spruell	Mgmt	For	For	For
1.12	Elect Director James G. Stavridis	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Ratify Ernst & Young Chartered Accountants as Statutory Auditor	Mgmt	For	For	For
5	Authorize the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Authorise Issue of Equity	Mgmt	For	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
8	Amend Omnibus Stock Plan	Mgmt	For	For	For

Marks & Spencer Group Plc

Meeting Date: 07/01/2025

Country: United Kingdom

Ticker: MKS

Record Date: 06/27/2025

Meeting Type: Annual

Primary Security ID: G5824M107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Marks & Spencer Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Archie Norman as Director	Mgmt	For	For	For
5	Re-elect Stuart Machin as Director	Mgmt	For	For	For
6	Re-elect Evelyn Bourke as Director	Mgmt	For	For	For
7	Re-elect Fiona Dawson as Director	Mgmt	For	For	For
8	Re-elect Ronan Dunne as Director	Mgmt	For	For	For
9	Re-elect Tamara Ingram as Director	Mgmt	For	For	For
10	Re-elect Justin King as Director	Mgmt	For	For	For
11	Re-elect Cheryl Potter as Director	Mgmt	For	For	For
12	Re-elect Sapna Sood as Director	Mgmt	For	For	For
13	Elect Alison Dolan as Director	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
22	Approve Performance Share Plan	Mgmt	For	For	For
23	Approve Deferred Share Bonus Plan	Mgmt	For	For	For
24	Approve Restricted Share Plan	Mgmt	For	For	For
25	Approve Executive Share Option Plan	Mgmt	For	For	For

Marks & Spencer Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
26	Approve Increase in the Maximum Aggregate Fees Payable to Directors Shareholder Proposal	Mgmt	For	For	For
27	Oversee the Preparation of a Report to Provide Investors the Information Needed to Assess the Company's Approach to Human Capital Management	SH	Against	Against	Against

Primary Health Properties Plc

Meeting Date: 07/01/2025

Country: United Kingdom

Ticker: PHP

Record Date: 06/27/2025

Meeting Type: Special

Primary Security ID: G7240B186

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Shares and Cash Combination of Primary Health Properties plc and Assura plc	Mgmt	For	For	For
2	Authorise Issue of Equity in Connection with the Combination	Mgmt	For	For	For
3	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Combination	Mgmt	For	For	For
4	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Bytes Technology Group Plc

Meeting Date: 07/02/2025

Country: United Kingdom

Ticker: BYIT

Record Date: 06/30/2025

Meeting Type: Annual

Primary Security ID: G1824W104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For

Bytes Technology Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Final Dividend	Mgmt	For	For	For
4	Approve Special Dividend	Mgmt	For	For	For
5	Re-elect Patrick De Smedt as Director	Mgmt	For	For	For
6	Re-elect Sam Mudd as Director	Mgmt	For	For	For
7	Re-elect Andrew Holden as Director	Mgmt	For	For	For
8	Re-elect Erika Schraner as Director	Mgmt	For	For	For
9	Re-elect Shruthi Chindalur as Director	Mgmt	For	For	For
10	Re-elect Ross Paterson as Director	Mgmt	For	For	For
11	Re-elect Anna Vikstrom Persson as Director	Mgmt	For	For	For
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Great Portland Estates Plc

Meeting Date: 07/03/2025

Country: United Kingdom

Ticker: GPE

Record Date: 07/01/2025

Meeting Type: Annual

Primary Security ID: G40712211

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Great Portland Estates Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect William Eccleshare as Director	Mgmt	For	For	For
5	Re-elect Toby Courtauld as Director	Mgmt	For	For	For
6	Re-elect Nick Sanderson as Director	Mgmt	For	For	For
7	Re-elect Dan Nicholson as Director	Mgmt	For	For	For
8	Re-elect Karen Green as Director	Mgmt	For	For	For
9	Re-elect Mark Anderson as Director	Mgmt	For	For	For
10	Re-elect Vicky Jarman as Director	Mgmt	For	For	For
11	Re-elect Champa Magesh as Director	Mgmt	For	For	For
12	Re-elect Emma Woods as Director	Mgmt	For	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Sirius Real Estate Limited

Meeting Date: 07/07/2025

Country: Guernsey

Ticker: SRE

Record Date: 07/03/2025

Meeting Type: Annual

Primary Security ID: G8187C104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Chris Bowman as Director	Mgmt	For	For	For
3	Re-elect Caroline Britton as Director	Mgmt	For	For	For
4	Re-elect Mark Cherry as Director	Mgmt	For	For	For
5	Re-elect Kelly Cleveland as Director	Mgmt	For	For	For
6	Re-elect Andrew Coombs as Director	Mgmt	For	For	For
7	Re-elect Deborah Davis as Director	Mgmt	For	For	For
8	Re-elect Joanne Kenrick as Director	Mgmt	For	For	For
9	Re-elect Daniel Kitchen as Director	Mgmt	For	For	For
10	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Approve Dividend	Mgmt	For	For	For
13	Approve Remuneration Policy	Mgmt	For	For	For
14	Approve the Implementation Report on the Remuneration Policy	Mgmt	For	For	For
15	Approve Scrip Dividend	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Approve Amendments to the Rules of the Long Term Incentive Plan	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Molten Ventures Plc

Meeting Date: 07/08/2025

Country: United Kingdom

Ticker: GROW

Record Date: 07/04/2025

Meeting Type: Annual

Primary Security ID: G28295106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Elect Andrew Zimmermann as Director	Mgmt	For	For	For
5	Re-elect Stuart Chapman as Director	Mgmt	For	For	For
6	Re-elect Grahame Cook as Director	Mgmt	For	For	For
7	Re-elect Sarah Gentleman as Director	Mgmt	For	For	For
8	Re-elect Laurence Hollingworth as Director	Mgmt	For	For	For
9	Re-elect Lara Naqushbandi as Director	Mgmt	For	For	For
10	Re-elect Gervaise Slowey as Director	Mgmt	For	For	For
11	Re-elect Ben Wilkinson as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit, Risk and Valuations Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

LondonMetric Property Plc

Meeting Date: 07/09/2025

Country: United Kingdom

Ticker: LMP

Record Date: 07/07/2025

Meeting Type: Annual

Primary Security ID: G5689W109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Re-elect Andrew Jones as Director	Mgmt	For	For	For
6	Re-elect Martin McGann as Director	Mgmt	For	For	For
7	Re-elect Alistair Elliott as Director	Mgmt	For	For	For
8	Re-elect Suzanne Avery as Director	Mgmt	For	For	For
9	Re-elect Robert Fowlds as Director	Mgmt	For	For	For
10	Re-elect Katerina Patmore as Director	Mgmt	For	For	For
11	Re-elect Suzy Neubert as Director	Mgmt	For	For	For
12	Re-elect Nicholas Leslau as Director	Mgmt	For	For	For
13	Re-elect Sandra Gumm as Director	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Board to Offer Scrip Dividend	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 07/09/2025

Country: United Kingdom

Ticker: NG

Record Date: 07/07/2025

Meeting Type: Annual

Primary Security ID: G6S9A7120

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Paula Reynolds as Director	Mgmt	For	For	For
4	Re-elect John Pettigrew as Director	Mgmt	For	For	For
5	Re-elect Andy Agg as Director	Mgmt	For	For	For
6	Re-elect Jacqui Ferguson as Director	Mgmt	For	For	For
7	Re-elect Ian Livingston as Director	Mgmt	For	For	For
8	Re-elect Iain Mackay as Director	Mgmt	For	For	For
9	Re-elect Anne Robinson as Director	Mgmt	For	For	For
10	Re-elect Earl Shipp as Director	Mgmt	For	For	For
11	Re-elect Jonathan Silver as Director	Mgmt	For	For	For
12	Re-elect Tony Wood as Director	Mgmt	For	For	For
13	Re-elect Martha Wyrsh as Director	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Approve Remuneration Policy	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Approve Increase in Borrowing Limit	Mgmt	For	For	For
20	Approve Scrip Dividend Scheme	Mgmt	For	For	For

National Grid Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorise Directors to Capitalise the Appropriate Nominal Amounts of New Shares of the Company Allotted Pursuant to the Company's Scrip Dividend Scheme	Mgmt	For	For	For
22	Authorise Issue of Equity	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

BT Group Plc

Meeting Date: 07/10/2025

Country: United Kingdom

Ticker: BT.A

Record Date: 07/08/2025

Meeting Type: Annual

Primary Security ID: G16612106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Adam Crozier as Director	Mgmt	For	For	For
6	Re-elect Allison Kirkby as Director	Mgmt	For	For	For
7	Re-elect Simon Lowth as Director	Mgmt	For	For	For
8	Re-elect Dame Ruth Cairnie as Director	Mgmt	For	For	For
9	Re-elect Maggie Chan Jones as Director	Mgmt	For	For	For
10	Re-elect Steven Guggenheimer as Director	Mgmt	For	For	For
11	Re-elect Matthew Key as Director	Mgmt	For	For	For

BT Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Re-elect Raphael Kubler as Director	Mgmt	For	For	For
13	Re-elect Tushar Morzaria as Director	Mgmt	For	For	For
14	Re-elect Sara Weller as Director	Mgmt	For	For	For
15	Elect Sir Alex Chisholm as Director	Mgmt	For	For	For
16	Elect Rima Qureshi as Director	Mgmt	For	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
24	Authorise UK Political Donations	Mgmt	For	For	For

Land Securities Group Plc

Meeting Date: 07/10/2025

Country: United Kingdom

Ticker: LAND

Record Date: 07/08/2025

Meeting Type: Annual

Primary Security ID: G5375M142

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Baroness Louise Casey as Director	Mgmt	For	For	For
5	Elect Michael Campbell as Director	Mgmt	For	For	For

Land Securities Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Sir Ian Cheshire as Director	Mgmt	For	For	For
7	Re-elect Mark Allan as Director	Mgmt	For	For	For
8	Re-elect Vanessa Simms as Director	Mgmt	For	For	For
9	Re-elect Moni Mannings as Director	Mgmt	For	For	For
10	Re-elect James Bowling as Director	Mgmt	For	For	For
11	Re-elect Christophe Evain as Director	Mgmt	For	For	For
12	Re-elect Miles Roberts as Director	Mgmt	For	For	For
13	Re-elect Manjiry Tamhane as Director	Mgmt	For	For	For
14	Reappoint Ernst & Young LLP (EY) as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Pets At Home Group Plc

Meeting Date: 07/10/2025

Country: United Kingdom

Ticker: PETS

Record Date: 07/08/2025

Meeting Type: Annual

Primary Security ID: G7041J107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Sharesave Plan	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For

Pets At Home Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5A	Re-elect Lyssa McGowan as Director	Mgmt	For	For	For
5B	Re-elect Mike Iddon as Director	Mgmt	For	For	For
5C	Re-elect Ian Burke as Director	Mgmt	For	For	For
5D	Re-elect Zarin Patel as Director	Mgmt	For	For	For
5E	Re-elect Roger Burnley as Director	Mgmt	For	For	For
5F	Re-elect Natalie-Jane Macdonald as Director	Mgmt	For	For	For
6	Elect Garret Turley as Director	Mgmt	For	For	For
7	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
8	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
9	Authorise Issue of Equity	Mgmt	For	For	For
10	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Ubisoft Entertainment SA

Meeting Date: 07/10/2025

Country: France

Ticker: UBI

Record Date: 07/08/2025

Meeting Type: Annual/Special

Primary Security ID: F9396N106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Yves Guillemot, Chairman and CEO	Mgmt	For	For	For
7	Approve Compensation of Claude Guillemot, Vice-CEO	Mgmt	For	For	For
8	Approve Compensation of Michel Guillemot, Vice-CEO	Mgmt	For	For	For
9	Approve Compensation of Gérard Guillemot, Vice-CEO	Mgmt	For	For	For
10	Approve Compensation of Christian Guillemot, Vice-CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Elect Axelle Lemaire as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: VOTE RECOMMENDATION * A vote FOR the election of this independent nominee warranted in the absence of specific concerns (Item 15). * A vote FOR the reelection of Claude France, independent nominee, lead director, is warranted but not without concerns given the limited communication to shareholders on the major operation decided (item 16). * The number of outside mandates held by Michel Guillemot, Christian Guillemot and Axelle Lemaire is more than recommended guidelines. Therefore, their election (item 14) and reelections (items 17 and 18) warrant votes AGAINST.</i></p> <p>BACKGROUND INFORMATION</p>					
15	Elect André Loeseckrug-Pietri as Director	Mgmt	For	For	For
16	Reelect Claude France as Director	Mgmt	For	For	For
17	Reelect Michel Guillemot as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: VOTE RECOMMENDATION * A vote FOR the election of this independent nominee warranted in the absence of specific concerns (Item 15). * A vote FOR the reelection of Claude France, independent nominee, lead director, is warranted but not without concerns given the limited communication to shareholders on the major operation decided (item 16). * The number of outside mandates held by Michel Guillemot, Christian Guillemot and Axelle Lemaire is more than recommended guidelines. Therefore, their election (item 14) and reelections (items 17 and 18) warrant votes AGAINST.</i></p> <p>BACKGROUND INFORMATION</p>					
18	Reelect Christian Guillemot as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: VOTE RECOMMENDATION * A vote FOR the election of this independent nominee warranted in the absence of specific concerns (Item 15). * A vote FOR the reelection of Claude France, independent nominee, lead director, is warranted but not without concerns given the limited communication to shareholders on the major operation decided (item 16). * The number of outside mandates held by Michel Guillemot, Christian Guillemot and Axelle Lemaire is more than recommended guidelines. Therefore, their election (item 14) and reelections (items 17 and 18) warrant votes AGAINST.</i></p> <p>BACKGROUND INFORMATION</p>					
19	Appoint Ernst & Young Audit as Auditor	Mgmt	For	For	For

Ubisoft Entertainment SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
22	Authorize Capitalization of Reserves of Up to EUR 10 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 5 Million	Mgmt	For	For	For
24	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Million	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes FOR the authorizations under Items 23 and 26 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Items 24 and 25 warrants votes AGAINST because the maximum discount allowed could go beyond the acceptable limit of 10 percent.</i></p>					
25	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1 Million	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes FOR the authorizations under Items 23 and 26 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * Items 24 and 25 warrants votes AGAINST because the maximum discount allowed could go beyond the acceptable limit of 10 percent.</i></p>					
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and/or Corporate Officers of International Subsidiaries	Mgmt	For	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans, Reserved for Specific Beneficiaries	Mgmt	For	For	For
30	Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For

Ubisoft Entertainment SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
31	Authorize up to 0.30 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Executive Corporate Officers	Mgmt	For	For	For
32	Amend Article 10.2 of Bylaws to Incorporate Legal Changes	Mgmt	For	For	For
33	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Walgreens Boots Alliance, Inc.

Meeting Date: 07/11/2025 **Country:** USA **Ticker:** WBA
Record Date: 06/06/2025 **Meeting Type:** Special
Primary Security ID: 931427108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For
2	Adjourn Meeting	Mgmt	For	For	For
3	Advisory Vote on Golden Parachutes	Mgmt	For	For	For

Industria de Diseno Textil SA

Meeting Date: 07/15/2025 **Country:** Spain **Ticker:** ITX
Record Date: 07/10/2025 **Meeting Type:** Annual
Primary Security ID: E6282J125

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.a	Approve Standalone Financial Statements	Mgmt	For	For	For
1.b	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5	Elect Roberto Cibeira Moreiras as Director	Mgmt	For	For	For
6	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For	For

Industria de Diseno Textil SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Long-Term Incentive Plan	Mgmt	For	For	For
8	Advisory Vote on Remuneration Report	Mgmt	For	For	For
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
10	Receive Amendments to Board of Directors Regulations	Mgmt			

Ricardo Plc

Meeting Date: 07/15/2025 **Country:** United Kingdom **Ticker:** RCDO
Record Date: 07/11/2025 **Meeting Type:** Court
Primary Security ID: G75528110

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Court Meeting	Mgmt			
1	Approve Scheme of Arrangement	Mgmt	For	For	For

Ricardo Plc

Meeting Date: 07/15/2025 **Country:** United Kingdom **Ticker:** RCDO
Record Date: 07/11/2025 **Meeting Type:** Special
Primary Security ID: G75528110

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Final Cash Acquisition of Ricardo plc by WSP Group Limited	Mgmt	For	For	For

The British Land Co. Plc

Meeting Date: 07/15/2025 **Country:** United Kingdom **Ticker:** BLND
Record Date: 07/11/2025 **Meeting Type:** Annual
Primary Security ID: G15540118

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Mark Aedy as Director	Mgmt	For	For	For
6	Re-elect Simon Carter as Director	Mgmt	For	For	For
7	Re-elect Lynn Gladden as Director	Mgmt	For	For	For
8	Re-elect Alastair Hughes as Director	Mgmt	For	For	For
9	Re-elect Amanda James as Director	Mgmt	For	For	For
10	Re-elect Amanda Mackenzie as Director	Mgmt	For	For	For
11	Re-elect Mary Ricks as Director	Mgmt	For	For	For
12	Re-elect William Rucker as Director	Mgmt	For	For	For
13	Elect David Walker as Director	Mgmt	For	For	For
14	Re-elect Loraine Woodhouse as Director	Mgmt	For	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Bloomsbury Publishing Plc

Meeting Date: 07/16/2025

Country: United Kingdom

Ticker: BMY

Record Date: 07/14/2025

Meeting Type: Annual

Primary Security ID: G1179Q132

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect John Bason as Director	Mgmt	For	For	For
5	Re-elect Nigel Newton as Director	Mgmt	For	For	For
6	Re-elect Leslie-Ann Reed as Director	Mgmt	For	For	For
7	Re-elect Penny Scott-Bayfield as Director	Mgmt	For	For	For
8	Re-elect Baroness Lola Young of Hornsey as Director	Mgmt	For	For	For
9	Elect Dame Heather Rabbatts as Director	Mgmt	For	For	For
10	Reappoint Crowe U.K. LLP as Auditors	Mgmt	For	For	For
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Burberry Group Plc

Meeting Date: 07/16/2025

Country: United Kingdom

Ticker: BRBY

Record Date: 07/14/2025

Meeting Type: Annual

Primary Security ID: G1700D105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Burberry Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Gerry Murphy as Director	Mgmt	For	For	For
4	Re-elect Kate Ferry as Director	Mgmt	For	For	For
5	Re-elect Orna NiChionna as Director	Mgmt	For	For	For
6	Re-elect Alessandra Cozzani as Director	Mgmt	For	For	For
7	Re-elect Ron Frasch as Director	Mgmt	For	For	For
8	Re-elect Danuta Gray as Director	Mgmt	For	For	For
9	Re-elect Alan Stewart as Director	Mgmt	For	For	For
10	Elect Joshua Schulman as Director	Mgmt	For	For	For
11	Elect Stella King as Director	Mgmt	For	For	For
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Experian Plc

Meeting Date: 07/16/2025

Country: Jersey

Ticker: EXPN

Record Date: 07/14/2025

Meeting Type: Annual

Primary Security ID: G32655105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Eduardo Vassimon as Director	Mgmt	For	For	For
4	Re-elect Alison Brittain as Director	Mgmt	For	For	For
5	Re-elect Brian Cassin as Director	Mgmt	For	For	For
6	Re-elect Kathleen DeRose as Director	Mgmt	For	For	For
7	Re-elect Caroline Donahue as Director	Mgmt	For	For	For
8	Re-elect Jonathan Howell as Director	Mgmt	For	For	For
9	Re-elect Esther Lee as Director	Mgmt	For	For	For
10	Re-elect Lloyd Pitchford as Director	Mgmt	For	For	For
11	Re-elect Mike Rogers as Director	Mgmt	For	For	For
12	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Approve Performance Share Plan	Mgmt	For	For	For
16	Approve Co-Investment Plan	Mgmt	For	For	For
17	Approve UK Tax-Qualified Sharesave Plan	Mgmt	For	For	For
18	Approve UK Tax-Qualified All-Employee Plan	Mgmt	For	For	For
19	Approve Employee Share Purchase Plan	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Intermediate Capital Group Plc

Meeting Date: 07/16/2025

Country: United Kingdom

Ticker: ICG

Record Date: 07/14/2025

Meeting Type: Annual

Primary Security ID: G4807D192

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Re-elect William Rucker as Director	Mgmt	For	For	For
7	Elect Sonia Baxendale as Director	Mgmt	For	For	For
8	Re-elect David Bicarregui as Director	Mgmt	For	For	For
9	Re-elect Benoît Durteste as Director	Mgmt	For	For	For
10	Re-elect Antje Hensel-Roth as Director	Mgmt	For	For	For
11	Re-elect Virginia Holmes as Director	Mgmt	For	For	For
12	Re-elect Rosemary Leith as Director	Mgmt	For	For	For
13	Re-elect Matthew Lester as Director	Mgmt	For	For	For
14	Re-elect Andrew Sykes as Director	Mgmt	For	For	For
15	Re-elect Stephen Welton as Director	Mgmt	For	For	For
16	Approve Sharesave Plan	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Intermediate Capital Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Approve Change of Company Name to ICG PLC	Mgmt	For	For	For

Workspace Group Plc

Meeting Date: 07/16/2025 **Country:** United Kingdom **Ticker:** WKP
Record Date: 07/14/2025 **Meeting Type:** Annual
Primary Security ID: G5595E136

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Duncan Owen as Director	Mgmt	For	For	For
5	Elect Lawrence Hutchings as Director	Mgmt	For	For	For
6	Re-elect David Benson as Director	Mgmt	For	For	For
7	Re-elect Rosie Shapland as Director	Mgmt	For	For	For
8	Re-elect Lesley-Ann Nash as Director	Mgmt	For	For	For
9	Re-elect Manju Malhotra as Director	Mgmt	For	For	For
10	Re-elect Nick Mackenzie as Director	Mgmt	For	For	For
11	Re-elect David Stevenson as Director	Mgmt	For	For	For
12	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Big Yellow Group Plc

Meeting Date: 07/17/2025

Country: United Kingdom

Ticker: BYG

Record Date: 07/15/2025

Meeting Type: Annual

Primary Security ID: G1093E108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Jim Gibson as Director	Mgmt	For	For	For
6	Re-elect Anna Keay as Director	Mgmt	For	For	For
7	Re-elect Vince Niblett as Director	Mgmt	For	For	For
8	Re-elect John Trotman as Director	Mgmt	For	For	For
9	Re-elect Nicholas Vetch as Director	Mgmt	For	For	For
10	Re-elect Laela Pakpour Tabrizi as Director	Mgmt	For	For	For
11	Re-elect Heather Savory as Director	Mgmt	For	For	For
12	Re-elect Michael O'Donnell as Director	Mgmt	For	For	For
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Helical Plc

Meeting Date: 07/17/2025

Country: United Kingdom

Ticker: HLCL

Record Date: 07/15/2025

Meeting Type: Annual

Primary Security ID: G43904195

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Richard Cotton as Director	Mgmt	For	For	For
4	Re-elect Matthew Bonning-Snook as Director	Mgmt	For	For	For
5	Re-elect Sue Farr as Director	Mgmt	For	For	For
6	Re-elect Robert Fowlds as Director	Mgmt	For	For	For
7	Re-elect Amanda Aldridge as Director	Mgmt	For	For	For
8	Elect James Moss as Director	Mgmt	For	For	For
9	Reappoint RSM as Auditors	Mgmt	For	For	For
10	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Johnson Matthey Plc

Meeting Date: 07/17/2025

Country: United Kingdom

Ticker: JMAT

Record Date: 07/15/2025

Meeting Type: Annual

Primary Security ID: G51604166

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For

Johnson Matthey Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Sinead Lynch as Director	Mgmt	For	For	For
5	Elect Richard Pike as Director	Mgmt	For	For	For
6	Re-elect Liam Condon as Director	Mgmt	For	For	For
7	Re-elect Rita Forst as Director	Mgmt	For	For	For
8	Re-elect Barbara Jeremiah as Director	Mgmt	For	For	For
9	Re-elect Xiaozhi Liu as Director	Mgmt	For	For	For
10	Re-elect John O'Higgins as Director	Mgmt	For	For	For
11	Re-elect Doug Webb as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Approve Share Incentive Plan	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

RS Group Plc

Meeting Date: 07/17/2025 **Country:** United Kingdom **Ticker:** RS1
Record Date: 07/15/2025 **Meeting Type:** Annual
Primary Security ID: G29848101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration policy is considered warranted because: * The revised policy introduces a hybrid LTIP plan that, under ISS methodology, does not acknowledge an appropriate discount in maximum award opportunity to reflect the adoption of restricted shares. * The Company is introducing a larger award in the first year of the remuneration policy, which requires higher variable incentive limits under the policy. The rationale for the larger award is not considered cogent. * Concerns in relation to the CEO's proposed 9.4% salary increase (see Item 3 below) are also reflected against the policy, as the increase feeds directly into the proposed changes to the variable incentives and has led to a material increase in guaranteed pay.</i></p>					
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Alex Baldock as Director	Mgmt	For	For	For
6	Re-elect Louisa Burdett as Director	Mgmt	For	For	For
7	Elect Carole Cran as Director	Mgmt	For	For	For
8	Re-elect Rona Fairhead as Director	Mgmt	For	For	For
9	Re-elect Bessie Lee as Director	Mgmt	For	For	For
10	Re-elect Simon Pryce as Director	Mgmt	For	For	For
11	Re-elect Kate Ringrose as Director	Mgmt	For	For	For
12	Elect Miles Roberts as Director	Mgmt	For	For	For
13	Re-elect David Sleath as Director	Mgmt	For	For	For
14	Re-elect Joan Wainwright as Director	Mgmt	For	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Approve Restricted Share Incentive Plan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the Restricted Share Incentive Plan is considered warranted, as: * The Plan facilitates the introduction of a restricted share element of a hybrid LTIP structure, outlined in the Company's proposed remuneration policy, where multiple material concerns have been identified.</i></p>					
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

RS Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

SSE Plc

Meeting Date: 07/17/2025 **Country:** United Kingdom **Ticker:** SSE
Record Date: 07/15/2025 **Meeting Type:** Annual
Primary Security ID: G8842P102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Amend Performance Share Plan	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Re-elect Lady Elish Angiolini as Director	Mgmt	For	For	For
7	Re-elect John Bason as Director	Mgmt	For	For	For
8	Re-elect Tony Cocker as Director	Mgmt	For	For	For
9	Re-elect Debbie Crosbie as Director	Mgmt	For	For	For
10	Re-elect Sir John Manzoni as Director	Mgmt	For	For	For
11	Elect Hixonia Nyasulu as Director	Mgmt	For	For	For
12	Re-elect Barry O'Regan as Director	Mgmt	For	For	For
13	Re-elect Martin Pibworth as Director	Mgmt	For	For	For
14	Re-elect Melanie Smith as Director	Mgmt	For	For	For
15	Re-elect Dame Angela Strank as Director	Mgmt	For	For	For
16	Re-elect Maarten Wetselaar as Director	Mgmt	For	For	For
17	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For

SSE Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Approve Net Zero Transition Report	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Stellantis NV

Meeting Date: 07/18/2025 **Country:** Netherlands **Ticker:** STLAM
Record Date: 06/20/2025 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: N82405106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1.	Open Meeting	Mgmt			
2.	Elect Antonio Filosa as Executive Director (Chief Executive Officer)	Mgmt	For	For	For
3.	Close Meeting	Mgmt			

Dowlais Group Plc

Meeting Date: 07/22/2025 **Country:** United Kingdom **Ticker:** DWL
Record Date: 07/18/2025 **Meeting Type:** Special
Primary Security ID: G2823M105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash and Share Combination of Dowlais Group plc and American Axle & Manufacturing Holdings, Inc.	Mgmt	For	For	For

Dowlais Group Plc

Meeting Date: 07/22/2025

Country: United Kingdom

Ticker: DWL

Record Date: 07/18/2025

Meeting Type: Court

Primary Security ID: G2823M105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Court Meeting Approve Scheme of Arrangement	Mgmt	For	For	For

GB Group Plc

Meeting Date: 07/22/2025

Country: United Kingdom

Ticker: GBG

Record Date: 07/18/2025

Meeting Type: Annual

Primary Security ID: G3770M106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Richard Longdon as Director	Mgmt	For	For	For
4	Re-elect Dev Datt Dhiman as Director	Mgmt	For	For	For
5	Re-elect David Ward as Director	Mgmt	For	For	For
6	Re-elect Elizabeth Catchpole as Director	Mgmt	For	For	For
7	Re-elect Michelle Senecal de Fonseca as Director	Mgmt	For	For	For
8	Re-elect Bhavneet Singh as Director	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For
10	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
11	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Approve Ratification of Payments to Non-executive Directors	Mgmt	For	For	For

GB Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Adopt New Articles of Association	Mgmt	For	For	For

Remy Cointreau SA

Meeting Date: 07/22/2025

Country: France

Ticker: RCO

Record Date: 07/18/2025

Meeting Type: Annual/Special

Primary Security ID: F7725A100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.50 per Share	Mgmt	For	For	For
4	Approve Stock Dividend Program	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company failed to provide sufficient information and any rationale to support the existence of a consulting services entered into with the majority shareholder. It is therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests.</i></p>					
6	Reelect Hélène Dubrule as Director	Mgmt	For	For	For
7	Reelect Alain Li as Director	Mgmt	For	For	For
8	Reelect Marie-Amélie de Leusse as Director	Mgmt	For	Against	Against

Voting Policy Rationale: Votes FOR the (re)elections of these independent nominees (Hélène Dubrule, Alain Li and Jessica Spence) are warranted in the absence of specific concerns (Items 6-7 and 10). Votes AGAINST the reelections of non-independent nominees (Marie-Amélie de Leusse and Marc Heriard Dubreuil, representing Orpar SA) are warranted since they are affiliated with shareholders benefiting from the company's distortive voting structure (Items 8 and 9).

Remy Cointreau SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Reelect Orpar SA as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes FOR the (re)elections of these independent nominees (Hélène Dubrule, Alain Li and Jessica Spence) are warranted in the absence of specific concerns (Items 6-7 and 10). Votes AGAINST the reelections of non-independent nominees (Marie-Amélie de Leusse and Marc Heriard Dubreuil, representing Orpar SA) are warranted since they are affiliated with shareholders benefiting from the company's distortive voting structure (Items 8 and 9).</i></p>					
10	Elect Jessica Spence as Director	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Marie-Amélie de Leusse, Chairwoman of the Board	Mgmt	For	For	For
13	Approve Compensation of Eric Vallat, CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairwoman of the Board	Mgmt	For	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because: * There is an overall lack of disclosure on the LTIP policy as the company does not give any information on the LTIP's cap, vesting period or performance conditions. * The company does not specify a cap for exceptional remuneration.</i></p>					
16	Approve Remuneration Policy of Directors	Mgmt	For	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

discoverIE Group Plc

Meeting Date: 07/24/2025

Country: United Kingdom

Ticker: DSCV

Record Date: 07/22/2025

Meeting Type: Annual

Primary Security ID: G2887F103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Bruce Thompson as Director	Mgmt	For	For	For

discoverIE Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect Nick Jefferies as Director	Mgmt	For	For	For
6	Re-elect Simon Gibbins as Director	Mgmt	For	For	For
7	Re-elect Clive Watson as Director	Mgmt	For	For	For
8	Re-elect Rosalind Kainyah as Director	Mgmt	For	For	For
9	Re-elect Celia Baxter as Director	Mgmt	For	For	For
10	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity with Pre-emptive Rights in Connection with a Pre-emptive Offer	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with a Pre-emptive Offer	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Cranswick Plc

Meeting Date: 07/28/2025

Country: United Kingdom

Ticker: CWK

Record Date: 07/24/2025

Meeting Type: Annual

Primary Security ID: G2504J108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Cranswick Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Committee Report	Mgmt	For	Against	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Chris Aldersley as Director	Mgmt	For	For	For
5	Re-elect Liz Barber as Director	Mgmt	For	For	For
6	Re-elect Mark Bottomley as Director	Mgmt	For	For	For
7	Re-elect Jim Brisby as Director	Mgmt	For	For	For
8	Re-elect Adam Couch as Director	Mgmt	For	For	For
9	Re-elect Yetunde Hofmann as Director	Mgmt	For	For	For
10	Re-elect Rachel Howarth as Director	Mgmt	For	For	For
11	Re-elect Tim Smith as Director	Mgmt	For	For	For
12	Re-elect Alan Williams as Director	Mgmt	For	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Oxford Instruments Plc

Meeting Date: 07/28/2025

Country: United Kingdom

Ticker: OXIG

Record Date: 07/24/2025

Meeting Type: Annual

Primary Security ID: G6838N107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Neil Carson as Director	Mgmt	For	For	For
5	Re-elect Richard Tyson as Director	Mgmt	For	For	For
6	Elect Paul Fry as Director	Mgmt	For	For	For
7	Re-elect Alison Wood as Director	Mgmt	For	For	For
8	Re-elect Nigel Sheinwald as Director	Mgmt	For	For	For
9	Re-elect Hannah Nichols as Director	Mgmt	For	For	For
10	Elect Rowena Innocent as Director	Mgmt	For	For	For
11	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Videndum Plc

Meeting Date: 07/28/2025

Country: United Kingdom

Ticker: VID

Record Date: 07/26/2025

Meeting Type: Special

Primary Security ID: G93682105

Videndum Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Remuneration Policy	Mgmt	For	For	For

Linde Plc

Meeting Date: 07/29/2025 **Country:** Ireland **Ticker:** LIN
Record Date: 04/28/2025 **Meeting Type:** Annual
Primary Security ID: G54950103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen F. Angel	Mgmt	For	For	For
1b	Elect Director Sanjiv Lamba	Mgmt	For	For	For
1c	Elect Director Ann-Kristin Achleitner	Mgmt	For	For	For
1d	Elect Director Thomas Enders	Mgmt	For	For	For
1e	Elect Director Hugh Grant	Mgmt	For	For	For
1f	Elect Director Joe Kaeser	Mgmt	For	For	For
1g	Elect Director Victoria E. Ossadnik	Mgmt	For	For	For
1h	Elect Director Paula Rosput Reynolds	Mgmt	For	For	For
1i	Elect Director Alberto Weisser	Mgmt	For	For	For
1j	Elect Director Robert L. Wood	Mgmt	For	For	For
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
2b	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For
6	Report on Climate Lobbying	SH	Against	Against	Against

Meeting Date: 07/29/2025

Country: United Kingdom

Ticker: VOD

Record Date: 07/25/2025

Meeting Type: Annual

Primary Security ID: G93882192

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Jean-Francois van Boxmeer as Director	Mgmt	For	For	For
3	Re-elect Margherita Della Valle as Director	Mgmt	For	For	For
4	Re-elect Luka Mucic as Director	Mgmt	For	For	For
5	Re-elect Stephen Carter as Director	Mgmt	For	For	For
6	Re-elect Michel Demare as Director	Mgmt	For	For	For
7	Elect Simon Dingemans as Director	Mgmt	For	For	For
8	Re-elect Hatem Dowidar as Director	Mgmt	For	For	For
9	Re-elect Delphine Ernotte Cunci as Director	Mgmt	For	For	For
10	Re-elect Deborah Kerr as Director	Mgmt	For	For	For
11	Re-elect Maria Amparo Moraleda Martinez as Director	Mgmt	For	For	For
12	Elect Anne-Francoise Nesmes as Director	Mgmt	For	For	For
13	Re-elect Christine Ramon as Director	Mgmt	For	For	For
14	Re-elect Simon Segars as Director	Mgmt	For	For	For
15	Approve Final Dividend	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Vodafone Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Picton Property Income Limited

Meeting Date: 07/30/2025

Country: Guernsey

Ticker: PCTN

Record Date: 07/28/2025

Meeting Type: Annual

Primary Security ID: G7083C101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Ratify KPMG Channel Islands Limited as Auditors	Mgmt	For	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Re-elect Mark Batten as Director	Mgmt	For	For	For
5	Re-elect Saira Johnston as Director	Mgmt	For	For	For
6	Re-elect Richard Jones as Director	Mgmt	For	For	For
7	Re-elect Michael Morris as Director	Mgmt	For	For	For
8	Elect Helen Beck as Director	Mgmt	For	For	For
9	Elect Francis Salway as Director	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Charter Communications, Inc.

Meeting Date: 07/31/2025

Country: USA

Ticker: CHTR

Record Date: 06/27/2025

Meeting Type: Special

Primary Security ID: 16119P108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Acquisition	Mgmt	For	For	For
2	Amend Certificate of Incorporation	Mgmt	For	For	For
3a	Amend Certificate of Incorporation to Composition Requirements	Mgmt	For	For	For
3b	Amend Certificate of Incorporation	Mgmt	For	For	For
3c	Amend Certificate of Incorporation	Mgmt	For	For	For
3d	Amend Certificate of Incorporation	Mgmt	For	For	For
4	Adjourn Meeting	Mgmt	For	For	For

Newriver Reit Plc

Meeting Date: 07/31/2025

Country: United Kingdom

Ticker: NRR

Record Date: 07/29/2025

Meeting Type: Annual

Primary Security ID: G64950101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Lynn Fordham as Director	Mgmt	For	For	For
5	Re-elect Colin Rutherford as Director	Mgmt	For	For	For
6	Re-elect Allan Lockhart as Director	Mgmt	For	For	For
7	Re-elect Alastair Miller as Director	Mgmt	For	For	For
8	Re-elect Charlie Parker as Director	Mgmt	For	For	For
9	Re-elect Will Hobman as Director	Mgmt	For	For	For

Newriver Reit Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Karen Miller as Director	Mgmt	For	For	For
11	Reappoint Forvis Mazars LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
18	Approve Long Term Incentive Plan	Mgmt	For	For	For

Vanguard Funds PLC - Vanguard FTSE North America UCITS ETF

Meeting Date: 07/31/2025 **Country:** Ireland **Ticker:** VNRT
Record Date: 07/29/2025 **Meeting Type:** Special
Primary Security ID: G9T17W202

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Amendments to the Constitution of the Company	Mgmt	For	For	For

Glencore Plc

Meeting Date: 08/05/2025 **Country:** Jersey **Ticker:** GLEN
Record Date: 08/01/2025 **Meeting Type:** Special
Primary Security ID: G39420107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For

Telecom Plus Plc

Meeting Date: 08/06/2025

Country: United Kingdom

Ticker: TEP

Record Date: 08/04/2025

Meeting Type: Annual

Primary Security ID: G8729H108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve SAYE Plan 2025	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Charles Wigoder as Director	Mgmt	For	For	For
6	Re-elect Stuart Burnett as Director	Mgmt	For	For	For
7	Re-elect Nicholas Schoenfeld as Director	Mgmt	For	For	For
8	Re-elect Andrew Blowers as Director	Mgmt	For	For	For
9	Re-elect Suzanne Williams as Director	Mgmt	For	For	For
10	Re-elect Carla Stent as Director	Mgmt	For	For	For
11	Elect Bindiya Karia as Director	Mgmt	For	For	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

The Pebble Group Plc

Meeting Date: 08/07/2025

Country: United Kingdom

Ticker: PEBB

Record Date: 08/05/2025

Meeting Type: Special

Primary Security ID: G0809Q108

The Pebble Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorise Market Purchase of Ordinary Shares in Connection with a Tender Offer	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For

Koninklijke Ahold Delhaize NV

Meeting Date: 08/08/2025 **Country:** Netherlands **Ticker:** AD
Record Date: 07/11/2025 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: N0074E105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1.	Open Meeting	Mgmt			
2.	Elect Wiebe Draijer to Supervisory Board	Mgmt	For	For	For
3.	Close Meeting	Mgmt			

Electronic Arts Inc.

Meeting Date: 08/14/2025 **Country:** USA **Ticker:** EA
Record Date: 06/17/2025 **Meeting Type:** Annual
Primary Security ID: 285512109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kofi A. Bruce	Mgmt	For	For	For
1b	Elect Director Rachel A. Gonzalez	Mgmt	For	For	For
1c	Elect Director Jeffrey T. Huber	Mgmt	For	For	For
1d	Elect Director Talbott Roche	Mgmt	For	For	For
1e	Elect Director Richard A. Simonson	Mgmt	For	For	For
1f	Elect Director Luis A. Ubiñas	Mgmt	For	For	For
1g	Elect Director Heidi J. Ueberroth	Mgmt	For	For	For

Electronic Arts Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Andrew Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Craneware Plc

Meeting Date: 08/20/2025 **Country:** United Kingdom **Ticker:** CRW
Record Date: 08/18/2025 **Meeting Type:** Special
Primary Security ID: G2554M100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorise Issue of B Ordinary Shares	Mgmt	For	For	For
2	Approve Matters Relating to the Rights and Restrictions for B Ordinary Shares	Mgmt	For	For	For
3	Approve Capital Reduction by Cancelling and Extinguishing the B Ordinary Shares and the Amount be Credited to the Reserve	Mgmt	For	For	For
4	Approve Cancellation of the Share Premium Account and the Amount be Credited to the Reserve	Mgmt	For	For	For

Prosus NV

Meeting Date: 08/20/2025 **Country:** Netherlands **Ticker:** PRX
Record Date: 07/23/2025 **Meeting Type:** Annual
Primary Security ID: N7163R103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.	Annual Meeting Agenda	Mgmt			
	Receive Annual Report (Non-Voting)	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * The quantum of total pay package for the new CEO remains high, with the FY25 LTI grant at USD 35.5 million fair value (a once off grant for entire appointment period of four years) and future moonshot award with potential payout valued at USD 100 million * The SAR plan is not sufficiently transparent and share options are not tied to separate performance conditions. * A substantial part of the LTI awards vest before the third anniversary in deviation of best practice recommendations.</i></p>					
3.	Adopt Financial Statements	Mgmt	For	For	For
4.	Approve Allocation of Income	Mgmt	For	For	For
5.	Approve Discharge of Executive Directors	Mgmt	For	For	For
6.	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
7.	Approve Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * The proposed policy remains largely unchanged and continued concern is raised with the design of the policy and the lack of responsiveness to address concerns raised by shareholders; * Continued concerns relate the (i) high quantum of the total pay package and considered to be excessive (total value of entire package for entire appointment term is valued at ca. USD 163 million), (ii) significant proportion of long-term incentives that are not performance-related, (iii) absence of clear award levels under the LTI, and (iv) a substantial portion of the LTI vests before the third anniversary and start vesting after the first anniversary of the grant.</i></p>					
8.	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For
9.	Elect Phuthi Mahanyele-Dabengwa as Executive Director	Mgmt	For	For	For
10.	Elect Nico Marais as Executive Director	Mgmt	For	For	For
11.1.	Reelect Koos Bekker as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the elections of Sharmistha (Shar) Dubey, Debra Meyer, Phuthi Mahanyele-Dabengwa and Nico Marais is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the election of Stephan (Steve) Pacak is warranted because he serves as chair of the audit committee as a non-independent director, which is not in line with market practice. A vote AGAINST the elections of Jacobus (Koos) Bekker and Stephan (Steve) Pacak is warranted due to the company maintaining a share structure with unequal voting rights.</i></p>					
11.2.	Reelect Sharmistha Dubey as Director	Mgmt	For	For	For
11.3.	Reelect Debra Meyer as Director	Mgmt	For	For	For
11.4	Reelect Steve Pacak as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the elections of Sharmistha (Shar) Dubey, Debra Meyer, Phuthi Mahanyele-Dabengwa and Nico Marais is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the election of Stephan (Steve) Pacak is warranted because he serves as chair of the audit committee as a non-independent director, which is not in line with market practice. A vote AGAINST the elections of Jacobus (Koos) Bekker and Stephan (Steve) Pacak is warranted due to the company maintaining a share structure with unequal voting rights.</i></p>					
12.	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
13.	Appoint Deloitte Accountants B.V. as Auditor for Sustainability Reporting	Mgmt	For	For	For

Prosus NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.	Grant Board Authority to Issue Shares and Restrict/Exclude Preemptive Rights	Mgmt	For	For	For
15.	Authorize Repurchase of Shares	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposal is not in line with commonly used safeguards regarding volume.</i>					
16.	Approve Reduction in Share Capital Through Cancellation of Shares	Mgmt	For	For	For
17.	Discuss Voting Results	Mgmt			
18.	Close Meeting	Mgmt			

ECO Animal Health Group Plc

Meeting Date: 08/21/2025 **Country:** United Kingdom **Ticker:** EAH
Record Date: 08/19/2025 **Meeting Type:** Special
Primary Security ID: G3039F108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Spectris Plc

Meeting Date: 08/27/2025 **Country:** United Kingdom **Ticker:** SXS
Record Date: 08/22/2025 **Meeting Type:** Special
Primary Security ID: G8338K104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash Acquisition of Spectris plc by Project Aurora Bidco Limited	Mgmt	For	For	For

Spectris Plc

Meeting Date: 08/27/2025 **Country:** United Kingdom **Ticker:** SXS
Record Date: 08/22/2025 **Meeting Type:** Court
Primary Security ID: G8338K104

Spectris Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Court Meeting Approve Scheme of Arrangement	Mgmt	For	For	For

Grainger Plc

Meeting Date: 09/01/2025 **Country:** United Kingdom **Ticker:** GRI
Record Date: 08/28/2025 **Meeting Type:** Special
Primary Security ID: G40432117

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt New Articles of Association	Mgmt	For	For	For

Ashtead Group Plc

Meeting Date: 09/02/2025 **Country:** United Kingdom **Ticker:** AHT
Record Date: 08/29/2025 **Meeting Type:** Annual
Primary Security ID: G05320109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Paul Walker as Director	Mgmt	For	For	For
5	Re-elect Brendan Horgan as Director	Mgmt	For	For	For
6	Re-elect Angus Cockburn as Director	Mgmt	For	For	For
7	Re-elect Jill Easterbrook as Director	Mgmt	For	For	For
8	Re-elect Renata Ribeiro as Director	Mgmt	For	For	For
9	Re-elect Roy Twite as Director	Mgmt	For	For	For
10	Elect Nando Cesarone as Director	Mgmt	For	For	For

Ashtead Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Elect James Singleton as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Halfords Group Plc

Meeting Date: 09/03/2025

Country: United Kingdom

Ticker: HFD

Record Date: 09/01/2025

Meeting Type: Annual

Primary Security ID: G4280E105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect Henry Birch as Director	Mgmt	For	For	For
5	Re-elect Keith Williams as Director	Mgmt	For	For	For
6	Re-elect Jill Caseberry as Director	Mgmt	For	For	For
7	Re-elect Tom Singer as Director	Mgmt	For	For	For
8	Re-elect Tanvi Gokhale as Director	Mgmt	For	For	For
9	Re-elect Jo Hartley as Director	Mgmt	For	For	For
10	Reappoint BDO LLP as Auditors	Mgmt	For	For	For

Halfords Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
17	Adopt New Articles of Association	Mgmt	For	For	For

Watches of Switzerland Group Plc

Meeting Date: 09/03/2025 **Country:** United Kingdom **Ticker:** WOSG
Record Date: 09/01/2025 **Meeting Type:** Annual
Primary Security ID: G94648105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Re-elect Ian Carter as Director	Mgmt	For	For	For
5	Re-elect Brian Duffy as Director	Mgmt	For	For	For
6	Re-elect Anders Romberg as Director	Mgmt	For	For	For
7	Re-elect Tea Colaianni as Director	Mgmt	For	For	For
8	Re-elect Rosa Monckton as Director	Mgmt	For	For	For
9	Re-elect Robert Moorhead as Director	Mgmt	For	For	For
10	Re-elect Chabi Nouri as Director	Mgmt	For	For	For
11	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For

Watches of Switzerland Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Currys Plc

Meeting Date: 09/04/2025 **Country:** United Kingdom **Ticker:** CURY
Record Date: 09/02/2025 **Meeting Type:** Annual
Primary Security ID: G2601D103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Alex Baldock as Director	Mgmt	For	For	For
6	Re-elect Ian Dyson as Director	Mgmt	For	For	For
7	Re-elect Magdalena Gerger as Director	Mgmt	For	For	For
8	Re-elect Steve Johnson as Director	Mgmt	For	For	For
9	Re-elect Bruce Marsh as Director	Mgmt	For	For	For
10	Re-elect Octavia Morley as Director	Mgmt	For	For	For
11	Re-elect Adam Walker as Director	Mgmt	For	For	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For

Currys Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Odyssean Investment Trust PLC

Meeting Date: 09/04/2025 **Country:** United Kingdom **Ticker:** OIT
Record Date: 09/02/2025 **Meeting Type:** Annual
Primary Security ID: G670A2107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Re-elect Linda Wilding as Director	Mgmt	For	For	For
5	Re-elect Peter Hewitt as Director	Mgmt	For	For	For
6	Re-elect Richard King as Director	Mgmt	For	For	For
7	Re-elect Neil Mahapatra as Director	Mgmt	For	For	For
8	Approve Company's Dividend Policy	Mgmt	For	For	For
9	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
10	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
11	Authorise Issue of Equity	Mgmt	For	For	For
12	Authorise Issue of Equity (Additional Authority)	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	Mgmt	For	For	For

Odyssean Investment Trust PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

XPS Pensions Group Plc

Meeting Date: 09/04/2025

Country: United Kingdom

Ticker: XPS

Record Date: 09/02/2025

Meeting Type: Annual

Primary Security ID: G9829Q105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Ben Bramhall as Director	Mgmt	For	For	For
5	Re-elect Paul Cuff as Director	Mgmt	For	For	For
6	Re-elect Sarah Ing as Director	Mgmt	For	For	For
7	Re-elect Imogen Joss as Director	Mgmt	For	For	For
8	Re-elect Aisling Kennedy as Director	Mgmt	For	For	For
9	Re-elect Snehal Shah as Director	Mgmt	For	For	For
10	Re-elect Margaret Snowdon as Director	Mgmt	For	For	For
11	Re-elect Martin Sutherland as Director	Mgmt	For	For	For
12	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

XPS Pensions Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Orsted A/S

Meeting Date: 09/05/2025 **Country:** Denmark **Ticker:** ORSTED
Record Date: 08/29/2025 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: K7653Q105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.(a)	Approve Creation of up to DKK 60 Billion Pool of Capital with Preemptive Rights	Mgmt	For	For	Do Not Vote
1.(b)	Repeal Authorization Regarding Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	Do Not Vote
2	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	Do Not Vote

Kering SA

Meeting Date: 09/09/2025 **Country:** France **Ticker:** KER
Record Date: 09/05/2025 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: F5433L103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Remuneration Policy of CEO for the 2025 Fiscal Year, from September 15 to December 31	Mgmt	For	For	For
2	Approve Remuneration Policy of Chairman of the Board for the 2025 Fiscal Year, from September 15 to December 31	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST the remuneration policy applicable to the non-executive chairman is warranted because: * Ongoing LTIPs would not be prorated to the chairman's effective time as executive of the company.*

Kering SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Policy of Directors for the 2025 Fiscal Year, from September 15 to December 31	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
4	Elect Luca de Meo as Director for a Term that Differs from the 4 Year Term Specified in Article 10	Mgmt	For	For	For
5	Amend Articles 12 and 15 of Bylaws Re: Age Limit of Chairman of the Board and CEO	Mgmt	For	For	For
	Ordinary Business	Mgmt			
6	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

NIKE, Inc.

Meeting Date: 09/09/2025 **Country:** USA **Ticker:** NKE
Record Date: 07/09/2025 **Meeting Type:** Annual
Primary Security ID: 654106103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mónica Gil	Mgmt	For	For	For
1b	Elect Director John Rogers, Jr.	Mgmt	For	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member John Rogers Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.</i>				
1c	Elect Director Robert Swan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Compagnie Financiere Richemont SA

Meeting Date: 09/10/2025 **Country:** Switzerland **Ticker:** CFR
Record Date: **Meeting Type:** Annual
Primary Security ID: H25662182

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals for All Shareholders	Mgmt			
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Allocation of Income and Ordinary Dividends of CHF 3.00 per Registered A Share and CHF 0.30 per Registered B Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
	Management Proposal for Holders of A Registered Shares	Mgmt			
4	Elect Wendy Luhabe as Representative of Category A Registered Shares	Mgmt	For	For	For
	Management Proposals for All Shareholders	Mgmt			
5.1	Reelect Johann Rupert as Director and Board Chair	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Class A shareholder representative (Item 4) A vote FOR Wendy Luhabe is warranted due to a lack of concerns Board elections (Items 5.1 – 5.15) Votes AGAINST Johann Rupert and Anton Rupert are considered warranted because they are beneficiaries of the company's unequal voting structure. A vote AGAINST Gary Saage Jr. is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 6.1 – 6.4) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i></p>					
5.2	Reelect Bram Schot as Director	Mgmt	For	For	For
5.3	Reelect Nikesh Arora as Director	Mgmt	For	For	For
5.4	Reelect Nicolas Bos as Director	Mgmt	For	For	For
5.5	Reelect Fiona Druckenmiller as Director	Mgmt	For	For	For
5.6	Reelect Burkhardt Grund as Director	Mgmt	For	For	For
5.7	Reelect Keyu Jin as Director	Mgmt	For	For	For
5.8	Reelect Wendy Luhabe as Director	Mgmt	For	For	For
5.9	Reelect Josua Malherbe as Director	Mgmt	For	For	For
5.10	Reelect Jeff Moss as Director	Mgmt	For	For	For
5.11	Reelect Vesna Nevistic as Director	Mgmt	For	For	For

Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.12	Reelect Anton Rupert as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Class A shareholder representative (Item 4) A vote FOR Wendy Luhabe is warranted due to a lack of concerns Board elections (Items 5.1 – 5.15) Votes AGAINST Johann Rupert and Anton Rupert are considered warranted because they are beneficiaries of the company's unequal voting structure. A vote AGAINST Gary Saage Jr. is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 6.1 – 6.4) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i></p>					
5.13	Reelect Gary Saage as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Class A shareholder representative (Item 4) A vote FOR Wendy Luhabe is warranted due to a lack of concerns Board elections (Items 5.1 – 5.15) Votes AGAINST Johann Rupert and Anton Rupert are considered warranted because they are beneficiaries of the company's unequal voting structure. A vote AGAINST Gary Saage Jr. is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 6.1 – 6.4) Votes FOR the proposed nominees are warranted due to a lack of concerns.</i></p>					
5.14	Reelect Patrick Thomas as Director	Mgmt	For	For	For
5.15	Reelect Jasmine Whitbread as Director	Mgmt	For	For	For
6.1	Reappoint Fiona Druckenmiller as Member of the Compensation Committee	Mgmt	For	For	For
6.2	Reappoint Keyu Jin as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Reappoint Bram Schot as Member of the Compensation Committee	Mgmt	For	For	For
6.4	Reappoint Jasmine Whitbread as Member of the Compensation Committee	Mgmt	For	For	For
7	Ratify KPMG SA as Auditors	Mgmt	For	For	For
8	Designate Etude Gampert Demierre Moreno as Independent Proxy	Mgmt	For	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 8.4 Million	Mgmt	For	For	For
9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 18.4 Million	Mgmt	For	For	For

Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 30.6 Million	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Fixed remuneration (Item 9.2) A vote FOR this proposal is warranted because the requested remuneration remains broadly in line with market practice. However, it is not without some concern: * The board has not provided a supporting rationale to explain the request. * The base salary set for the new CEO appears high in the context of market practice and the ISS-selected peer median level, and only a limited rationale is provided. Variable remuneration (Item 9.3) A vote AGAINST this proposal is warranted because: * The report continues to refrain from disclosing specific targets and results underlying variable payouts. * Vested LTI payouts are reported as an aggregate figure for the entire executive committee and without any individualized disclosure. * Qualitative targets have a significant weighting under both the STI and LTI plans, though there is no indication of what metrics are applied. * The compensation committee has various options to apply discretion, though it is not clearly disclosed if they were utilized. * Last year's variable compensation proposal only received support of 76.3 percent, implying very low free float support (c. 37 percent), and the report does not directly address this beyond a high-level reference to a shareholder dialogue.</i></p>					
10	Transact Other Business (Voting)	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i></p>					

NetApp, Inc.

Meeting Date: 09/10/2025 **Country:** USA **Ticker:** NTAP
Record Date: 07/16/2025 **Meeting Type:** Annual
Primary Security ID: 64110D104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director T. Michael Nevens	Mgmt	For	For	For
1b	Elect Director Deepak Ahuja	Mgmt	For	For	For
1c	Elect Director Anders Gustafsson	Mgmt	For	For	For
1d	Elect Director Gerald Held	Mgmt	For	For	For
1e	Elect Director Deborah L. Kerr	Mgmt	For	For	For
1f	Elect Director George Kurian	Mgmt	For	For	For
1g	Elect Director Carrie Palin	Mgmt	For	For	For
1h	Elect Director Frank Pelzer	Mgmt	For	For	For
1i	Elect Director June Yang	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

NetApp, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive * The three-year average burn rate is excessive * The plan permits liberal recycling of shares * The plan allows broad discretion to accelerate vesting</i>					
6	Amend Right to Call Special Meeting	SH	Against	Against	Against

On The Beach Group Plc

Meeting Date: 09/12/2025 **Country:** United Kingdom **Ticker:** OTB
Record Date: 09/10/2025 **Meeting Type:** Special
Primary Security ID: G6754C101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Policy	Mgmt	For	For	For
2	Approve Growth Plan	Mgmt	For	For	For
3	Amend Long Term Incentive Plan	Mgmt	For	For	For

Games Workshop Group Plc

Meeting Date: 09/17/2025 **Country:** United Kingdom **Ticker:** GAW
Record Date: 09/15/2025 **Meeting Type:** Annual
Primary Security ID: G3715N102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Kevin Rountree as Director	Mgmt	For	For	For
3	Re-elect Elizabeth Harrison as Director	Mgmt	For	For	For
4	Re-elect Mark Lam as Director	Mgmt	For	For	For
5	Re-elect Randal Casson as Director	Mgmt	For	For	For
6	Re-elect Kate Marsh as Director	Mgmt	For	For	For
7	Elect Eric Maugein as Director	Mgmt	For	For	For

Games Workshop Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Elect Neil Tomlinson as Director	Mgmt	For	For	For
9	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	Against
12	Approve Amendments to the Sharesave Plan	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

IG Group Holdings plc

Meeting Date: 09/17/2025

Country: United Kingdom

Ticker: IGG

Record Date: 09/15/2025

Meeting Type: Annual

Primary Security ID: G4753Q106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Re-elect Mike McTighe as Director	Mgmt	For	For	For
6	Re-elect Breon Corcoran as Director	Mgmt	For	For	For
7	Re-elect Jonathan Moulds as Director	Mgmt	For	For	For
8	Re-elect Rakesh Bhasin as Director	Mgmt	For	For	For
9	Re-elect Andrew Didham as Director	Mgmt	For	For	For
10	Re-elect Marieke Flament as Director	Mgmt	For	For	For
11	Re-elect Wu Gang as Director	Mgmt	For	For	For
12	Re-elect Sally-Ann Hibberd as Director	Mgmt	For	For	For

IG Group Holdings plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Re-elect Susan Skerritt as Director	Mgmt	For	For	For
14	Re-elect Helen Stevenson as Director	Mgmt	For	For	For
15	Elect Clifford Abrahams as Director	Mgmt	For	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Moonpig Group Plc

Meeting Date: 09/17/2025 **Country:** United Kingdom **Ticker:** MOON
Record Date: 09/15/2025 **Meeting Type:** Annual
Primary Security ID: G6225S107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Kate Swann as Director	Mgmt	For	For	For
5	Re-elect Nickyl Raitthatha as Director	Mgmt	For	For	For
6	Re-elect Andy MacKinnon as Director	Mgmt	For	For	For
7	Re-elect David Keens as Director	Mgmt	For	For	For
8	Re-elect Susan Hooper as Director	Mgmt	For	For	For

Moonpig Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect ShanMae Teo as Director	Mgmt	For	For	For
10	Re-elect Niall Wass as Director	Mgmt	For	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Auto Trader Group Plc

Meeting Date: 09/18/2025

Country: United Kingdom

Ticker: AUTO

Record Date: 09/16/2025

Meeting Type: Annual

Primary Security ID: G06708104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Matt Davies as Director	Mgmt	For	For	For
5	Re-elect Nathan Coe as Director	Mgmt	For	For	For
6	Re-elect Catherine Faiers as Director	Mgmt	For	For	For
7	Re-elect Jamie Warner as Director	Mgmt	For	For	For
8	Re-elect Jasvinder Gakhal as Director	Mgmt	For	For	For

Auto Trader Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Geeta Gopalan as Director	Mgmt	For	For	For
10	Re-elect Amanda James as Director	Mgmt	For	For	For
11	Elect Megan Quinn as Director	Mgmt	For	For	For
12	Elect Adam Jay as Director	Mgmt	For	For	For
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Just Group Plc

Meeting Date: 09/19/2025 **Country:** United Kingdom **Ticker:** JUST
Record Date: 09/17/2025 **Meeting Type:** Special
Primary Security ID: G9331B109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash Acquisition of Just Group plc by BWS Holdings Limited	Mgmt	For	For	For

Just Group Plc

Meeting Date: 09/19/2025 **Country:** United Kingdom **Ticker:** JUST
Record Date: 09/17/2025 **Meeting Type:** Court
Primary Security ID: G9331B109

Just Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Court Meeting Approve Scheme of Arrangement	Mgmt	For	For	For

Kainos Group Plc

Meeting Date: 09/23/2025 **Country:** United Kingdom **Ticker:** KNOS
Record Date: 09/19/2025 **Meeting Type:** Annual
Primary Security ID: G5209U104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Richard McCann as Director	Mgmt	For	For	For
6	Re-elect Brendan Mooney as Director	Mgmt	For	For	For
7	Re-elect Katie Davis as Director	Mgmt	For	For	For
8	Re-elect Rosaleen Blair as Director	Mgmt	For	For	For
9	Re-elect James Kidd as Director	Mgmt	For	For	For
10	Reappoint KPMG as Auditors	Mgmt	For	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Approve Performance Share Plan	Mgmt	For	For	For
13	Approve Save As You Earn Plan	Mgmt	For	For	For
14	Approve Share Incentive Plan	Mgmt	For	For	For
15	Approve Ireland Restricted Share Scheme	Mgmt	For	For	For
16	Approve Poland Share Plan	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Kainos Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Babcock International Group Plc

Meeting Date: 09/25/2025 **Country:** United Kingdom **Ticker:** BAB
Record Date: 09/23/2025 **Meeting Type:** Annual
Primary Security ID: G0689Q152

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted: * The Company is proposing the introduction of a 'kicker' provision under the existing LTIP which will double the existing award opportunity, from 250% to 500% of base salary. The 'kicker' opportunity is substantial and is not considered to be supported by a cogent rationale. The valuation gap, which is the original reasoning for its introduction, has been materially narrowed since the proposal was first presented to shareholders for feedback. * The use of absolute TSR as a performance metric may not be considered entirely appropriate as it can be susceptible to volatile market movements outside of the control of an Executive Director.</i></p>					
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Dame Ruth Cairnie as Director	Mgmt	For	For	For
6	Re-elect Carl-Peter Forster as Director	Mgmt	For	For	For
7	Re-elect Lord Parker of Minsmere as Director	Mgmt	For	For	For
8	Re-elect John Ramsay as Director	Mgmt	For	For	For
9	Re-elect Jane Moriarty as Director	Mgmt	For	For	For
10	Re-elect Sir Kevin Smith as Director	Mgmt	For	For	For
11	Re-elect Claudia Natanson as Director	Mgmt	For	For	For
12	Re-elect David Lockwood as Director	Mgmt	For	For	For
13	Re-elect David Mellors as Director	Mgmt	For	For	For

Babcock International Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Reappoint Forvis Mazars LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Amend Performance Share Plan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted: * The Company is introducing a 'kicker' provision under the existing LTIP which will double the existing award opportunity, from 250% to 500% of base salary. The 'kicker' opportunity is substantial and is not considered to be supported by a cogent rationale. The valuation gap, which is the original reasoning for its introduction, has been materially narrowed since the proposal was first presented to shareholders for feedback. * The use of absolute TSR as a performance metric may not be considered entirely appropriate as it can be susceptible to volatile market movements outside of the control of an Executive Director.</i></p>					
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

ECO Animal Health Group Plc

Meeting Date: 09/25/2025

Country: United Kingdom

Ticker: EAH

Record Date: 09/23/2025

Meeting Type: Annual

Primary Security ID: G3039F108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Re-elect Frank Armstrong as Director	Mgmt	For	For	For
5	Re-elect David Hallas as Director	Mgmt	For	For	For
6	Re-elect Joachim Hasenmaier as Director	Mgmt	For	For	For
7	Re-elect Tracey James as Director	Mgmt	For	For	For
8	Re-elect Christopher Wilks as Director	Mgmt	For	For	For

ECO Animal Health Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Reappoint HaysMac LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
10	Authorise Issue of Equity	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Mercia Asset Management Plc

Meeting Date: 09/25/2025

Country: United Kingdom

Ticker: MERC

Record Date: 09/23/2025

Meeting Type: Annual

Primary Security ID: G6S114108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	Against	For
4	Re-elect Ian Metcalfe as Director	Mgmt	For	Abstain	For
5	Re-elect Mark Payton as Director	Mgmt	For	For	For
6	Re-elect Martin Glanfield as Director	Mgmt	For	For	For
7	Re-elect Diane Seymour-Williams as Director	Mgmt	For	For	For
8	Re-elect Jonathan Pell as Director	Mgmt	For	For	For
9	Reappoint BDO LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
10	Authorise Issue of Equity	Mgmt	For	For	For
11	Approve Final Dividend	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

FedEx Corporation

Meeting Date: 09/29/2025

Country: USA

Ticker: FDX

Record Date: 08/04/2025

Meeting Type: Annual

Primary Security ID: 31428X106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Silvia Davila	Mgmt	For	For	For
1b	Elect Director Marvin R. Ellison	Mgmt	For	For	For
1c	Elect Director Stephen E. Gorman	Mgmt	For	For	For
1d	Elect Director Susan Patricia Griffith	Mgmt	For	For	For
1e	Elect Director Amy B. Lane	Mgmt	For	For	For
1f	Elect Director R. Brad Martin	Mgmt	For	For	For
1g	Elect Director Nancy A. Norton	Mgmt	For	For	For
1h	Elect Director Frederick P. Perpall	Mgmt	For	For	For
1i	Elect Director Joshua Cooper Ramo	Mgmt	For	For	For
1j	Elect Director Susan C. Schwab	Mgmt	For	For	For
1k	Elect Director Richard W. Smith	Mgmt	For	For	For
1l	Elect Director Rajesh Subramaniam	Mgmt	For	For	For
1m	Elect Director Paul S. Walsh	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While pay and performance are reasonably aligned for the year under consideration, a problematic pay practice has been identified with respect to a former NEO's separation arrangements. Specifically, former NEO Krishnasamy will receive large separation payments and his outstanding equity will be accelerated for an employment separation that does not appear to be involuntary.</i></p>					
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from the most robust form of independent oversight of management, in the form of an independent chair.</i></p>					

Warehouse REIT PLC

Meeting Date: 09/30/2025

Country: United Kingdom

Ticker: WHR

Record Date: 09/26/2025

Meeting Type: Annual

Primary Security ID: G94437103

Warehouse REIT PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	This is a Second Call Meeting Originally Scheduled on 02 September 2025	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Stephen Barrow as Director	Mgmt	For	For	For
4	Re-elect Simon Hope as Director	Mgmt	For	For	For
5	Re-elect Neil Kirton as Director	Mgmt	For	For	For
6	Re-elect Lynette Lackey as Director	Mgmt	For	For	For
7	Re-elect Aimee Pitman as Director	Mgmt	For	For	For
8	Re-elect Dominic O'Rourke as Director	Mgmt	For	For	For
9	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
10	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
11	Approve Company's Dividend Policy	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Empiric Student Property PLC

Meeting Date: 10/06/2025

Country: United Kingdom

Ticker: ESP

Record Date: 10/02/2025

Meeting Type: Special

Primary Security ID: G30381100

Empiric Student Property PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash and Share Acquisition of Empiric Student Property plc by The Unite Group plc	Mgmt	For	For	For

Empiric Student Property PLC

Meeting Date: 10/06/2025 **Country:** United Kingdom **Ticker:** ESP
Record Date: 10/02/2025 **Meeting Type:** Court
Primary Security ID: G30381100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Court Meeting	Mgmt			
1	Approve Scheme of Arrangement	Mgmt	For	For	For

Bausch Health Companies Inc.

Meeting Date: 10/07/2025 **Country:** Canada **Ticker:** BHC
Record Date: 08/18/2025 **Meeting Type:** Special
Primary Security ID: 071734107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ratify Shareholder Rights Plan	Mgmt	For	For	For

Schlumberger N.V.

Meeting Date: 10/07/2025 **Country:** Curacao **Ticker:** SLB
Record Date: 09/03/2025 **Meeting Type:** Special
Primary Security ID: 806857108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Change Company Name to SLB N.V. and Permit Use of SLB Limited and SLB Ltd. as Alternative Names Outside Curacao	Mgmt	For	For	For

The Procter & Gamble Company

Meeting Date: 10/14/2025 **Country:** USA **Ticker:** PG
Record Date: 08/15/2025 **Meeting Type:** Annual
Primary Security ID: 742718109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director B. Marc Allen	Mgmt	For	For	For
1b	Elect Director Craig Arnold	Mgmt	For	For	For
1c	Elect Director Brett Biggs	Mgmt	For	For	For
1d	Elect Director Sheila Bonini	Mgmt	For	For	For
1e	Elect Director Amy L. Chang	Mgmt	For	For	For
1f	Elect Director Shailesh Jejurikar	Mgmt	For	For	For
1g	Elect Director Joseph Jimenez	Mgmt	For	For	For
1h	Elect Director Christopher Kempczinski	Mgmt	For	For	For
1i	Elect Director Debra L. Lee	Mgmt	For	For	For
1j	Elect Director Christine M. McCarthy	Mgmt	For	For	For
1k	Elect Director Ashley McEvoy	Mgmt	For	For	For
1l	Elect Director Jon R. Moeller	Mgmt	For	For	For
1m	Elect Director Robert J. Portman	Mgmt	For	For	For
1n	Elect Director Rajesh Subramaniam	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For

The Procter & Gamble Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Efforts to Reduce Plastic Use	SH	Against	Against	Against

Medtronic plc

Meeting Date: 10/16/2025 **Country:** Ireland **Ticker:** MDT
Record Date: 08/22/2025 **Meeting Type:** Annual
Primary Security ID: G5960L103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig Arnold	Mgmt	For	For	For
1b	Elect Director Scott C. Donnelly	Mgmt	For	For	For
1c	Elect Director Lidia L. Fonseca	Mgmt	For	For	For
1d	Elect Director John P. Groetelaars	Mgmt	For	For	For
1e	Elect Director Randall J. Hogan, III	Mgmt	For	For	For
1f	Elect Director William R. Jellison	Mgmt	For	For	For
1g	Elect Director Joon S. Lee	Mgmt	For	For	For
1h	Elect Director Gregory P. Lewis	Mgmt	For	For	For
1i	Elect Director Kevin E. Lofton	Mgmt	For	For	For
1j	Elect Director Geoffrey S. Martha	Mgmt	For	For	For
1k	Elect Director Elizabeth G. Nabel	Mgmt	For	For	For
1l	Elect Director Kendall J. Powell	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors and Authorize Board to fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For	For
6	Authorize Overseas Market Purchases of Ordinary Shares	Mgmt	For	For	For
7	Amend Articles of Association Re: Article 177	Mgmt	For	For	For

Medtronic plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Reduction in Capital and Creation of Distributable Reserves Under Irish Law	Mgmt	For	For	For
9	Amend Advance Notice for Shareholder Proposals/Nominations	Mgmt	For	For	For

Unilever Plc

Meeting Date: 10/21/2025 **Country:** United Kingdom **Ticker:** ULVR
Record Date: 10/19/2025 **Meeting Type:** Special
Primary Security ID: G92087165

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Share Consolidation and Sub-Division	Mgmt	For	For	For
2	Approve Amendments to Resolution 18 of the 2025 Annual General Meeting Re: Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

John Wood Group Plc

Meeting Date: 10/23/2025 **Country:** United Kingdom **Ticker:** WG
Record Date: 10/21/2025 **Meeting Type:** Special
Primary Security ID: G9745T118

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Temporary Disapplication of the Borrowing Limit in the Articles of Association	Mgmt	For	For	For

Kromek Group Plc

Meeting Date: 10/27/2025 **Country:** United Kingdom **Ticker:** KMK
Record Date: 10/23/2025 **Meeting Type:** Annual
Primary Security ID: G5317Z102

Kromek Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Elect Claire Burgess as Director	Mgmt	For	For	For
3	Re-elect Rakesh Sharma as Director	Mgmt	For	For	For
4	Reappoint HaysMac LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
5	Authorise Issue of Equity	Mgmt	For	For	For
6	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
7	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Pernod Ricard SA

Meeting Date: 10/27/2025 **Country:** France **Ticker:** RI
Record Date: 10/23/2025 **Meeting Type:** Annual/Special
Primary Security ID: F72027109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.70 per Share	Mgmt	For	For	For
4	Reelect Anne Lange as Director	Mgmt	For	For	For
5	Reelect Paul Ricard as Director	Mgmt	For	For	For
6	Reelect Veronica Vargas as Director	Mgmt	For	For	For
7	Elect Albert Baladi as Director	Mgmt	For	For	For
8	Elect Jean Lemierre as Director	Mgmt	For	For	For
9	Approve Compensation of Alexandre Ricard, Chairman and CEO	Mgmt	For	For	For

Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 129 Million	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39 Million	Mgmt	For	For	For
18	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16, 17 and 19	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39 Million	Mgmt	For	For	For
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
21	Authorize Capitalization of Reserves of Up to EUR 129 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For	For

Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Amend Articles 21 and 33 of Bylaws	Mgmt	For	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Indus Gas Ltd.

Meeting Date: 10/31/2025 **Country:** Guernsey **Ticker:** INDI
Record Date: 10/28/2025 **Meeting Type:** Annual
Primary Security ID: G47956100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the Company's routine submission of the directors' report and financial statements is warranted for the following reason: * Jonathan Keeling is considered to hold the combined office of Chair and CEO, which calls into question whether the Board can adequately oversee and evaluate the performance of senior officers and the Company; * The Executive Chair is also considered to participate in the meetings held by the Board in fulfilling its duties as audit and remuneration committees; * The Directors are not subject to annual re-election; and * The Company is not presenting either its remuneration report or remuneration policy for shareholder approval at the AGM. Further, although not raised as a voting concern, the auditors expressed a material uncertainty regarding the Group's ability continue as a going concern. This will be kept under review.</i></p>					
2	Re-elect Nicholas Saul as Director	Mgmt	For	For	For
3	Re-elect Elizabeth Powell as Director	Mgmt	For	For	For
4	Ratify Grant Thornton as Auditors and Authorise Their Remuneration	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * Information on the audit and non-audit fees paid to the auditors in respect of the year under review is not disclosed in the annual report.</i></p>					

AstraZeneca PLC

Meeting Date: 11/03/2025 **Country:** United Kingdom **Ticker:** AZN
Record Date: 10/30/2025 **Meeting Type:** Special
Primary Security ID: G0593M107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt New Articles of Association	Mgmt	For	For	For

Wolters Kluwer NV

Meeting Date: 11/03/2025

Country: Netherlands

Ticker: WKL

Record Date: 10/06/2025

Meeting Type: Extraordinary Shareholders

Primary Security ID: N9643A197

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1.	Open Meeting	Mgmt			
2.a.	Elect Rose Lee to Supervisory Board	Mgmt	For	For	For
2.b.	Elect Hikmet Ersek to Supervisory Board	Mgmt	For	For	For
3.	Close Meeting	Mgmt			

Lam Research Corporation

Meeting Date: 11/04/2025

Country: USA

Ticker: LRCX

Record Date: 09/05/2025

Meeting Type: Annual

Primary Security ID: 512807306

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sohail U. Ahmed	Mgmt	For	For	For
1b	Elect Director Timothy M. Archer	Mgmt	For	For	For
1c	Elect Director Eric K. Brandt	Mgmt	For	For	For
1d	Elect Director Ita M. Brennan	Mgmt	For	For	For
1e	Elect Director Michael R. Cannon	Mgmt	For	For	For
1f	Elect Director John M. Dineen	Mgmt	For	For	For
1g	Elect Director Mark Fields	Mgmt	For	For	For
1h	Elect Director Ho Kyu Kang	Mgmt	For	For	For
1i	Elect Director Bethany J. Mayer	Mgmt	For	For	For
1j	Elect Director Jyoti K. Mehra	Mgmt	For	For	For
1k	Elect Director Abhijit Y. Talwalkar	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Lam Research Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted. The proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right appears small.

Coty Inc.

Meeting Date: 11/06/2025 **Country:** USA **Ticker:** COTY
Record Date: 09/12/2025 **Meeting Type:** Annual
Primary Security ID: 222070203

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Beatrice Ballini	Mgmt	For	For	For
1b	Elect Director Joachim Creus	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Gerd Peter Harf, Sue Nabi, Joachim Joseph Creus, Frank Engelen, and Gordon von Bretten for failing to establish a board on which a majority of the directors are independent. A vote FOR the remaining director nominees is warranted.</i>					
1c	Elect Director Frank Engelen	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Gerd Peter Harf, Sue Nabi, Joachim Joseph Creus, Frank Engelen, and Gordon von Bretten for failing to establish a board on which a majority of the directors are independent. A vote FOR the remaining director nominees is warranted.</i>					
1d	Elect Director Peter Harf	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Gerd Peter Harf, Sue Nabi, Joachim Joseph Creus, Frank Engelen, and Gordon von Bretten for failing to establish a board on which a majority of the directors are independent. A vote FOR the remaining director nominees is warranted.</i>					
1e	Elect Director Anna Adeola Makanju	Mgmt	For	For	For
1f	Elect Director Sue Nabi	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Gerd Peter Harf, Sue Nabi, Joachim Joseph Creus, Frank Engelen, and Gordon von Bretten for failing to establish a board on which a majority of the directors are independent. A vote FOR the remaining director nominees is warranted.</i>					
1g	Elect Director Isabelle Parize	Mgmt	For	For	For
1h	Elect Director Robert Singer	Mgmt	For	For	For
1i	Elect Director Gordon von Bretten	Mgmt	For	Withhold	Withhold

Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Gerd Peter Harf, Sue Nabi, Joachim Joseph Creus, Frank Engelen, and Gordon von Bretten for failing to establish a board on which a majority of the directors are independent. A vote FOR the remaining director nominees is warranted.

Coty Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Multiple concerns raised with respect to the executive compensation program exacerbate the pay-for-performance misalignment, as the CEO received a large equity grant amid poor company performance. While it is recognized that equity awards were entirely performance-based, forward-looking targets tied to LTI performance shares were not disclosed. Further, the CEO continues to receive an outsized base salary.</i></p>					
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Diageo Plc

Meeting Date: 11/06/2025 **Country:** United Kingdom **Ticker:** DGE
Record Date: 11/04/2025 **Meeting Type:** Annual
Primary Security ID: G42089113

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect John Rishton as Director	Mgmt	For	For	For
5	Re-elect Melissa Bethell as Director	Mgmt	For	For	For
6	Re-elect Karen Blackett as Director	Mgmt	For	For	For
7	Re-elect Julie Brown as Director	Mgmt	For	For	For
8	Re-elect Valerie Chapoulaud-Floquet as Director	Mgmt	For	For	For
9	Re-elect Nik Jhangiani as Director	Mgmt	For	For	For
10	Re-elect Susan Kilsby as Director	Mgmt	For	For	For
11	Re-elect Sir John Manzoni as Director	Mgmt	For	For	For
12	Re-elect Ireena Vittal as Director	Mgmt	For	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Diageo Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Adopt Share Value Plan	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Adopt New Articles of Association	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Tesla, Inc.

Meeting Date: 11/06/2025 **Country:** USA **Ticker:** TSLA
Record Date: 09/15/2025 **Meeting Type:** Annual
Primary Security ID: 88160R101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ira Ehrenpreis	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST Nominating and Corporate Governance Committee Chair Ira Ehrenpreis is warranted in light of the board's unilateral adoption of a bylaw that materially restricts shareholders' litigation rights. Moreover, some additional concern is highlighted with respect to Ehrenpreis as governance committee chair, as the board is considered to have been only partially responsive last year's majority-supported declassification shareholder proposal. Shareholders may have appreciated some more clarity on the company's plans or intentions for any declassification moving forward. A vote FOR the other director nominees, Kathleen Wilson-Thompson and Joseph (Joe) Gebbia, is warranted.</i>				
1b	Elect Director Joe Gebbia	Mgmt	For	For	For
1c	Elect Director Kathleen Wilson-Thompson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although most NEOs received modest compensation in FY24, there are significant concerns regarding compensation to one NEO that consisted of an outsized, entirely time-based equity award. The disclosed rationale is limited regarding the determination of the magnitude of the award and its lack of performance conditions. Moreover, CEO Musk was granted a time-based equity mega-award in FY25, though this award can deliver value to him only to the extent that his prior 2018 mega-award is reduced or forfeited in connection with ongoing litigation. While this award was granted following FY24, the sheer size and design issues are so significant as to warrant opposition to this year's advisory proposal.</i>				
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): * The plan cost is excessive * The three-year average burn rate is excessive * The plan allows broad discretion to accelerate vesting</i>				

Tesla, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Issuance of Common Stock to Elon Musk Pursuant to CEO Performance Award	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The board strongly desires to retain CEO Musk due to his track record as well as his new strategic plans for the company. The design of the award is intended to provide him with the greater voting influence and control over the company that he desires, although only if he achieves far-reaching performance targets, which, if achieved, would create significant value for shareholders. Additionally, the committee took shareholder feedback into consideration when designing this award and attempted to improve upon the design of the previous 2018 CEO Award. However, with 12 award tranches valued at more than \$7 billion each, the \$87.8 billion award locks in extraordinarily high pay opportunities over the next ten years, and reduces the board's ability to meaningfully adjust future pay levels in the event of unforeseen events or changes in either the performance or strategic focus of the company over the next decade. The high value of each tranche could also potentially undermine Musk's desire to achieve all goals and create significant value for shareholders. Additionally, certain goals lack precision and some operational goals allow for overlap of measured performance. Further, although one of the main reasons for this award is to retain Musk and keep his time and attention on Tesla instead of his other business ventures, there are no explicit requirements to ensure that this will be the case. Finally, there is the potential for significant dilution for shareholders due to the extreme value and number of shares being granted.</i></p>					
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Eliminate Supermajority Vote Requirement	Mgmt	None	For	For
7	Authorize Board to Invest Company Funds in xAI	SH	None	Against	Against
8	Assess Feasibility of Including Sustainability as a Performance Measure for Senior Executive Compensation	SH	Against	Against	Against
9	Report on the Use of Child Labor in Connection with Electric Vehicles	SH	Against	Against	Against
10	Amend the Bylaws To Repeal 3% Derivative Suit Ownership Threshold	SH	Against	Against	Against
11	Amend Bylaws	SH	Against	Against	Against
12	Declassify the Board of Directors	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a board declassification would improve director accountability to shareholders.</i></p>					
13	Reduce Supermajority Vote Requirement	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as eliminating supermajority vote requirements would improve shareholder rights.</i></p>					
14	Require Shareholder Approval of Bylaw Amendments Adopted by the Board of Directors	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Asking the board to submit any bylaw changes that would restrict the ability to submit shareholder proposals to a vote is not viewed as unreasonable or overly burdensome.</i></p>					

Moderna, Inc.

Meeting Date: 11/12/2025

Country: USA

Ticker: MRNA

Record Date: 09/30/2025

Meeting Type: Special

Primary Security ID: 60770K107

Moderna, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Stock Option Exchange Program	Mgmt	For	For	For
2	Adjourn Meeting	Mgmt	For	For	For

Tapestry, Inc.

Meeting Date: 11/13/2025 **Country:** USA **Ticker:** TPR
Record Date: 09/17/2025 **Meeting Type:** Annual
Primary Security ID: 876030107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Darrell Cavens	Mgmt	For	For	For
1b	Elect Director Joanne Crevoiserat	Mgmt	For	For	For
1c	Elect Director David Elkins	Mgmt	For	For	For
1d	Elect Director Johanna (Hanneke) Faber	Mgmt	For	For	For
1e	Elect Director Anne Gates	Mgmt	For	For	For
1f	Elect Director Thomas Greco	Mgmt	For	For	For
1g	Elect Director Kevin Hourican	Mgmt	For	For	For
1h	Elect Director Alan Lau	Mgmt	For	For	For
1i	Elect Director Pamela Lifford	Mgmt	For	For	For
1j	Elect Director Annabelle Yu Long	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

MJ Gleeson Plc

Meeting Date: 11/14/2025 **Country:** United Kingdom **Ticker:** GLE
Record Date: 11/12/2025 **Meeting Type:** Annual
Primary Security ID: G3926R108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Fiona Goldsmith as Director	Mgmt	For	For	For
6	Re-elect Christopher Mills as Director	Mgmt	For	For	For
7	Re-elect Elaine Bailey as Director	Mgmt	For	For	For
8	Re-elect Nicola Bruce as Director	Mgmt	For	For	For
9	Re-elect Graham Prothero as Director	Mgmt	For	For	For
10	Re-elect Stefan Allanson as Director	Mgmt	For	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Approve Share Incentive Plan	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Novo Nordisk A/S

Meeting Date: 11/14/2025

Country: Denmark

Ticker: NOVO.B

Record Date: 11/07/2025

Meeting Type: Extraordinary Shareholders

Primary Security ID: K72807140

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Shareholder Proposals Submitted by Novo Nordisk Foundation and Novo Holdings A/S	Mgmt			
1.1	Elect Lars Rebien Sorensen (Chair) as New Director	SH	None	Abstain	Do Not Vote
1.2	Elect Cees de Jong (Vice Chair) as New Director	SH	None	Abstain	Do Not Vote
1.3.1	Elect Britt Meelby Jensen as New Director	SH	None	Abstain	Do Not Vote
1.3.2	Elect Mikael Dolsten as New Director	SH	None	Abstain	Do Not Vote
1.3.3	Elect Stephan Engels as New Director	SH	None	Abstain	Do Not Vote

Union Pacific Corporation

Meeting Date: 11/14/2025 **Country:** USA **Ticker:** UNP
Record Date: 10/06/2025 **Meeting Type:** Special
Primary Security ID: 907818108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	For	For
2	Adjourn Meeting	Mgmt	For	For	For

John Wood Group Plc

Meeting Date: 11/17/2025 **Country:** United Kingdom **Ticker:** WG
Record Date: 11/13/2025 **Meeting Type:** Special
Primary Security ID: G9745T118

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	This is a Second Call Meeting Originally Scheduled on 12 November 2025	Mgmt			
1	Approve Matters Relating to the Recommended Cash Acquisition of John Wood Group plc by Sidara Limited	Mgmt	For	For	For

John Wood Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Articles of Association	Mgmt	For	For	For
3	Approve Cancellation of Admission of Ordinary Shares to Trading on London Stock Exchange; Re-register the Company as a Private Limited Company under the Name of John Wood Group Limited	Mgmt	For	For	For

John Wood Group Plc

Meeting Date: 11/17/2025 **Country:** United Kingdom **Ticker:** WG
Record Date: 11/13/2025 **Meeting Type:** Court
Primary Security ID: G9745T118

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	This is a Second Call Meeting Originally Scheduled on 12 November 2025	Mgmt			
	Court Meeting	Mgmt			
1	Approve Scheme of Arrangement	Mgmt	For	For	For

Oracle Corporation

Meeting Date: 11/18/2025 **Country:** USA **Ticker:** ORCL
Record Date: 09/19/2025 **Meeting Type:** Annual
Primary Security ID: 68389X105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Awo Ablo	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Awo Ablo and Bruce Chizen for the substantial pledging activity at the company and significant concerns regarding risk oversight. A vote FOR the remaining directors is warranted.</i>					
1.2	Elect Director Jeffrey S. Berg	Mgmt	For	For	For
1.3	Elect Director Michael J. Boskin	Mgmt	For	For	For
1.4	Elect Director Safra A. Catz	Mgmt	For	For	For
1.5	Elect Director Bruce R. Chizen	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Governance Committee members Awo Ablo and Bruce Chizen for the substantial pledging activity at the company and significant concerns regarding risk oversight. A vote FOR the remaining directors is warranted.</i>					

Oracle Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director George H. Conrades	Mgmt	For	For	For
1.7	Elect Director Lawrence J. Ellison	Mgmt	For	For	For
1.8	Elect Director Rona A. Fairhead	Mgmt	For	For	For
1.9	Elect Director Jeffrey O. Henley	Mgmt	For	For	For
1.10	Elect Director Clayton M. Magouyrk	Mgmt	For	For	For
1.11	Elect Director Charles W. Moorman	Mgmt	For	For	For
1.12	Elect Director Naomi O. Seligman	Mgmt	For	For	For
1.13	Elect Director Michael D. Sicilia	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Certain perennial concerns are noted, including the poor disclosure of STI targets and how they related to payouts as well as a lack of long-term performance criteria for non-CEO NEOs, though these concerns are partially mitigated by the lack of an annual bonus payout after negative discretion was exercised by the compensation committee. Of major concern, however, are substantial promotional awards granted to the co-CEOs after fiscal year end, which is a highly unusual practice. The value of these awards, as disclosed by the company, is significant, and a large majority of the grants lack pre-set performance criteria.</i></p>					
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Dunelm Group Plc

Meeting Date: 11/19/2025 **Country:** United Kingdom **Ticker:** DNLM
Record Date: 11/17/2025 **Meeting Type:** Annual
Primary Security ID: G2935W108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Alison Brittain as Director	Mgmt	For	For	For
4	Re-elect Sir Will Adderley as Director	Mgmt	For	For	For
5	Elect Clodagh Moriarty as Director	Mgmt	For	For	For
6	Re-elect Karen Witts as Director	Mgmt	For	For	For
7	Re-elect Ian Bull as Director	Mgmt	For	For	For

Dunelm Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Ajay Kavan as Director	Mgmt	For	For	For
9	Elect Katharine Poulter as Director	Mgmt	For	For	For
10	Re-elect Marion Sears as Director	Mgmt	For	For	For
11	Re-elect Vijay Talwar as Director	Mgmt	For	For	For
12	Re-elect Dan Taylor as Director	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Genus Plc

Meeting Date: 11/19/2025 **Country:** United Kingdom **Ticker:** GNS
Record Date: 11/17/2025 **Meeting Type:** Annual
Primary Security ID: G3827X105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Long Term Incentive Plan	Mgmt	For	For	For
5	Approve Deferred Bonus Plan	Mgmt	For	For	For

Genus Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Settlement of Restricted Share Award Granted to Andrew Russell through Issuance of New Shares or Transfer of Treasury Shares	Mgmt	For	For	For
7	Approve Final Dividend	Mgmt	For	For	For
8	Elect Andrew Russell as Director	Mgmt	For	For	For
9	Re-elect Jorgen Kokke as Director	Mgmt	For	For	For
10	Re-elect Iain Ferguson as Director	Mgmt	For	For	For
11	Re-elect Ralph Heuser as Director	Mgmt	For	For	For
12	Re-elect Lysanne Gray as Director	Mgmt	For	For	For
13	Re-elect Lesley Knox as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Smiths Group Plc

Meeting Date: 11/19/2025

Country: United Kingdom

Ticker: SMIN

Record Date: 11/17/2025

Meeting Type: Annual

Primary Security ID: G82401111

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Smiths Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect Julian Fagge as Director	Mgmt	For	For	For
5	Elect Simon Pryce as Director	Mgmt	For	For	For
6	Re-elect Roland Carter as Director	Mgmt	For	For	For
7	Re-elect Pam Cheng as Director	Mgmt	For	For	For
8	Re-elect Alistair Cowan as Director	Mgmt	For	For	For
9	Re-elect Dame Ann Dowling as Director	Mgmt	For	For	For
10	Re-elect Richard Howes as Director	Mgmt	For	For	For
11	Re-elect Steve Williams as Director	Mgmt	For	For	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Craneware Plc

Meeting Date: 11/21/2025

Country: United Kingdom

Ticker: CRW

Record Date: 11/19/2025

Meeting Type: Annual

Primary Security ID: G2554M100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect William Whitehorn as Director	Mgmt	For	For	For
4	Re-elect Keith Neilson as Director	Mgmt	For	For	For
5	Re-elect Craig Preston as Director	Mgmt	For	For	For
6	Re-elect Isabel Urquhart as Director	Mgmt	For	For	For
7	Re-elect Alistair Erskine as Director	Mgmt	For	For	For
8	Re-elect Anne McCune as Director	Mgmt	For	For	For
9	Elect Tamra Minnier as Director	Mgmt	For	For	For
10	Elect Susan Nelson as Director	Mgmt	For	For	For
11	Approve Final Dividend	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Wilmington plc

Meeting Date: 11/25/2025

Country: United Kingdom

Ticker: WIL

Record Date: 11/21/2025

Meeting Type: Annual

Primary Security ID: G9670Q105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Wilmington plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Sophie Tomkins as Director	Mgmt	For	For	For
5	Re-elect Mark Milner as Director	Mgmt	For	For	For
6	Re-elect William Macpherson as Director	Mgmt	For	For	For
7	Re-elect Helen Sachdev as Director	Mgmt	For	For	For
8	Re-elect Guy Millward as Director	Mgmt	For	For	For
9	Elect Gordon Hurst as Director	Mgmt	For	For	For
10	Reappoint Grant Thornton UK LLP as Auditors	Mgmt	For	For	For
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Renishaw Plc

Meeting Date: 11/26/2025

Country: United Kingdom

Ticker: RSW

Record Date: 11/24/2025

Meeting Type: Annual

Primary Security ID: G75006117

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect John Deer as Director	Mgmt	For	For	For
5	Re-elect Will Lee as Director	Mgmt	For	For	For
6	Re-elect Catherine Glickman as Director	Mgmt	For	For	For

Renishaw Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Sir David Grant as Director	Mgmt	For	For	For
8	Re-elect Juliette Stacey as Director	Mgmt	For	For	For
9	Re-elect Stephen Wilson as Director	Mgmt	For	For	For
10	Re-elect Dame Karen Holford as Director	Mgmt	For	For	For
11	Re-elect Richard McMurtry as Director	Mgmt	For	For	For
12	Elect Camille Deer as Director	Mgmt	For	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee of the Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Bellway Plc

Meeting Date: 11/27/2025

Country: United Kingdom

Ticker: BWY

Record Date: 11/25/2025

Meeting Type: Annual

Primary Security ID: G09744155

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect John Tutte as Director	Mgmt	For	For	For
6	Re-elect Jason Honeyman as Director	Mgmt	For	For	For
7	Re-elect Shane Doherty as Director	Mgmt	For	For	For
8	Re-elect Simon Scougall as Director	Mgmt	For	For	For
9	Re-elect Jill Caseberry as Director	Mgmt	For	For	For
10	Re-elect Ian McHoul as Director	Mgmt	For	For	For
11	Re-elect Sarah Whitney as Director	Mgmt	For	For	For

Bellway Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Re-elect Cecily Davis as Director	Mgmt	For	For	For
13	Elect Gill Barr as Director	Mgmt	For	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
21	Adopt New Articles of Association	Mgmt	For	For	For

Coloplast A/S

Meeting Date: 12/04/2025

Country: Denmark

Ticker: COLO.B

Record Date: 11/27/2025

Meeting Type: Annual

Primary Security ID: K16018192

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
3	Approve Allocation of Income	Mgmt	For	For	Do Not Vote
4	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
5	Approve Remuneration of Directors in the Amount of DKK 1.5 Million for Chair, DKK 875,000 for Deputy Chair and DKK 500,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
6.1	Amend Remuneration Policy	Mgmt	For	For	Do Not Vote

Coloplast A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1	Reelect Jette Nygaard-Andersen as Director	Mgmt	For	For	Do Not Vote
7.2	Reelect Niels Peter Louis-Hansen as Director	Mgmt	For	Abstain	Do Not Vote
7.3	Reelect Annette Bruls as Director	Mgmt	For	For	Do Not Vote
7.4	Reelect Carsten Hellmann as Director	Mgmt	For	For	Do Not Vote
7.5	Reelect Marianne Wiinholt as Director	Mgmt	For	For	Do Not Vote
7.6	Elect Niels B. Christiansen as New Director	Mgmt	For	For	Do Not Vote
8	Ratify Ernst & Young as Auditors	Mgmt	For	For	Do Not Vote
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	Do Not Vote
10	Other Business	Mgmt			

Target Healthcare REIT Plc

Meeting Date: 12/04/2025

Country: United Kingdom

Ticker: THRL

Record Date: 12/02/2025

Meeting Type: Annual

Primary Security ID: G8672Z105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Increase in the Maximum Aggregate Fees Payable to Directors	Mgmt	For	For	For
5	Approve Company's Dividend Policy	Mgmt	For	For	For
6	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
7	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
8	Re-elect Michael Brodtman as Director	Mgmt	For	For	For
9	Re-elect Richard Cotton as Director	Mgmt	For	For	For
10	Re-elect Alison Fyfe as Director	Mgmt	For	For	For

Target Healthcare REIT Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Vince Niblett as Director	Mgmt	For	For	For
12	Re-elect Amanda Thompsell as Director	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Associated British Foods Plc

Meeting Date: 12/05/2025

Country: United Kingdom

Ticker: ABF

Record Date: 12/03/2025

Meeting Type: Annual

Primary Security ID: G05600138

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Michael McLintock as Director	Mgmt	For	For	For
6	Re-elect George Weston as Director	Mgmt	For	For	For
7	Re-elect Eoin Tonge as Director	Mgmt	For	For	For
8	Re-elect Emma Adamo as Director	Mgmt	For	For	For
9	Re-elect Graham Allan as Director	Mgmt	For	For	For
10	Re-elect Kumsal Bayazit as Director	Mgmt	For	For	For
11	Re-elect Annie Murphy as Director	Mgmt	For	For	For
12	Re-elect Dame Heather Rabbatts as Director	Mgmt	For	For	For
13	Re-elect Loraine Woodhouse as Director	Mgmt	For	For	For

Associated British Foods Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Approve Restricted Share Plan	Mgmt	For	For	For
18	Approve Long Term Incentive Plan	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Microsoft Corporation

Meeting Date: 12/05/2025

Country: USA

Ticker: MSFT

Record Date: 09/30/2025

Meeting Type: Annual

Primary Security ID: 594918104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Reid G. Hoffman	Mgmt	For	For	For
1b	Elect Director Hugh F. Johnston	Mgmt	For	For	For
1c	Elect Director Teri L. List	Mgmt	For	For	For
1d	Elect Director Catherine MacGregor	Mgmt	For	For	For
1e	Elect Director Mark A. L. Mason	Mgmt	For	For	For
1f	Elect Director Satya Nadella	Mgmt	For	For	For
1g	Elect Director Sandra E. Peterson	Mgmt	For	For	For
1h	Elect Director Penny S. Pritzker	Mgmt	For	For	For
1i	Elect Director John David Rainey	Mgmt	For	For	For
1j	Elect Director Charles W. Scharf	Mgmt	For	For	For
1k	Elect Director John W. Stanton	Mgmt	For	For	For

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Emma N. Walmsley	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Report on Risks of Microsoft's ESP being Utilized for Censorship of Legitimate Speech	SH	Against	Against	Against
6	Report on Risks of Censorship in Generative Artificial Intelligence	SH	Against	Against	Against
7	Report on AI Data Usage Oversight	SH	Against	Against	Against
8	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is assessing the implications of siting data centers in countries of significant human rights concern.</i></p>					
9	Human Rights Risk Assessment	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. The recent controversy related to the misuse of the company's Azure technology — which Microsoft identified only after external reporting and public scrutiny — raises questions about the effectiveness of its HRDD processes and exposes the company to legal, reputational, operational and financial risks. The company and its shareholders would benefit from a report assessing the effectiveness of Microsoft's human rights due diligence processes in preventing, identifying, and addressing customer misuse of its artificial intelligence and cloud products or services.</i></p>					
10	Report on Risks of Using Artificial Intelligence and Machine Learning Tools for Oil and Gas Development and Production	SH	Against	Against	Against

ServiceNow, Inc.

Meeting Date: 12/05/2025 **Country:** USA **Ticker:** NOW
Record Date: 11/10/2025 **Meeting Type:** Special
Primary Security ID: 81762P102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Stock Split	Mgmt	For	For	For

Anglo American Plc

Meeting Date: 12/09/2025

Country: United Kingdom

Ticker: AAL

Record Date: 12/05/2025

Meeting Type: Special

Primary Security ID: G03764142

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorise Issue of Equity in Connection with the Merger	Mgmt	For	For	For
2	Amend Long-Term Incentive Plan	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the LTIP amendment is considered warranted because: * The Company is making an amendment to the in-flight 2024 and 2025 LTIP awards to place a minimum vesting level on the awards (62.5% of maximum) contingent on the merger being successful. Transaction-related remuneration is not considered good market practice in the UK. * The Company has also not disclosed what the 'successful' completion would entail, which is a concern, given that it will ensure that the LTIP awards will have a minimum payout at the 'target level'. * The addition of this extra performance condition also has the potential to dilute the other performance conditions within the LTIP awards. Indeed, ensuring that 62.5% of the LTIP awards pay out at a minimum if the merger is successful brings the threshold very high and therefore to a large extent undermines the other performance criteria. It is also noted that the merger is not dependent on the passing of this resolution.</i></p>					
3	Approve Change of Company Name to Anglo Teck plc	Mgmt	For	For	For

Palo Alto Networks, Inc.

Meeting Date: 12/09/2025

Country: USA

Ticker: PANW

Record Date: 10/15/2025

Meeting Type: Annual

Primary Security ID: 697435105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John M. Donovan	Mgmt	For	For	For
1b	Elect Director James J. Goetz	Mgmt	For	For	For
1c	Elect Director Helle Thorning-Schmidt	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Following a second consecutive low say-on-pay vote, the compensation committee disclosed feedback and made positive pay program changes in response to concerns. However, an unmitigated pay-for-performance misalignment exists for the year in review. The CEO's target compensation remains high and is nearly double the total pay of the CEO's peers, with his annual LTI grant value again being increased for FY25. In addition, the maximum vesting opportunity in the LTI program remains outsized. The combination of these two factors can lead to significantly outsized pay outcomes for the CEO. The increase in perquisite tax gross-ups is also a growing concern.</i></p>					
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Adjust Executive Compensation Metrics for Share Buybacks	SH	Against	Against	Against

Palo Alto Networks, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Declassify the Board of Directors	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted because the declassification would enhance board accountability.

John Wood Group Plc

Meeting Date: 12/11/2025 **Country:** United Kingdom **Ticker:** WG
Record Date: 12/09/2025 **Meeting Type:** Special
Primary Security ID: G9745T118

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Against	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For

Mercer Investment Fund 21 - Global High Yield Bond

Meeting Date: 12/12/2025 **Country:** Ireland **Ticker:** N/A
Record Date: 12/10/2025 **Meeting Type:** Annual
Primary Security ID: G6074F800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports and Review the Company's Affairs	Mgmt	For	For	For
2	Ratify Deloitte as Auditors and Authorise Their Remuneration	Mgmt	For	For	For

Mercer Investment Fund 22 - Emerging Market Debt Hard Currency

Meeting Date: 12/12/2025 **Country:** Ireland **Ticker:** N/A
Record Date: 12/10/2025 **Meeting Type:** Annual
Primary Security ID: G6074F867

Mercer Investment Fund 22 - Emerging Market Debt Hard Currency

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports and Review the Company's Affairs	Mgmt	For	For	For
2	Ratify Deloitte as Auditors and Authorise Their Remuneration	Mgmt	For	For	For

Vanguard Funds PLC - Vanguard FTSE North America UCITS ETF

Meeting Date: 12/12/2025 **Country:** Ireland **Ticker:** VNRT
Record Date: 12/11/2025 **Meeting Type:** Annual
Primary Security ID: G9T17W202

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports and Review the Company's Affairs	Mgmt	For	For	For
2	Ratify KPMG Ireland as Auditors and Authorise Their Remuneration	Mgmt	For	For	For

Cisco Systems, Inc.

Meeting Date: 12/16/2025 **Country:** USA **Ticker:** CSCO
Record Date: 10/17/2025 **Meeting Type:** Annual
Primary Security ID: 17275R102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael D. Capellas	Mgmt	For	For	For
1b	Elect Director Mark Garrett	Mgmt	For	For	For
1c	Elect Director John D. Harris, II	Mgmt	For	For	For
1d	Elect Director Kristina M. Johnson	Mgmt	For	For	For
1e	Elect Director Sarah Rae Murphy	Mgmt	For	For	For
1f	Elect Director Charles H. Robbins	Mgmt	For	For	For
1g	Elect Director Daniel H. Schulman	Mgmt	For	For	For

Cisco Systems, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Marianna Tessel	Mgmt	For	For	For
1i	Elect Director Kevin Weil	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Assess and Report on Positive Financial Value of Company's Inclusion Programs	SH	Against	Against	Against

Sodexo SA

Meeting Date: 12/16/2025 **Country:** France **Ticker:** SW
Record Date: 12/12/2025 **Meeting Type:** Annual/Special
Primary Security ID: F84941123

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.70 per Share and an Extra of EUR 0.27 per Share to Long Term Registered Shares	Mgmt	For	For	For
4	Elect Bellon SA as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes FOR the elections of these independent nominees are warranted in the absence of specific concerns (Items 5 and 6). * A vote AGAINST the election of Patrice de Talhouet is warranted since the shareholder's representative benefits from the company's distortive voting structure (item 4). * The auditors' special report on related party transactions mentions an transaction carried out last year (but not presented to shareholders' vote at this meeting). Therefore, the reelection of the current audit committee member, Luc Messier (item 7), merits qualified support at best.</i></p>					
5	Elect Geneviève Bich as Director	Mgmt	For	For	For
6	Elect Françoise Colpron as Director	Mgmt	For	For	For
7	Reelect Luc Messier as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Compensation of Sophie Bellon, Chairwoman and CEO	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because Sophie Bellon is entitled to potential full post mandate vesting of LTIP granted during the last three FYs without prorata despite the end of mandate of Sophie Bellon as CEO.</i></p>					
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairwoman of the Board and CEO, from September 1, 2025 to November 9, 2025	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairwoman of the Board, from November 10, 2025	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO, from November 10, 2025	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 85 Million	Mgmt	For	For	For
16	Authorize Capitalization of Reserves of Up to EUR 85 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
17	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
20	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Lianhua Supermarket Holdings Co., Ltd.

Meeting Date: 12/18/2025

Country: China

Ticker: 980

Record Date: 12/15/2025

Meeting Type: Extraordinary Shareholders

Primary Security ID: Y5279F102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Equity Transfer Agreement and Related Transactions	Mgmt	For	For	For
2	Amend Articles of Association and Approve Abolishment of the Supervisory Committee	Mgmt	For	For	For

STMicroelectronics NV

Meeting Date: 12/18/2025

Country: Netherlands

Ticker: STMMI

Record Date: 11/20/2025

Meeting Type: Extraordinary Shareholders

Primary Security ID: N83574108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1.	Elect Armando Varricchio to Supervisory Board	Mgmt	For	For	For
2.	Elect Orio Bellezza to Supervisory Board	Mgmt	For	For	For

iShares VII plc - iShares Core S&P 500 UCITS ETF

Meeting Date: 12/19/2025

Country: Ireland

Ticker: CSPX

Record Date: 12/18/2025

Meeting Type: Annual

Primary Security ID: G4955H110

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Ratify Deloitte as Auditors	Mgmt	For	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Re-elect Ros O'Shea as Director	Mgmt	For	For	For

iShares VII plc - iShares Core S&P 500 UCITS ETF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect Padraig Kenny as Director	Mgmt	For	For	For
6	Re-elect Deirdre Somers as Director	Mgmt	For	For	For
7	Re-elect William McKechnie as Director	Mgmt	For	For	For
8	Elect Manuela Sperandeo as Director	Mgmt	For	For	For

Electronic Arts Inc.

Meeting Date: 12/22/2025

Country: USA

Ticker: EA

Record Date: 11/19/2025

Meeting Type: Special

Primary Security ID: 285512109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	For
3	Adjourn Meeting	Mgmt	For	For	For