

Voting report

Philips
Pensioenfonds



VOTE SUMMARY REPORT

REPORTING PERIOD: 01/04/2025 to 30/06/2025

Voting Statistics

	Total	Percent
Votable Meetings	3818	
Meetings Voted	3692	96.70%
Meetings with One or More Votes Against Management	1285	33.66%
Votable Ballots	3990	
Ballots Voted	3847	96.42%

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	47235		1180		48415	
Proposals Voted	43695	92.51%	1122	95.08%	44817	92.57%
FOR Votes	40245	85.20%	473	40.08%	40718	84.10%
AGAINST Votes	2567	5.43%	635	53.81%	3202	6.61%
ABSTAIN Votes	584	1.24%	10	0.85%	594	1.23%
WITHHOLD Votes	201	0.43%	4	0.34%	205	0.42%
Votes WITH Management	40764	86.30%	1039	88.05%	41803	86.34%
Votes AGAINST Management	2931	6.21%	83	7.03%	3014	6.23%

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.

1&1 AG

Meeting Date: 14/05/2025

Country: Germany

Ticker: 1U1

Record Date: 22/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.05 per Share	G	Mgmt	For	For
3.a	Approve Discharge of Management Board Member Ralph Dommermuth for Fiscal Year 2024	G	Mgmt	For	For
3.b	Approve Discharge of Management Board Member Markus Huhn for Fiscal Year 2024	G	Mgmt	For	For
3.c	Approve Discharge of Management Board Member Alessandro Nava for Fiscal Year 2024	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.a	Approve Discharge of Supervisory Board Member Kurt Dobitsch for Fiscal Year 2024	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [LN-M0201-010] As chairman of the board, responsible for lack of diversity. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
4.b	Approve Discharge of Supervisory Board Member Norbert Lang for Fiscal Year 2024	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
4.c	Approve Discharge of Supervisory Board Member Matthias Baldermann for Fiscal Year 2024	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
4.d	Approve Discharge of Supervisory Board Member Vlasios Choulidis for Fiscal Year 2024	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
4.e	Approve Discharge of Supervisory Board Member Friedrich Joussen for Fiscal Year 2024	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
4.f	Approve Discharge of Supervisory Board Member Christine Schoeneweis for Fiscal Year 2024	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
5.a	Ratify PriceWaterhouseCoopers GmbH 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	G	Mgmt	For	For
5.b	Appoint PriceWaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For

1&1 AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [LN-M0550-002] Remuneration committee discretion has been used poorly. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
7	Approve Remuneration Policy	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance</i></p>					
8	Approve Remuneration of Supervisory Board	G	Mgmt	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
10	Approve Domination Agreement with A 1 Marketing, Kommunikation und neue Medien GmbH	G	Mgmt	For	For
11	Approve Affiliation Agreement with A 1 Marketing, Kommunikation und neue Medien GmbH	G	Mgmt	For	For

10X Genomics, Inc.

Meeting Date: 03/06/2025

Country: USA

Ticker: TXG

Record Date: 08/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sri Kosaraju	G	Mgmt	For	For
1.2	Elect Director Shehnaaz Suliman	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i></p>					

1st Source Corporation

Meeting Date: 24/04/2025

Country: USA

Ticker: SRCE

Record Date: 13/02/2025

Meeting Type: Annual

1st Source Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director John F. Affleck-Graves	G	Mgmt	For	For
1b	Elect Director Daniel B. Fitzpatrick	G	Mgmt	For	For
1c	Elect Director Christopher J. Murphy, IV	G	Mgmt	For	For
1d	Elect Director Isaac P. Torres	G	Mgmt	For	For
2	Ratify Forvis Mazars, LLP as Auditors	G	Mgmt	For	For

360 Security Technology, Inc.

Meeting Date: 18/04/2025 **Country:** China **Ticker:** 601360
Record Date: 14/04/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Zhang Hailong as Non-independent Director	G	Mgmt	For	For

360 Security Technology, Inc.

Meeting Date: 16/05/2025 **Country:** China **Ticker:** 601360
Record Date: 12/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Financial Statements	G	Mgmt	For	For
3	Approve Profit Distribution	G	SH	For	For
<i>Blended Rationale: SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
4	Approve Report of the Board of Directors	G	Mgmt	For	For
5	Approve Report of the Board of Supervisors	G	Mgmt	For	For
6	Approve Remuneration of Directors and Senior Management Members	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

360 Security Technology, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Remuneration of Supervisors	G	Mgmt	For	For
8	Approve Provision of Guarantees	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
9	Approve Completion of Raised Funds Investment Projects, Use of Excess Funds to Replenish Working Capital and Adjustment of Internal Investment Structure for Raised Funds Investment Projects	G	Mgmt	For	For

3D Systems Corporation

Meeting Date: 16/05/2025 **Country:** USA **Ticker:** DDD
Record Date: 18/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Malissia R. Clinton	G	Mgmt	For	For
1.2	Elect Director Claudia N. Drayton	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-013] Vote against member of the audit committee for failure to remediate material weaknesses within a reasonable timeframe.</i>					
1.3	Elect Director Thomas W. Erickson	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.4	Elect Director Jeffrey A. Graves	G	Mgmt	For	For
1.5	Elect Director Jim D. Keever	G	Mgmt	For	For
1.6	Elect Director Charles G. McClure, Jr.	G	Mgmt	For	For
1.7	Elect Director Kevin S. Moore	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-013] Vote against member of the audit committee for failure to remediate material weaknesses within a reasonable timeframe.</i>					
1.8	Elect Director Vasant Padmanabhan	G	Mgmt	For	For
1.9	Elect Director John J. Tracy	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Meeting Date: 26/06/2025

Country: United Kingdom

Ticker: III

Record Date: 24/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Dividend	G	Mgmt	For	For
4	Re-elect Simon Borrows as Director	G	Mgmt	For	For
5	Re-elect Stephen Daintith as Director	G	Mgmt	For	For
6	Re-elect Jasi Halai as Director	G	Mgmt	For	For
7	Re-elect James Hatchley as Director	G	Mgmt	For	For
8	Re-elect David Hutchison as Director	G	Mgmt	For	For
9	Re-elect Lesley Knox as Director	G	Mgmt	For	For
10	Re-elect Coline McConville as Director	G	Mgmt	For	For
11	Re-elect Peter McKellar as Director	G	Mgmt	For	For
12	Elect Hemant Patel as Director	G	Mgmt	For	For
13	Re-elect Alexandra Schaapveld as Director	G	Mgmt	For	For
14	Reappoint KPMG LLP as Auditors	G	Mgmt	For	For
15	Authorise Board Acting Through the Audit and Compliance Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
17	Authorise Issue of Equity	G	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

3M Company

Meeting Date: 13/05/2025

Country: USA

Ticker: MMM

Record Date: 18/03/2025

Meeting Type: Annual

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

3SBio Inc.

Meeting Date: 25/06/2025

Country: Cayman Islands

Ticker: 1530

Record Date: 19/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2A	Elect Su Dongmei as Director	G	Mgmt	For	For
2B	Elect Zhang Jiaoe as Director	G	Mgmt	For	For
2C	Elect Yang, Hoi Ti Heidi as Director	G	Mgmt	For	For
2D	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
5B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
5C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					
6	Adopt 2025 Share Option Scheme	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
7	Adopt Scheme Mandate Limit (Share Option) under the 2025 Share Option Scheme	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
8	Adopt Service Provider Sub-limit (Share Option) under the 2025 Share Option Scheme	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
9A	Adopt 2025 Share Award Scheme	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
9B	Approve Termination of the 2019 Share Award Scheme	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
10	Adopt Scheme Mandate Limit (Share Award) under the 2025 Share Award Scheme	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
11	Adopt Scheme Mandate Limit (New Shares Share Award) under the 2025 Share Award Scheme	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
12	Adopt Service Provider Sub-limit (New Shares Share Award) under the 2025 Share Award Scheme	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					

A. O. Smith Corporation

Meeting Date: 08/04/2025

Country: USA

Ticker: AOS

Record Date: 18/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Todd W. Fister	G	Mgmt	For	For
1.2	Elect Director Michael M. Larsen	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-005] Vote against for failure to take action with respect to substantial votes against one or more directors last year.</i>					
1.3	Elect Director Lois M. Martin	G	Mgmt	For	For
1.4	Elect Director Adrian I. Peace *Withdrawn Resolution*	G	Mgmt		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company.</i>					

A.G. BARR Plc

Meeting Date: 23/05/2025

Country: United Kingdom

Ticker: BAG

Record Date: 21/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For
4	Re-elect Mark Allen as Director	G	Mgmt	For	For
5	Re-elect Euan Sutherland as Director	G	Mgmt	For	For
6	Re-elect Stuart Lorimer as Director	G	Mgmt	For	For
7	Re-elect Susan Barratt as Director	G	Mgmt	For	For
8	Re-elect Louise Smalley as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

A.G. BARR Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Re-elect Zoe Howorth as Director	G	Mgmt	For	For
10	Re-elect Nicholas Wharton as Director	G	Mgmt	For	For
11	Re-elect Julie Barr as Director	G	Mgmt	For	For
12	Reappoint Deloitte LLP as Auditors and Authorise Their Remuneration	G	Mgmt	For	For
13	Authorise Issue of Equity	G	Mgmt	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
15	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For

A2A SpA

Meeting Date: 29/04/2025

Country: Italy

Ticker: A2A

Record Date: 16/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income and Dividend Distribution	G	Mgmt	For	For
3	Approve 2025-2027 Employee Share Ownership Plan	G	Mgmt	For	For
4	Approve Remuneration Policy	G	Mgmt	For	For
5	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For

AAC Technologies Holdings Inc.

Meeting Date: 22/05/2025

Country: Cayman Islands

Ticker: 2018

Record Date: 16/05/2025

Meeting Type: Annual

AAC Technologies Holdings Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Zhang Hongjiang as Director	G	Mgmt	For	For
3b	Elect Pan Benjamin Zhengmin as Director	G	Mgmt	For	For
3c	Authorize Board to Fix Directors' Fees	G	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					
8	Amend Share Award Scheme and Adopt Scheme After Such Amendments	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					

AAK AB

Meeting Date: 08/05/2025

Country: Sweden

Ticker: AAK

Record Date: 29/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive President's Report	G	Mgmt		
8	Receive Financial Statements and Statutory Reports; Receive Auditor's Report on Guidelines for Remuneration of Senior Executives	G	Mgmt		
9a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9b	Approve Allocation of Income and Dividends of SEK 5.00 Per Share	G	Mgmt	For	For
9c.1	Approve Discharge of Patrik Andersson	G	Mgmt	For	For
9c.2	Approve Discharge of Marta Schorling Andreen	G	Mgmt	For	For
9c.3	Approve Discharge of Nils-Johan Andersson	G	Mgmt	For	For
9c.4	Approve Discharge of Fabienne Saadane-Oaks	G	Mgmt	For	For
9c.5	Approve Discharge of Ian Roberts	G	Mgmt	For	For
9c.6	Approve Discharge of David Alfredsson	G	Mgmt	For	For
9c.7	Approve Discharge of Lena Nilsson	G	Mgmt	For	For
9c.8	Approve Discharge of Mikael Myhre	G	Mgmt	For	For
9c.9	Approve Discharge of Andreas Thoresson	G	Mgmt	For	For
9c.10	Approve Discharge of Johan Westman	G	Mgmt	For	For
9c.11	Approve Discharge of Marianne Kirkegaard	G	Mgmt	For	For
9c.12	Approve Discharge of Annica Edvardsson	G	Mgmt	For	For
10	Determine Number of Members (5) and Deputy Members (0) of Board	G	Mgmt	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 1.2 Million for Chair and SEK 500,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
11.2	Approve Remuneration of Auditors	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12.1	Reelect Marta Schorling Andreen as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
12.2	Reelect Patrik Andersson as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
12.3	Reelect Nils-Johan Andersson as Director	G	Mgmt	For	For
12.4	Reelect Fabienne Saadane-Oaks as Director	G	Mgmt	For	For
12.5	Reelect Ian Roberts as Director	G	Mgmt	For	For
12.6	Elect Patrik Andersson as Board Chair	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>				
12.7	Ratify Ernst & Young AB as Auditors	G	Mgmt	For	For
13	Reelect Marta Schorling Andreen (Chair), Daniel Kristiansson, Elisabet Jamal Bergstrom and Bjorn Henriksson as Members of Nominating Committee	G	Mgmt	For	For
14	Approve Remuneration Report	G	Mgmt	For	For
15	Approve Long-Term Incentive Program for Key Employees	G	Mgmt	For	For
16	Approve Performance Based Incentive Program (2025/2028) for Key Employees	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
17	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	G	Mgmt	For	For
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
19	Close Meeting	G	Mgmt		

Aalberts NV

Meeting Date: 10/04/2025

Country: Netherlands

Ticker: AALB

Record Date: 13/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		
2.a	Receive Report of Management Board (Non-Voting)	G	Mgmt		
2.b	Receive Auditor's Report (Non-Voting)	G	Mgmt		
3.a	Approve Remuneration Report	G	Mgmt	For	For
3.b	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
4.a	Receive Explanation on Company's Reserves and Dividend Policy	G	Mgmt		
4.b	Approve Dividends	G	Mgmt	For	For
4.c	Authorize Repurchase of Shares	G	Mgmt	For	For
4.d	Approve Cancellation of Shares	G	Mgmt	For	For
5.a	Approve Discharge of Management Board	G	Mgmt	For	For
5.b	Approve Discharge of Supervisory Board	G	Mgmt	For	For
6.a	Elect L.F. den Houter to Management Board	G	Mgmt	For	For
6.b	Reelect P.A.M. van Bommel to Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
6.c	Reelect L.C.A. Declercq to Supervisory Board	G	Mgmt	For	For
6.d	Elect R.J.L.J. Vestjens to Supervisory Board	G	Mgmt	For	For
7.a	Approve Remuneration Policy of the Management Board	G	Mgmt	For	For
7.b	Approve Remuneration Policy of the Supervisory Board	G	Mgmt	For	For
8	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	G	Mgmt	For	For
9	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
10.a	Ratify EY Accountants B.V. as Auditors	G	Mgmt	For	For

Aalberts NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10.b	Ratify EY Accountants B.V. to Carry Out the Assurance of the Company's Sustainability Reporting for the Financial Years 2025 and 2026	G	Mgmt	For	For
11	Close Meeting	G	Mgmt		

AAON, Inc.

Meeting Date: 13/05/2025 **Country:** USA **Ticker:** AAON
Record Date: 14/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director A.H. ("Chip") McElroy, II	G	Mgmt	For	For
1b	Elect Director Bruce Ware	G	Mgmt	For	For
2	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Abbott Laboratories

Meeting Date: 25/04/2025 **Country:** USA **Ticker:** ABT
Record Date: 26/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	G	Mgmt	For	For
1.2	Elect Director Claire Babineaux-Fontenot	G	Mgmt	For	For
1.3	Elect Director Sally E. Blount	G	Mgmt	For	For
1.4	Elect Director Robert B. Ford	G	Mgmt	For	For
1.5	Elect Director Paola Gonzalez	G	Mgmt	For	For
1.6	Elect Director Michelle A. Kumbier	G	Mgmt	For	For
1.7	Elect Director Darren W. McDew	G	Mgmt	For	For

Abbott Laboratories

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director Nancy McKinstry	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
1.9	Elect Director Michael G. O'Grady	G	Mgmt	For	For
1.10	Elect Director Michael F. Roman	G	Mgmt	For	For
1.11	Elect Director Daniel J. Starks	G	Mgmt	For	For
1.12	Elect Director John G. Stratton	G	Mgmt	For	Against
<i>Blended Rationale: 1 - [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. 2 - [SF-M0201-005] Vote against for failure of the nom/gov committee to take action with respect to substantial votes against one or more directors last year.</i>					
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

AbbVie Inc.

Meeting Date: 09/05/2025 **Country:** USA **Ticker:** ABBV
Record Date: 10/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director William H.L. Burnside	G	Mgmt	For	For
1b	Elect Director Thomas C. Freyman	G	Mgmt	For	For
1c	Elect Director Brett J. Hart	G	Mgmt	For	For
1d	Elect Director Edward J. Rapp	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Eliminate Supermajority Vote Requirement	G	Mgmt	For	For
5	Adopt Simple Majority Vote	G	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					

AbCellera Biologics Inc.

Meeting Date: 12/06/2025

Country: Canada

Ticker: ABCL

Record Date: 15/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Carl L.G. Hansen	G	Mgmt	For	For
1.2	Elect Director Michael Hayden	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

ABC-MART, INC.

Meeting Date: 27/05/2025

Country: Japan

Ticker: 2670

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 37	G	Mgmt	For	For
2.1	Elect Director Noguchi, Minoru	G	Mgmt	For	For
2.2	Elect Director Hattori, Kiichiro	G	Mgmt	For	For
2.3	Elect Director Katsunuma, Kiyoshi	G	Mgmt	For	For
2.4	Elect Director Kikuchi, Takashi	G	Mgmt	For	For
2.5	Elect Director Ishii, Yasuo	G	Mgmt	For	For
2.6	Elect Director Suzuki, Hiroko	G	Mgmt	For	For
2.7	Elect Director Sasaki, Kanako	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Matsuoka, Tadashi	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Sugahara, Taio	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Kobayakawa, Hideki	G	Mgmt	For	For

Abercrombie & Fitch Co.

Meeting Date: 11/06/2025

Country: USA

Ticker: ANF

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kerrii B. Anderson	G	Mgmt	For	For
1b	Elect Director Andrew Clarke	G	Mgmt	For	For
1c	Elect Director Susie Coulter	G	Mgmt	For	For
1d	Elect Director James A. Goldman	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1e	Elect Director Fran Horowitz	G	Mgmt	For	For
1f	Elect Director Helen E. McCluskey	G	Mgmt	For	For
1g	Elect Director Arturo Nuñez	G	Mgmt	For	For
1h	Elect Director Kenneth B. Robinson	G	Mgmt	For	For
1i	Elect Director Nigel Travis	G	Mgmt	For	For
1j	Elect Director Helen Vaid	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

ABN AMRO Bank NV

Meeting Date: 23/04/2025

Country: Netherlands

Ticker: ABN

Record Date: 26/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		
2a	Receive Report of Executive Board (Non-Voting)	G	Mgmt		
2b	Receive Report of Supervisory Board (Non-Voting)	G	Mgmt		
2c	Receive Presentation of the Employee Council	G	Mgmt		

ABN AMRO Bank NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2d	Discussion on Company's Corporate Governance Structure	G	Mgmt		
2e	Approve Remuneration Report	G	Mgmt	For	For
2f	Receive Presentation of the Auditor	G	Mgmt		
2g	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
3a	Receive Explanation on Company's Reserves and Dividend Policy	G	Mgmt		
3b	Approve Dividends	G	Mgmt	For	For
4a	Approve Discharge of Executive Board	G	Mgmt	For	For
4b	Approve Discharge of Supervisory Board	G	Mgmt	For	For
5a	Receive Auditor's Report (Non-Voting)	G	Mgmt		
5b	Appoint Ernst & Young Accountants LLP as Auditor for Sustainability Reporting for the Financial Year 2025	G	Mgmt	For	For
5c	Appoint PricewaterhouseCoopers Accountants N.V as Auditor for Sustainability Reporting for the Financial Year 2026, 2027, and 2028	G	Mgmt	For	For
6a	Discuss Supervisory Board Profile	G	Mgmt		
6b	Announce Vacancies on the Supervisory Board	G	Mgmt		
6c	Opportunity to Make Recommendations	G	Mgmt		
6d	Opportunity for Employees Council to Explain the Position Statements	G	Mgmt		
6e	Reelect Mariken Tannemaat to Supervisory Board	G	Mgmt	For	For
7	Notification of the Intended Appointment of Marguerite Berard as Member of the Executive Board with the Title Chief Executive Officer	G	Mgmt		
8a	Grant Board Authority to Issue Shares	G	Mgmt	For	For
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
8c	Authorize Repurchase of Shares	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

ABN AMRO Bank NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Cancellation of Shares	G	Mgmt	For	For
10	Close Meeting	G	Mgmt		

Abrdn European Logistics Income PLC

Meeting Date: 25/06/2025 **Country:** United Kingdom **Ticker:** ASLI
Record Date: 23/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Remuneration Policy	G	Mgmt	For	For
4	Approve Dividend Policy	G	Mgmt	For	For
5	Re-elect Caroline Gulliver as Director	G	Mgmt	For	For
6	Re-elect John Heawood as Director	G	Mgmt	For	For
7	Re-elect Tony Roper as Director	G	Mgmt	For	For
8	Reappoint KPMG LLP as Auditors	G	Mgmt	For	For
9	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
10	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

abrdn Plc

Meeting Date: 08/05/2025 **Country:** United Kingdom **Ticker:** ABDN
Record Date: 06/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Reappoint KPMG LLP as Auditors	G	Mgmt	For	For
4	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
5	Approve Remuneration Report	G	Mgmt	For	For
6A	Re-elect Sir Douglas Flint as Director	G	Mgmt	For	For
6B	Re-elect Jonathan Asquith as Director	G	Mgmt	For	For
6C	Re-elect John Devine as Director	G	Mgmt	For	For
6D	Re-elect Hannah Grove as Director	G	Mgmt	For	For
6E	Re-elect Michael O'Brien as Director	G	Mgmt	For	For
6F	Re-elect Cathleen Raffaelli as Director	G	Mgmt	For	For
6G	Re-elect Jason Windsor as Director	G	Mgmt	For	For
7A	Elect Vivek Ahuja as Director	G	Mgmt	For	For
7B	Elect Katie Bickerstaffe as Director	G	Mgmt	For	For
8	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
9	Authorise Issue of Equity	G	Mgmt	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
11	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
12	Authorise Issue of Equity in Relation to the Issue of Convertible Bonds	G	Mgmt	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Convertible Bonds	G	Mgmt	For	For
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Absa Group Ltd.

Meeting Date: 03/06/2025

Country: South Africa

Ticker: ABG

Record Date: 23/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Reappoint KPMG Inc as Auditors with Riaz Muradmia as the Designated Auditor	G	Mgmt	For	For
2	Reappoint PricewaterhouseCoopers Inc. as Auditors with John Bennett as the Designated Auditor	G	Mgmt	For	For
3.1	Re-elect Alpheus Mangale as Director	G	Mgmt	For	For
3.2	Re-elect Fulvio Tonelli as Director	G	Mgmt	For	For
3.3	Re-elect Nonhlanhla Mjoli-Mncube as Director	G	Mgmt	For	For
3.4	Re-elect Peter Mageza as Director	G	Mgmt	For	For
3.5	Re-elect Rene van Wyk as Director	G	Mgmt	For	For
3.6	Re-elect Tasneem Abdool-Samad as Director	G	Mgmt	For	For
4.1	Elect Deon Raju as Director	G	Mgmt	For	For
4.2	Elect Charles Russon as Director	G	Mgmt	For	For
4.3	Elect Sindi Zilwa as Director	G	Mgmt	For	For
4.4	Elect Zarina Bassa as Director	G	Mgmt	For	For
4.5	Elect Kenny Fihla as Director	G	Mgmt	For	For
5.1	Elect Sindi Zilwa as Member of the Group Audit and Compliance Committee	G	Mgmt	For	For
5.2	Elect Zarina Bassa as Member of the Group Audit and Compliance Committee	G	Mgmt	For	For
5.3	Re-elect Alison Beck as Member of the Group Audit and Compliance Committee	G	Mgmt	For	For
5.4	Re-elect Peter Mageza as Member of the Group Audit and Compliance Committee	G	Mgmt	For	For
5.5	Re-elect Fulvio Tonelli as Member of the Group Audit and Compliance Committee	G	Mgmt	For	For
5.6	Re-elect Rene van Wyk as Member of the Group Audit and Compliance Committee (WITHDRAWN)	G	Mgmt		

Absa Group Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.7	Re-elect Tasneem Abdool-Samad as Member of the Group Audit and Compliance Committee	G	Mgmt	For	For
6.1	Elect Sindi Zilwa as Member of the Social, Sustainability and Ethics Committee	G	Mgmt	For	For
6.2	Elect Ihron Rensburg as Member of the Social, Sustainability and Ethics Committee	G	Mgmt	For	For
6.3	Elect Luisa Diogo as Member of the Social, Sustainability and Ethics Committee	G	Mgmt	For	For
6.4	Elect Nonhlanhla Mjoli-Mncube as Member of the Social, Sustainability and Ethics Committee	G	Mgmt	For	For
6.5	Elect Rose Keanly as Member of the Social, Sustainability and Ethics Committee	G	Mgmt	For	For
6.6	Elect Sello Moloko as Member of the Social, Sustainability and Ethics Committee	G	Mgmt	For	For
6.7	Elect Kenny Fihla as Member of the Social, Sustainability and Ethics Committee	G	Mgmt	For	For
7	Place Authorised but Unissued Shares under Control of Directors	G	Mgmt	For	For
8	Approve Remuneration Policy	G	Mgmt	For	For
9	Approve Remuneration Implementation Report	G	Mgmt	For	For
10	Approve Remuneration of Non-Executive Directors	G	Mgmt	For	For
11	Authorise Repurchase of Issued Share Capital	G	Mgmt	For	For
12	Approve Financial Assistance in Terms of Section 44 of the Companies Act	G	Mgmt	For	For
13	Approve Financial Assistance in Terms of Section 45 of the Companies Act	G	Mgmt	For	For

Academy Sports and Outdoors, Inc.

Meeting Date: 05/06/2025

Country: USA

Ticker: ASO

Record Date: 10/04/2025

Meeting Type: Annual

Academy Sports and Outdoors, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Wendy A. Beck	G	Mgmt	For	For
1b	Elect Director Theresa Palermo	G	Mgmt	For	For
1c	Elect Director Monique Picou	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Eliminate Supermajority Vote Requirements to Amend Certificate of Incorporation and Bylaws	G	Mgmt	For	For
5	Declassify the Board of Directors	G	Mgmt	For	For
6	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For

Acadia Healthcare Company, Inc.

Meeting Date: 29/05/2025

Country: USA

Ticker: ACHC

Record Date: 01/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jason R. Bernhard	G	Mgmt	For	For
1b	Elect Director William F. Grieco	G	Mgmt	For	For
1c	Elect Director R. David Kelly	G	Mgmt	For	For
1d	Elect Director Reeve B. Waud	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
5	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Acadia Realty Trust

Meeting Date: 08/05/2025

Country: USA

Ticker: AKR

Record Date: 11/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kenneth F. Bernstein	G	Mgmt	For	For
1b	Elect Director Mark A. Denien	G	Mgmt	For	For
1c	Elect Director Kenneth A. McIntyre	G	Mgmt	For	For
1d	Elect Director William T. Spitz	G	Mgmt	For	For
1e	Elect Director Lynn C. Thurber	G	Mgmt	For	For
1f	Elect Director Lee S. Wielansky	G	Mgmt	For	For
1g	Elect Director Hope B. Woodhouse	G	Mgmt	For	For
1h	Elect Director C. David Zoba	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Accelleron Industries AG

Meeting Date: 06/05/2025

Country: Switzerland

Ticker: ACLN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-MQ550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
3	Approve Non-Financial Report	E, S	Mgmt	For	For
4	Approve Allocation of Income and Dividends of CHF 1.25 per Share	G	Mgmt	For	For
5	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
6.1.1	Reelect Oliver Riemenschneider as Director and Board Chair	G	Mgmt	For	For

Accelleron Industries AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.1.2	Reelect Bo Cerup-Simonsen as Director	G	Mgmt	For	For
6.1.3	Reelect Monika Kruesi as Director	G	Mgmt	For	For
6.1.4	Reelect Stefano Pampalone as Director	G	Mgmt	For	For
6.1.5	Reelect Gabriele Sons as Director	G	Mgmt	For	For
6.1.6	Reelect Detlef Trefzger as Director	G	Mgmt	For	For
6.2.1	Reappoint Bo Cerup-Simonsen as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
6.2.2	Reappoint Monika Kruesi as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
6.2.3	Reappoint Gabriele Sons as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
6.3	Designate Zehnder Bolliger & Partner as Independent Proxy	G	Mgmt	For	For
6.4	Ratify KPMG AG as Auditors	G	Mgmt	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	G	Mgmt	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 7.7 Million	G	Mgmt	For	For
8.1	Approve Creation of Capital Band within the Upper Limit of CHF 1 Million and the Lower Limit of CHF 897,750 with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
8.2	Approve Cancellation of Conditional Capital	G	Mgmt	For	For
9	Transact Other Business (Voting)	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>					

Accor SA

Meeting Date: 28/05/2025

Country: France

Ticker: AC

Record Date: 26/05/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3	Approve Allocation of Income and Dividends of EUR 1.26 per Share	G	Mgmt	For	For
4	Reelect Sébastien Bazin as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
5	Reelect Asma Abdulrahman Al-Khulaifi as Director	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
6	Reelect Ugo Arzani as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
7	Reelect Hélène Auriol-Potier as Director	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8	Reelect Qionger Jiang as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
9	Reelect Nicolas Sarkozy as Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>					
10	Reelect Isabelle Simon as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
11	Reelect Sarmad Zok as Director	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
12	Elect Katherine E. Fleming as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
13	Appoint Deloitte as Auditor	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
15	Appoint Deloitte as Auditor for Sustainability Reporting	G	Mgmt	For	For
16	Renew Appointment of PricewaterhouseCoopers Audit as Auditor for Sustainability Reporting	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
17	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
18	Approve Compensation of Sébastien Bazin, Chairman and CEO	G	Mgmt	For	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
19	Approve Remuneration Policy of Chairman and CEO	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
20	Approve Remuneration Policy of Directors	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
21	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
23	Extraordinary Business Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
24	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of 50 Percent of Issued Capital	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
25	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of 10 Percent of Issued Capital	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
26	Approve Issuance of Equity or Equity-Linked Securities for up to 10 Percent of Issued Capital for Private Placement	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
27	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	G	Mgmt	For	For
28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
29	Authorize Capitalization of Reserves of Up to 50 Percent of Issued Capital for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
30	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 24 and 29 at 50 Percent of the Share Capital and Under Items 25-28 at 10 Percent of Issued Capital	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
31	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans	G	Mgmt	For	For
32	Pursuant to Item 31 Above, Set Limit of Shares Reserved for Corporate Executive Officers at 15 Percent of Restricted Stock Plans	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
33	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
34	Amend Articles of Bylaws	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
	Ordinary Business		Mgmt		
35	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

Accton Technology Corp.

Meeting Date: 12/06/2025

Country: Taiwan

Ticker: 2345

Record Date: 11/04/2025

Meeting Type: Annual

Accton Technology Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTOR VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect a Representative of Golden Tengis Co., Ltd, with Shareholder No. 192057, as Non-independent Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
5	Approve Release of Restrictions of Competitive Activities of Directors and Representatives	G	Mgmt	For	For

Acea SpA

Meeting Date: 28/04/2025 **Country:** Italy **Ticker:** ACE
Record Date: 15/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
	Management Proposals		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3	Approve Remuneration Policy	G	Mgmt	For	For
4	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates		Mgmt		
5.1	Slate 1 Submitted by Roma Capitale	G	SH	None	Against
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					

Acea SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.2	Slate 2 Submitted by Fincal SpA	G	SH	None	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
5.3	Slate 3 Submitted by Institutional Investors (Assogestioni)	G	SH	None	For
	<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>				
6	Appoint Chairman of Internal Statutory Auditors	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
	Shareholder Proposal Submitted by Roma Capitale		Mgmt		
7	Approve Internal Auditors' Remuneration	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
	Shareholder Proposal Submitted by Suez International SAS		Mgmt		
8	Elect Ferruccio Resta as Director	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				

ACEN Corporation

Meeting Date: 23/04/2025

Country: Philippines

Ticker: ACEN

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Minutes of Previous Meeting	G	Mgmt	For	For
2	Ratify Acts of the Board of Directors and Officers	G	Mgmt	For	For
3	Approve Amendment to the Second Articles of the Articles of Incorporation to Expand the Scope of the Company's Investment Business	G	Mgmt	For	For
4	Approve Amendment to the Seventh Article of the Articles of Incorporation to Increase the Authorized Capital Stock from Php 48.4 Billion to Php 58.4 Billion and Create Additional Common Shares	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

ACEN Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Elect 11 Directors by Cumulative Voting		Mgmt		
5.1	Elect Cezar P. Consing as Director	G	Mgmt	For	For
5.2	Elect Gerardo C. Ablaza, Jr. as Director	G	Mgmt	For	For
5.3	Elect John Eric T. Francia as Director	G	Mgmt	For	For
5.4	Elect Jaime Alfonso Antonio E. Zobel de Ayala as Director	G	Mgmt	For	For
5.5	Elect Jaime Z. Urquijo as Director	G	Mgmt	For	For
5.6	Elect Nicole Goh Phaik Khim as Director	G	Mgmt	For	For
5.7	Elect Dean L. Travers as Director	G	Mgmt	For	For
5.8	Elect Jesse O. Ang as Director	G	Mgmt	For	For
5.9	Elect Ma. Lourdes Heras-de Leon as Director	G	Mgmt	For	For
5.10	Elect Christopher Paul Beshouri as Director	G	Mgmt	For	For
5.11	Elect David John Nicol as Director	G	Mgmt	For	For
6	Appoint Sycip Gorres Velayo & Co. as External Auditors and Fixing of Its Remuneration	G	Mgmt	For	For
7	Approve Audited Financial Statements and Noting of Annual Report	G	Mgmt	For	For
8	Approve Other Matters	G	Mgmt	For	Against

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Acer, Inc.

Meeting Date: 29/05/2025

Country: Taiwan

Ticker: 2353

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements, Business Report and Profit Distribution	G	Mgmt	For	For
2	Approve Amendments to Articles of Association	G	Mgmt	For	For

Acer, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	G	Mgmt	For	For

Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks

Acerinox SA

Meeting Date: 05/05/2025

Country: Spain

Ticker: ACX

Record Date: 30/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For
2	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
3	Approve Allocation of Income and Dividends	G	Mgmt	For	For
4	Approve Discharge of Board	G	Mgmt	For	For
5.1	Amend Article 12 Re: Notice of Meeting	G	Mgmt	For	For
5.2	Amend Article 13 Re: Quorum of the General Shareholders' Meeting	G	Mgmt	For	For
5.3	Amend Article 14 Re: Attendance at General Shareholders' Meetings and Representation	G	Mgmt	For	For
5.4	Amend Article 15 Re: Constitution of the Presiding Panel, Deliberations and Framework for Adopting Resolutions	G	Mgmt	For	For
5.5	Amend Article 16 Re: Powers of the General Shareholders' Meeting	G	Mgmt	For	For
5.6	Amend Article 20 Re: Board Term	G	Mgmt	For	For
5.7	Amend Article 21 Re: Notice, Quorum of Board Meetings and Adoption of Resolutions	G	Mgmt	For	For
5.8	Amend Article 23 Re: Board Committees	G	Mgmt	For	For
5.9	Amend Article 24 Re: Board Positions	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.10	Amend Article 27 Re: Accounting Documents	G	Mgmt	For	For
6.1	Amend Article 3 of General Meeting Regulations Re: Types of General Shareholders' Meetings and Powers	G	Mgmt	For	For
6.2	Amend Article 9 of General Meeting Regulations Re: Constitution of the General Shareholders' Meeting	G	Mgmt	For	For
6.3	Amend Article 10 of General Meeting Regulations Re: Chairing the General Shareholders' Meeting and Presiding Panel	G	Mgmt	For	For
7.1	Reelect Leticia Iglesias Herraiz as Director	G	Mgmt	For	For
7.2	Reelect Francisco Javier Garcia Sanz as Director	G	Mgmt	For	For
7.3	Reelect Marta Martinez Alonso as Director	G	Mgmt	For	For
7.4	Reelect Rosa Maria Garcia Pineiro as Director	G	Mgmt	For	For
7.5	Elect Ana Maria Garcia Fau as Director	G	Mgmt	For	For
7.6	Reelect Tomas Hevia Armengol as Director	G	Mgmt	For	For
7.7	Fix Number of Directors at 11	G	Mgmt	For	For
8	Renew Appointment of PricewaterhouseCoopers as Auditor	G	Mgmt	For	For
9	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	G	Mgmt	For	For
10	Authorize Share Repurchase Program	G	Mgmt	For	For
11.1	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the Third Cycle of the Long-Term Incentive Plan (2026-2028)	G	Mgmt	For	For
11.2	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Long-Term Incentive Plan (2021-2025)	G	Mgmt	For	For
12	Advisory Vote on Remuneration Report	G	Mgmt	For	For

Acerinox SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
14	Receive Amendments to Board of Directors Regulations	G	Mgmt		

Ackermans & van Haaren NV

Meeting Date: 26/05/2025 **Country:** Belgium **Ticker:** ACKB
Record Date: 12/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Receive Directors' Reports (Non-Voting)	G	Mgmt		
2	Receive Auditors' Reports (Non-Voting)	G	Mgmt		
3	Approve Financial Statements and Dividends of EUR 3.80 per Share	G	Mgmt	For	For
4.1	Approve Discharge of Luc Bertrand as Director	G	Mgmt	For	For
4.2	Approve Discharge of Sonali Chandmal as Director	G	Mgmt	For	For
4.3	Approve Discharge of Marion Debruyne BV, Represented by Marion Debruyne, as Director	G	Mgmt	For	For
4.4	Approve Discharge of Venatio BV, Represented by Bart Deckers, as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
4.5	Approve Discharge of Jacques Delen as Director	G	Mgmt	For	For
4.6	Approve Discharge of Deborah Janssens as Director	G	Mgmt	For	For
4.7	Approve Discharge of Julien Pestiaux as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
4.8	Approve Discharge of Thierry van Baren as Director	G	Mgmt	For	For
4.9	Approve Discharge of Frederic van Haaren as Director	G	Mgmt	For	For
4.10	Approve Discharge of De Lier BV, Represented by Frank van Lierde, as Director	G	Mgmt	For	For

Ackermans & van Haaren NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.11	Approve Discharge of Menlo Park BV, Represented by Victoria Vandeputte, as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
4.12	Approve Discharge of Pierre Willaert as Director	G	Mgmt	For	For
5	Approve Discharge of Auditors	G	Mgmt	For	For
6.1	Reelect Luc Bertrand as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [LN-M0201-007] As nomination committee member, responsible for lack of independence</i>					
6.2	Reelect Jacques Delen as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence</i>					
6.3	Reelect Frederic van Haaren as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence</i>					
7	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
8	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					

Aclaris Therapeutics, Inc.

Meeting Date: 05/06/2025 **Country:** USA **Ticker:** ACRS
Record Date: 15/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Neal Walker	G	Mgmt	For	For
1.2	Elect Director Andrew Schiff	G	Mgmt	For	For
1.3	Elect Director William Humphries	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-007] Nominee serves as chair of the Compensation Committee, which has not responded to shareholder concerns regarding remuneration policies. [SF-M0201-005] Vote against for failure of the Nominating and Corporate Governance Committee to take action with respect to substantial votes against one or more directors last year.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements are poorly structured.</i>					

Aclaris Therapeutics, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Increase Authorized Common Stock	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Acushnet Holdings Corp.

Meeting Date: 02/06/2025 **Country:** USA **Ticker:** GOLF
Record Date: 11/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director David E. Maher	G	Mgmt	For	For
1.2	Elect Director Yoon Soo (Gene) Yoon	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.3	Elect Director Leanne Cunningham	G	Mgmt	For	For
1.4	Elect Director Gregory Hewett	G	Mgmt	For	For
1.5	Elect Director Ho Yeon (Aaron) Lee	G	Mgmt	For	For
1.6	Elect Director Jan Singer	G	Mgmt	For	For
1.7	Elect Director Steven Tishman	G	Mgmt	For	For
1.8	Elect Director Keun Chang (Kevin) Yoon	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

ACWA Power Co.

Meeting Date: 30/06/2025 **Country:** Saudi Arabia **Ticker:** 2082
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
2	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
3	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
4	Authorize Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2025	G	Mgmt	For	For
5	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
6	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	G	Mgmt	For	For
7	Authorize Increase of Company's Capital with Preemptive Rights and a Total Offering Value of SAR 7,124,999,700, Amend Article 7 and 8 of Bylaws	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure. [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
8	Amend Article 3 of Bylaws Re: Corporate Purpose	G	Mgmt	For	For
9	Amend Article 28 of Bylaws Re: Executive Committee of the Board	G	Mgmt	For	For
10	Amend Audit Committee Charter	G	Mgmt	For	For
11	Amend Nomination and Remuneration Committee Charter	G	Mgmt	For	For
12	Amend Remuneration Policy of Board Members, Committees, and Executive Management	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
13	Approve Related Party Transactions with Saudi National Bank Re: Issuing Corporate Guarantees for the PIF 4 Projects	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Approve Related Party Transactions with Saudi National Bank Re: Providing Guarantee for of Taibah1 Project to 6 Lenders	G	Mgmt	For	For
15	Approve Related Party Transactions with Saudi National Bank Re: Providing Guarantee for of Qassim 1 Project to 6 Lenders	G	Mgmt	For	For
16	Approve Related Party Transactions with Riyadh Bank Re: Corporate Guarantees for the PIF 4 Projects	G	Mgmt	For	For
17	Approve Related Party Transactions with Riyadh Bank Re: Providing Guarantee for of Taibah1 Project to 6 Lenders	G	Mgmt	For	For
18	Approve Related Party Transactions with Riyadh Bank Re: Providing Guarantee for of Qassim 1 Project to 6 Lenders	G	Mgmt	For	For
19	Approve Related Party Transactions Between the Subsidiary First National Operations and Maintenance Co and Toray Membrane Middle East LLC Re: Extension of the Rate Agreement for an Additional 3 Months	G	Mgmt	For	For
20	Approve Related Party Transactions Between the Subsidiary First National Operations and Maintenance Co and Toray Membrane Middle East LLC Re: Rate Agreement to Supply Membranes to Certain Operated Plants	G	Mgmt	For	For
21	Approve Related Party Transactions Between the Subsidiary First National Operations and Maintenance Co and Arabian Quadra Re: Conducting MV Motors Health Assessment and Evaluation in Rabigh 3	G	Mgmt	For	For
22	Approve Related Party Transactions Between the Subsidiary First National Operations and Maintenance Co and KSB Pumps Arabia Re: Supplying Critical Spare Parts Manufactured to Rabigh Independent Power Plant	G	Mgmt	For	For

ACWA Power Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
23	Approve Related Party Transactions Between the Subsidiary First National Operations and Maintenance Co and KSB Pumps Arabia Re: Supplying Pump Spares to ROMCO Plant	G	Mgmt	For	For
24	Approve Related Party Transactions Between the Subsidiary First National Operations and Maintenance Co and KSB Pumps Arabia Re: Supplying Positioner Spares to Rabigh 3 Plant	G	Mgmt	For	For
25	Approve Related Party Transactions Between the Subsidiary First National Operations and Maintenance Co and Abunayyan Trading Co Re: Supplying Spare Parts Manufactured by HUAWEI to Redsea Global Project Plant	G	Mgmt	For	For
26	Approve Related Party Transactions Between the Subsidiary First National Operations and Maintenance Co and Abunayyan Trading Co Re: Supplying Pure Life Cartridge Filter	G	Mgmt	For	For
27	Authorize Share Repurchase Program Up to 1,608,478 Shares to be Allocated for Employees Stock Incentive program and Authorize Board to Execute All Related Matters	G	Mgmt	For	Against

Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.

AdaptHealth Corp.

Meeting Date: 18/06/2025

Country: USA

Ticker: AHCO

Record Date: 24/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Terence Connors	G	Mgmt	For	Withhold
	<i>Blended Rationale: [SF-M0201-013] Vote against member of the audit committee for failure to remediate material weaknesses within a reasonable timeframe.</i>				
1.2	Elect Director Brad Coppens	G	Mgmt	For	Withhold
	<i>Blended Rationale: [SF-M0201-013] Vote against member of the audit committee for failure to remediate material weaknesses within a reasonable timeframe.</i>				

AdaptHealth Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Ted Lundberg	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-013] Vote against member of the audit committee for failure to remediate material weaknesses within a reasonable timeframe.</i>					
1.4	Elect Director Susan Weaver	G	Mgmt	For	For
1.5	Elect Director David S. Williams, III	G	Mgmt	For	For
1.6	Elect Director Dale Wolf	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-013] Vote against member of the audit committee for failure to remediate material weaknesses within a reasonable timeframe.</i>					
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Adaptive Biotechnologies Corporation

Meeting Date: 10/06/2025 **Country:** USA **Ticker:** ADPT
Record Date: 15/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Director Chad Robins	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Addus HomeCare Corporation

Meeting Date: 18/06/2025 **Country:** USA **Ticker:** ADUS
Record Date: 23/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Esteban Lopez	G	Mgmt	For	For
1.2	Elect Director Jean Rush	G	Mgmt	For	For
1.3	Elect Director Susan T. Weaver	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Addus HomeCare Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Adecco Group AG

Meeting Date: 17/04/2025

Country: Switzerland

Ticker: ADEN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	For
1.3	Approve Non-Financial Report (Non-Binding)	E, S	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 1.00 per Share	G	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 5.1 Million	G	Mgmt	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 32 Million	G	Mgmt	For	For
5.1.1	Reelect Jean-Christophe Deslarzes as Director and Board Chair	G	Mgmt	For	For
5.1.2	Reelect Rachel Duan as Director	G	Mgmt	For	For
5.1.3	Reelect Stefano Grassi as Director	G	Mgmt	For	For
5.1.4	Reelect Didier Lamouche as Director	G	Mgmt	For	For
5.1.5	Reelect Kathleen Taylor as Director	G	Mgmt	For	For
5.1.6	Reelect Sandhya Venugopal as Director	G	Mgmt	For	For
5.1.7	Reelect Regula Wallimann as Director	G	Mgmt	For	For
5.1.8	Elect Martine Ferland as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Adecco Group AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.2.1	Reappoint Rachel Duan as Member of the Compensation Committee	G	Mgmt	For	For
5.2.2	Reappoint Didier Lamouche as Member of the Compensation Committee	G	Mgmt	For	For
5.2.3	Reappoint Kathleen Taylor as Member of the Compensation Committee	G	Mgmt	For	For
5.2.4	Appoint Martine Ferland as Member of the Compensation Committee	G	Mgmt	For	For
5.3	Designate Keller AG as Independent Proxy	G	Mgmt	For	For
5.4	Ratify PricewaterhouseCoopers AG as Auditors	G	Mgmt	For	For
6	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Adecoagro SA

Meeting Date: 06/06/2025

Country: Luxembourg

Ticker: AGRO

Record Date: 02/05/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1.	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
2.	Approve Financial Statements	G	Mgmt	For	For
3.	Approve Allocation of Income	G	Mgmt	For	For
4.	Approve Dividends	G	Mgmt	For	For
5.	Approve Discharge of Directors	G	Mgmt	For	For
6.	Appoint PricewaterhouseCoopers Societe Cooperative, Reviseur d'Enterprises Agree (Luxembourg) and Price Waterhouse & Co. S.R.L. (Argentina) as Auditors	G	Mgmt	For	For
7.1.1	Elect Ivo Sarjanovic as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Adecoagro SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.1.2	Elect Oscar A. Leon Bentancor as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
7.1.3	Elect Andres Larriera as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
7.2.1	Elect Daniel Gonzalez as Director	G	Mgmt	For	For
7.2.2	Elect Christian De Prati as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
7.2.3	Elect Kyril R. L. Louis-Dreyfus as Director	G	Mgmt	For	For
7.3.1	Elect Manuela Artigas as Director	G	Mgmt	For	For
7.3.2	Elect Juan Jose Sartori Pineyro as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
7.3.3	Elect Mariano Bosch as Director	G	Mgmt	For	For
8.	Approve Remuneration of Directors	G	Mgmt	For	For
9.	Approve Share Repurchase	G	Mgmt	For	For
	Extraordinary Meeting Agenda		Mgmt		
1.	Approve Reduction in Share Capital through Cancellation of Shares and Amend Article 5.1 of the Articles of Association	G	Mgmt	For	For
2.	Approve Renewal of Authorized Share Capital and Amend Article 5.1.1 of the Articles of Association	G	Mgmt	For	For
3.	Amend Articles of Association	G	Mgmt	For	For

Adeia Inc.

Meeting Date: 08/05/2025 **Country:** USA **Ticker:** ADEA
Record Date: 11/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Paul E. Davis	G	Mgmt	For	For
1b	Elect Director V. Sue Molina	G	Mgmt	For	For

Adeia Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Daniel Moloney	G	Mgmt	For	For
1d	Elect Director Tonia O'Connor	G	Mgmt	For	For
1e	Elect Director Adam Rymer	G	Mgmt	For	For
1f	Elect Director Phyllis Turner-Brim	G	Mgmt	For	For
1g	Elect Director Sandeep Vij	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Ades Holding Co.

Meeting Date: 01/05/2025

Country: Saudi Arabia

Ticker: 2382

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
3	Review and Discuss Consolidated Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
4	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
5	Ratify Auditors and Fix Their Remuneration for Q1 of FY 2025	G	Mgmt	For	For
6	Ratify Auditors and Fix Their Remuneration for Q2, Q3, and Annual Statements of FY 2025 and Q1 of FY 2026	G	Mgmt	For	For
7	Approve Remuneration of Directors of SAR 2,652,000 for FY 2024	G	Mgmt	For	For
8	Authorize Board to Distribute Interim Dividends Semi Annually for FY 2025	G	Mgmt	For	For

Ades Holding Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Amend Remuneration Policy of Board Members, Committees, and Executive Management	G	Mgmt	For	For
10	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	G	Mgmt	For	For

adidas AG

Meeting Date: 15/05/2025 **Country:** Germany **Ticker:** ADS
Record Date: 08/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.00 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
5	Approve Remuneration Report	G	Mgmt	For	For
6	Elect Thomas Rabe to the Supervisory Board	G	Mgmt	For	For
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
7	Approve Creation of EUR 50 Million Pool of Authorized Capital 2025/I with Preemptive Rights	G	Mgmt	For	For
8	Approve Creation of EUR 20 Million Pool of Authorized Capital 2025/II with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For

adidas AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
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	G	Mgmt	For	For
10.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For

ADMA Biologics, Inc.

Meeting Date: 04/06/2025

Country: USA

Ticker: ADMA

Record Date: 08/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jerrold B. Grossman	G	Mgmt	For	For
1b	Elect Director Lawrence P. Guiheen	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
<i>Blended Rationale: [SF-M0552-002] We believe that it is in the best interests of shareholders for issuers to hold votes on executive compensation every year.</i>					

Admiral Group Plc

Meeting Date: 09/05/2025

Country: United Kingdom

Ticker: ADM

Record Date: 07/05/2025

Meeting Type: Annual

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

Admiral Group Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Re-elect Michael Rogers as Director	G	Mgmt	For	For
5	Re-elect Milena Mondini de Focatis as Director	G	Mgmt	For	For
6	Re-elect Geraint Jones as Director	G	Mgmt	For	For
7	Re-elect Evelyn Bourke as Director	G	Mgmt	For	For
8	Re-elect Michael Brierley as Director	G	Mgmt	For	For
9	Re-elect Andrew Crossley as Director	G	Mgmt	For	For
10	Re-elect Karen Green as Director	G	Mgmt	For	For
11	Re-elect Fiona Muldoon as Director	G	Mgmt	For	For
12	Re-elect Jayaprakasa Rangaswami as Director	G	Mgmt	For	For
13	Re-elect William Roberts as Director	G	Mgmt	For	For
14	Re-elect Justine Roberts as Director	G	Mgmt	For	For
15	Reappoint Deloitte LLP as Auditors	G	Mgmt	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
17	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
18	Approve Discretionary Free Share Scheme	G	Mgmt	For	For
19	Authorise Issue of Equity	G	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Adobe Inc.

Meeting Date: 22/04/2025

Country: USA

Ticker: ADBE

Record Date: 21/02/2025

Meeting Type: Annual

Adobe Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Cristiano Amon	G	Mgmt	For	For
1b	Elect Director Amy Banse	G	Mgmt	For	For
1c	Elect Director Melanie Boulden	G	Mgmt	For	For
1d	Elect Director Frank Calderoni	G	Mgmt	For	For
1e	Elect Director Laura Desmond	G	Mgmt	For	For
1f	Elect Director Shantanu Narayen	G	Mgmt	For	For
1g	Elect Director Spencer Neumann	G	Mgmt	For	For
1h	Elect Director Kathleen Oberg	G	Mgmt	For	For
1i	Elect Director Dheeraj Pandey	G	Mgmt	For	For
1j	Elect Director David Ricks	G	Mgmt	For	For
1k	Elect Director Daniel Rosensweig	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
5	Submit Severance Agreement to Shareholder Vote	G	SH	Against	Against

Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.

ADT Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: ADT

Record Date: 26/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Marques Coleman	G	Mgmt	For	For
1.2	Elect Director Paul J. Smith	G	Mgmt	For	For
1.3	Elect Director Matthew E. Winter	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.4	Elect Director Suzanne Yoon	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

ADT Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Declassify the Board of Directors	G	Mgmt	For	For
4	Provide Right to Call Special Meeting	G	Mgmt	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Advanced Energy Industries, Inc.

Meeting Date: 24/04/2025 **Country:** USA **Ticker:** AEIS
Record Date: 04/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Grant H. Beard	G	Mgmt	For	For
1.2	Elect Director Frederick A. Ball	G	Mgmt	For	For
1.3	Elect Director Anne T. DelSanto	G	Mgmt	For	For
1.4	Elect Director Tina M. Donikowski	G	Mgmt	For	For
1.5	Elect Director Ronald C. Foster	G	Mgmt	For	For
1.6	Elect Director Stephen D. Kelley	G	Mgmt	For	For
1.7	Elect Director Lanesha T. Minnix	G	Mgmt	For	For
1.8	Elect Director David W. Reed	G	Mgmt	For	For
1.9	Elect Director John A. Roush	G	Mgmt	For	For
1.10	Elect Director Brian M. Shirley	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Advanced Micro Devices, Inc.

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** AMD
Record Date: 19/03/2025 **Meeting Type:** Annual

Advanced Micro Devices, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Nora M. Denzel	G	Mgmt	For	For
1b	Elect Director Michael P. Gregoire	G	Mgmt	For	For
1c	Elect Director Joseph A. Householder	G	Mgmt	For	For
1d	Elect Director John W. Marren	G	Mgmt	For	For
1e	Elect Director Jon A. Olson	G	Mgmt	For	For
1f	Elect Director Lisa T. Su	G	Mgmt	For	For
1g	Elect Director Abhi Y. Talwalkar	G	Mgmt	For	For
1h	Elect Director Elizabeth W. Vanderslice	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Increase Authorized Common Stock	G	Mgmt	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For
6	Amend Right to Call Special Meeting	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Advanced Micro Fabrication Equipment, Inc. China

Meeting Date: 28/05/2025 **Country:** China **Ticker:** 688012
Record Date: 21/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Financial Statements	G	Mgmt	For	For
3	Approve Profit Distribution	G	Mgmt	For	For
4	Approve Related Party Transaction	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Advanced Micro Fabrication Equipment, Inc. China

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve to Appoint Auditor	G	Mgmt	For	For
6	Approve Report of the Board of Directors	G	Mgmt	For	For
7	Approve Report of the Board of Supervisors	G	Mgmt	For	For
8	Approve Remuneration of Directors	G	Mgmt	For	For
9	Approve Remuneration of Supervisors	G	Mgmt	For	For
10	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
11	Approve Draft and Summary of Performance Shares Incentive Plan	G	Mgmt	For	For
12	Approve Methods to Assess the Performance of Plan Participants	G	Mgmt	For	For
13	Approve Authorization of the Board to Handle All Related Matters	G	Mgmt	For	For

Advanced Micro Fabrication Equipment, Inc. China

Meeting Date: 26/06/2025

Country: China

Ticker: 688012

Record Date: 19/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Participation in the Establishment of Private Investment Fund and Related Party Transaction	G	Mgmt	For	For

AdvanSix Inc.

Meeting Date: 18/06/2025

Country: USA

Ticker: ASIX

Record Date: 23/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Erin N. Kane	G	Mgmt	For	For
1b	Elect Director Todd D. Karran	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

AdvanSix Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Gena C. Lovett	G	Mgmt	For	For
1d	Elect Director Donald P. Newman	G	Mgmt	For	For
1e	Elect Director Daniel F. Sansone	G	Mgmt	For	For
1f	Elect Director Sharon S. Spurlin	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1g	Elect Director Patrick S. Williams	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For

Advantage Energy Ltd.

Meeting Date: 06/05/2025

Country: Canada

Ticker: AAV

Record Date: 04/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Directors at Ten	G	Mgmt	For	For
2.1	Elect Director Jill T. Angevine	G	Mgmt	For	For
2.2	Elect Director Michael E. Belenkie	G	Mgmt	For	For
2.3	Elect Director Deirdre M. Choate	G	Mgmt	For	For
2.4	Elect Director Donald M. Clague	G	Mgmt	For	For
2.5	Elect Director Daniel Farb	G	Mgmt	For	For
2.6	Elect Director John L. Festival	G	Mgmt	For	For
2.7	Elect Director Norman W. MacDonald	G	Mgmt	For	For
2.8	Elect Director Larry Massaro	G	Mgmt	For	For
2.9	Elect Director Katherine L. Minyard	G	Mgmt	For	For
2.10	Elect Director David G. Smith	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Advantage Energy Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Advantech Co., Ltd.

Meeting Date: 29/05/2025 **Country:** Taiwan **Ticker:** 2395
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	G	Mgmt	For	For

Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.

Advantest Corp.

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 6857
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Change Record Date for Annual Shareholder Meetings	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.1	Elect Director Douglas Lefever	G	Mgmt	For	For
2.2	Elect Director Tsukui, Koichi	G	Mgmt	For	For
2.3	Elect Director Yoshida, Yoshiaki	G	Mgmt	For	For
2.4	Elect Director Urabe, Toshimitsu	G	Mgmt	For	For
2.5	Elect Director Nicholas Benes	G	Mgmt	For	For

Advantest Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.6	Elect Director Nishida, Naoto	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Kurita, Yuichi	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Nakada, Tomoko	G	Mgmt	For	For
4	Approve Restricted Stock Plan	G	Mgmt	For	For
5	Approve Restricted Stock Plan	G	Mgmt	For	For
6	Approve Restricted Stock Plan	G	Mgmt	For	For

Adverum Biotechnologies, Inc.

Meeting Date: 17/06/2025 **Country:** USA **Ticker:** ADVM
Record Date: 21/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Laurent Fischer	G	Mgmt	For	For
1.2	Elect Director Patrick Machado	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.3	Elect Director James Scopa	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Approve Repricing of Options	G	Mgmt	For	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests</i>					

Adyen NV

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

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		

Adyen NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.	Open Meeting	G	Mgmt		
2.a.	Receive Annual Report (Non-Voting)	G	Mgmt		
2.b.	Approve Remuneration Report	G	Mgmt	For	For
2.c.	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
2.d.	Receive Explanation on Company's Reserves and Dividend Policy	G	Mgmt		
3.	Approve Discharge of Management Board	G	Mgmt	For	For
4.	Approve Discharge of Supervisory Board	G	Mgmt	For	For
5.	Elect Steve van Wyk to Supervisory Board	G	Mgmt	For	For
6.	Grant Board Authority to Issue Shares	G	Mgmt	For	For
7.	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
8.	Authorize Repurchase of Shares	G	Mgmt	For	For
9.a.	Appoint PricewaterhouseCoopers Accountants N.V. as Auditors	G	Mgmt	For	For
9.b.	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	G	Mgmt	For	For
10.	Close Meeting	G	Mgmt		

AECC Aviation Power Co. Ltd.

Meeting Date: 16/05/2025 **Country:** China **Ticker:** 600893
Record Date: 09/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	Against
	<i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>				
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Report of the Independent Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

AECC Aviation Power Co. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Financial Statements	G	Mgmt	For	For
6	Approve Profit Distribution	G	Mgmt	For	For
7	Approve Financial Budget	G	Mgmt	For	For
8	Approve Remuneration of Internal Directors	G	Mgmt	For	For
9	Approve Shareholder Return Plan	G	Mgmt	For	For

Aedifica SA

Meeting Date: 13/05/2025

Country: Belgium

Ticker: AED

Record Date: 29/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Receive Directors' Reports (Non-Voting)	G	Mgmt		
2	Receive Auditors' Reports (Non-Voting)	G	Mgmt		
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	G	Mgmt		
4.1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
4.2	Approve Dividends of EUR 3.90 Per Share	G	Mgmt	For	For
5	Approve Remuneration Report	G	Mgmt	For	For
6.1	Approve Discharge of Serge Wibaut as Director	G	Mgmt	For	For
6.2	Approve Discharge of Stefaan Gielens as Director	G	Mgmt	For	For
6.3	Approve Discharge of Ingrid Daerden as Director	G	Mgmt	For	For
6.4	Approve Discharge of Sven Bogaerts as Director	G	Mgmt	For	For
6.5	Approve Discharge of Katrien Kesteloot as Director	G	Mgmt	For	For
6.6	Approve Discharge of Elisabeth May-Roberti as Director	G	Mgmt	For	For
6.7	Approve Discharge of Luc Plasman as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.8	Approve Discharge of Marleen Willekens as Director	G	Mgmt	For	For
6.9	Approve Discharge of Charles-Antoine van Aelst as Director	G	Mgmt	For	For
6.10	Approve Discharge of Pertti Huuskonen as Director	G	Mgmt	For	For
6.11	Approve Discharge of Kari Pitkin as Director	G	Mgmt	For	For
6.12	Approve Discharge of Raoul Thomassen as Director	G	Mgmt	For	For
6.13	Approve Discharge of Henrike Waldburg as Director	G	Mgmt	For	For
7	Approve Discharge of EY BV/SRL, Represented by Christophe Boschmans, as Auditors	G	Mgmt	For	For
8.1	Appoint Ernst & Young BV SRL as Auditor for Sustainability Reporting	G	Mgmt	For	For
8.2	Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
9.1	Elect Raoul Thomassen as Director	G	Mgmt	For	For
9.2	Approve Remuneration of Raoul Thomassen as Executive Director In Line With the Remuneration Policy	G	Mgmt	For	For
10.1	Elect Rikke Lykke as Independent Director	G	Mgmt	For	For
10.2	Approve Remuneration of Rikke Lykke as Non-Executive Independent Director In Line With the Remuneration Policy	G	Mgmt	For	For
11	Approve Revised Remuneration Policy	G	Mgmt	For	For
12.1	Approve Increase in Remuneration of Director from EUR 90,000 to EUR 142,000	G	Mgmt	For	For
12.2	Approve Increase in Remuneration of Non-Executive Director from EUR 35,000 to EUR 42,000	G	Mgmt	For	For
13.1	Approve Change-of-Control Clause Re: Credit Agreement with Belfius Bank NV/SA dated 9 April 2024	G	Mgmt	For	For
13.2	Approve Change-of-Control Clause Re: Credit Agreement with BNP Paribas Fortis NV/SA dated 25 June 2024	G	Mgmt	For	For

Aedifica SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13.3	Approve Change-of-Control Clause Re: Credit Agreement with BNP Paribas Fortis NV/SA dated 17 July 2024	G	Mgmt	For	For
13.4	Approve Change-of-Control Clause Re: Credit Agreement with KBC Bank NV/SA dated 26 September 2024	G	Mgmt	For	For
13.5	Approve Change-of-Control Clause Re: Credit Agreement with Stichting Pensioenfonds Zorg en Welzijn (PGGM) dated 22 October 2024	G	Mgmt	For	For
13.6	Approve Change-of-Control Clause Re: Credit Agreement with Triodos Bank dated 14 November 2024	G	Mgmt	For	For
13.7	Approve Change-of-Control Clause Re: Credit Agreement with Societe Generale dated 23 December 2024	G	Mgmt	For	For
13.8	Approve Change-of-Control Clause Re: Credit Agreement with Belfius Bank NV/SA dated 24 December 2024	G	Mgmt	For	For
13.9	Approve Change-of-Control Clause Re: Two Credit Agreements with ING Belgium NV/SA dated 31 December 2024	G	Mgmt	For	For
13.10	Approve Change-of-Control Clause Re: Credit Agreement with ABN AMRO Bank N.V. dated 14 February 2025	G	Mgmt	For	For

Aegon Ltd.

Meeting Date: 12/06/2025

Country: Bermuda

Ticker: AGN

Record Date: 15/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1.	Open Meeting	G	Mgmt		
2.1.	Presentation by CEO	G	Mgmt		
2.2.	Receive Presentation of the Annual Accounts 2024	G	Mgmt		
2.3.	Approve Remuneration Report	G	Mgmt	For	For
2.4.	Approve Final Dividend	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Aegon Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.1.	Ratify Ernst & Young Accountants LLP as Auditors	G	Mgmt	For	For
4.1.	Reelect William Connelly as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
4.2.	Reelect Mark Ellman as Director	G	Mgmt	For	For
4.3.	Reelect Jack McGarry as Director	G	Mgmt	For	For
4.4.	Elect Lori Fouche as Director	G	Mgmt	For	For
4.5.	Elect David Herzog as Director	G	Mgmt	For	For
4.6.	Elect Jay Ralph as Director	G	Mgmt	For	For
5.1	Authorize Board to Exclude Preemptive Rights in Connection with Issuance of Common Shares	G	Mgmt	For	For
5.2	Authorize Board to Exclude Preemptive Rights in Connection with a Rights Issue	G	Mgmt	For	For
5.3	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
6	Other Business (Non-Voting)	G	Mgmt		
7.	Close Meeting	G	Mgmt		

Aena S.M.E. SA

Meeting Date: 09/04/2025

Country: Spain

Ticker: AENA

Record Date: 04/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Standalone Financial Statements	G	Mgmt	For	For
2	Approve Consolidated Financial Statements	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends	G	Mgmt	For	For
4	Approve Reclassification of Capitalization Reserves to Voluntary Reserves	G	Mgmt	For	For
5	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
6	Approve Discharge of Board	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Aena S.M.E. SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.1	Elect Ramon Tremosa i Balcells as Director	G	Mgmt	For	For
7.2	Reelect Francisco Javier Marin San Andres as Director	G	Mgmt	For	For
7.3	Reelect Jaime Terceiro Lomba as Director	G	Mgmt	For	For
7.4	Reelect Amancio Lopez Seijas as Director	G	Mgmt	For	For
7.5	Reelect Juan Rio Cortes as Director	G	Mgmt	For	For
8	Approve Stock Split	G	Mgmt	For	For
9	Authorize Share Repurchase Program	G	Mgmt	For	For
10	Approve Remuneration of Directors	G	Mgmt	For	For
11	Advisory Vote on Remuneration Report	G	Mgmt	For	For
12	Advisory Vote on Company's 2024 Updated Report on Climate Action Plan	E	Mgmt	For	For
13	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

AEON Co., Ltd.

Meeting Date: 28/05/2025

Country: Japan

Ticker: 8267

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Okada, Motoya	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
1.2	Elect Director Yoshida, Akio	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
1.3	Elect Director Habu, Yuki	G	Mgmt	For	For
1.4	Elect Director Tsuchiya, Mitsuko	G	Mgmt	For	For
1.5	Elect Director Tsukamoto, Takashi	G	Mgmt	For	For
1.6	Elect Director Peter Child	G	Mgmt	For	For
1.7	Elect Director Carrie Yu	G	Mgmt	For	For
1.8	Elect Director Hayashi, Makoto	G	Mgmt	For	For
1.9	Elect Director Richard Collasse	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

AEON Mall Co., Ltd.

Meeting Date: 22/05/2025

Country: Japan

Ticker: 8905

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Share Exchange Agreement with AEON Co., Ltd	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2.1	Elect Director Ono, Keiji	G	Mgmt	For	Against
	<i>Blended Rationale: [RJ-M0201-022] AGAINST directors responsible as the board lacks two independent directors. [RJ-M0201-024] AGAINST directors responsible as the board is less than 1/3 independent in face of major blockholders. [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>				
2.2	Elect Director Fujiki, Mitsuhiro	G	Mgmt	For	For
2.3	Elect Director Hayami, Hideki	G	Mgmt	For	For
2.4	Elect Director Minami, Shinichiro	G	Mgmt	For	For
2.5	Elect Director Isobe, Daisuke	G	Mgmt	For	For
2.6	Elect Director Tsuboya, Masayuki	G	Mgmt	For	For
2.7	Elect Director Okada, Motoya	G	Mgmt	For	For
2.8	Elect Director Koshizuka, Kunihiro	G	Mgmt	For	For

Aeroports de Paris ADP

Meeting Date: 15/05/2025

Country: France

Ticker: ADP

Record Date: 13/05/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3 per Share	G	Mgmt	For	For
4	Approve Transactions with the French State	G	Mgmt	For	For
5	Approve Transaction with Societe des Grands Projets	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Aeroports de Paris ADP

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Transactions with Ile-de-France Region and Ile-de-France Mobilites	G	Mgmt	For	For
7	Approve Transactions with Ile-de-France Mobilites and Roissy Pays de France Agglomeration Community	G	Mgmt	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
9	Ratify Appointment of Philippe Pascal as Director	G	Mgmt	For	For
10	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
11	Approve Compensation of Augustin de Romanet, Chairman and CEO	G	Mgmt	For	For
12	Approve Remuneration Policy of Augustin de Romanet, Chairman and CEO from January 1, 2025 to February 18, 2025	G	Mgmt	For	For
13	Approve Remuneration Policy of Directors	G	Mgmt	For	For
14	Approve Remuneration Policy of Chairman and CEO	G	Mgmt	For	For
15	Approve Remuneration Policy of Vice-CEO	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
16	Amend Articles 15 and 20 of Bylaws to Incorporate Legal Changes	G	Mgmt	For	For
	Ordinary Business		Mgmt		
17	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

AeroVironment, Inc.

Meeting Date: 01/04/2025

Country: USA

Ticker: AVAV

Record Date: 07/02/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Issue Shares in Connection with Merger	G	Mgmt	For	For
2	Adjourn Meeting	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Affiliated Managers Group, Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: AMG

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Karen L. Alvingham	G	Mgmt	For	For
1b	Elect Director Dwight D. Churchill	G	Mgmt	For	For
1c	Elect Director Annette Franqui	G	Mgmt	For	For
1d	Elect Director Jay C. Horgen	G	Mgmt	For	For
1e	Elect Director Félix V. Matos Rodríguez	G	Mgmt	For	For
1f	Elect Director Tracy P. Palandjian	G	Mgmt	For	For
1g	Elect Director David C. Ryan	G	Mgmt	For	For
1h	Elect Director Loren M. Starr	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Affirm Holdings, Inc.

Meeting Date: 25/06/2025

Country: USA

Ticker: AFRM

Record Date: 28/04/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Change State of Incorporation from Delaware to Nevada	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0405-001] Voted against due to concerns over the protection of minority shareholders</i>				
2	Adjourn Meeting	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0617-002] Based on the proposals on this agenda, we do not believe it is in the best interests of shareholders to adjourn this meeting.</i>				

Aflac Incorporated

Meeting Date: 05/05/2025

Country: USA

Ticker: AFL

Record Date: 25/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Daniel P. Amos	G	Mgmt	For	For
1b	Elect Director W. Paul Bowers	G	Mgmt	For	For
1c	Elect Director Arthur R. Collins	G	Mgmt	For	For
1d	Elect Director Miwako Hosoda	G	Mgmt	For	For
1e	Elect Director Michael A. Forrester	G	Mgmt	For	For
1f	Elect Director Thomas J. Kenny	G	Mgmt	For	For
1g	Elect Director Georgette D. Kiser	G	Mgmt	For	For
1h	Elect Director Karole F. Lloyd	G	Mgmt	For	For
1i	Elect Director Nobuchika Mori	G	Mgmt	For	For
1j	Elect Director Joseph L. Moskowitz	G	Mgmt	For	For
1k	Elect Director Katherine T. Rohrer	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

AFRY AB

Meeting Date: 24/04/2025

Country: Sweden

Ticker: AFRY

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
4	Prepare and Approve List of Shareholders	G	Mgmt		
5	Approve Agenda of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	G	Mgmt		

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Receive President's Report; Receive CEO's Report	G	Mgmt		
9	Receive Board's Report	G	Mgmt		
10	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
11.1	Approve Discharge of Tom Erixon	G	Mgmt	For	For
11.2	Approve Discharge of Henrik Ehrnrooth	G	Mgmt	For	For
11.3	Approve Discharge of Magnus Heimburg	G	Mgmt	For	For
11.4	Approve Discharge of Jenny Larsson	G	Mgmt	For	For
11.5	Approve Discharge of Neil McArthur	G	Mgmt	For	For
11.6	Approve Discharge of Asa Petterson	G	Mgmt	For	For
11.7	Approve Discharge of Kristina Schauman	G	Mgmt	For	For
11.8	Approve Discharge of Tuula Teeri	G	Mgmt	For	For
11.9	Approve Discharge of Gunilla Berg	G	Mgmt	For	For
11.10	Approve Discharge of Carina Hakansson	G	Mgmt	For	For
11.11	Approve Discharge of Joakim Rubin	G	Mgmt	For	For
11.12	Approve Discharge of Bodil Werkstrom	G	Mgmt	For	For
11.13	Approve Discharge of Jessika Akerdal	G	Mgmt	For	For
11.14	Approve Discharge of CEO Jonas Gustafsson	G	Mgmt	For	For
12	Approve Remuneration Report	G	Mgmt	For	For
13	Approve Allocation of Income and Dividends of SEK 6.00 Per Share	G	Mgmt	For	For
14a	Determine Number of Members (8) and Deputy Members (0) of Board	G	Mgmt	For	For
14b	Approve Remuneration of Directors in the Amount of SEK 1.8 Million for Chair and SEK 550,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	G	Mgmt	For	For

AFRY AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14c.1	Reelect Tom Erixon as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
14c.2	Reelect Magnus Heimburg as Director	G	Mgmt	For	For
14c.3	Reelect Jenny Larsson as Director	G	Mgmt	For	For
14c.4	Reelect Neil McArthur as Director	G	Mgmt	For	For
14c.5	Reelect Asa Pettersson as Director	G	Mgmt	For	For
14c.6	Reelect Kristina Schauman as Director	G	Mgmt	For	For
14c.7	Elect Viveka Beckeman as New Director	G	Mgmt	For	For
14c.8	Elect Jan Berntsson as New Director	G	Mgmt	For	For
14d	Reelect Tom Erixon as Board Chair	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
14e	Ratify Deloitte as Auditors	G	Mgmt	For	For
15	Approve Performance-Based Long-Term Cash Program (LTI-25)	G	Mgmt	For	For
16	Approve Issuance of up to 10 Percent of Issued Shares with Preemptive Rights	G	Mgmt	For	For
17	Close Meeting	G	Mgmt		

Afya Limited

Meeting Date: 24/06/2025 **Country:** Cayman Islands **Ticker:** AFYA
Record Date: 14/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Elect Director Joao Paulo Seibel de Faria	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Afy Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Elect Director Vanessa Claro Lopes	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
4	Elect Director Miguel Filisbino Pereira de Paula	G	Mgmt	For	For
5	Elect Director Marcelo Ken Suhara	G	Mgmt	For	For

AGCO Corporation

Meeting Date: 24/04/2025 **Country:** USA **Ticker:** AGCO
Record Date: 07/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael C. Arnold	G	Mgmt	For	For
1.2	Elect Director Sondra L. Barbour	G	Mgmt	For	For
1.3	Elect Director Suzanne P. Clark	G	Mgmt	For	For
1.4	Elect Director Bob De Lange	G	Mgmt	For	For
1.5	Elect Director Zhanna Golodryga	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.6	Elect Director Eric P. Hansotia	G	Mgmt	For	For
1.7	Elect Director Niels Porksen	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.8	Elect Director David Sagehorn	G	Mgmt	For	For
1.9	Elect Director Matthew Tsien	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Qualified Employee Stock Purchase Plan	G	Mgmt	For	For
4	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

ageas SA/NV

Meeting Date: 23/04/2025 **Country:** Belgium **Ticker:** AGS
Record Date: 09/04/2025 **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		
2.1.1	Receive Special Board Report Re: Authorized Capital	G	Mgmt		
2.1.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	G	Mgmt	For	For
3	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
4	Close Meeting	G	Mgmt		

Meeting Date: 21/05/2025 **Country:** Belgium **Ticker:** AGS
Record Date: 07/05/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual/Special Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		
2.1.1	Receive Directors' and Auditors' Reports (Non-Voting)	G	Mgmt		
2.1.2	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	G	Mgmt		
2.1.3	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.2.1	Information on the Dividend Policy	G	Mgmt		
2.2.2	Approve Dividends of EUR 3.50 Per Share	G	Mgmt	For	For
2.3.1	Approve Discharge of Directors	G	Mgmt	For	For
2.3.2	Approve Discharge of Auditors	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	For
4.1	Reelect Bart De Smet as Director	G	Mgmt	For	For
4.2	Reelect Jean-Michel Chatagny as Independent Director	G	Mgmt	For	For

ageas SA/NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.3	Reelect Katleen Vandeweyer as Independent Director	G	Mgmt	For	For
5	Appoint PwC as Auditor for Sustainability Reporting and Approve Their Remuneration	G	Mgmt	For	For
6.1.1	Receive Special Board Report Re: Authorized Capital	G	Mgmt		
6.1.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	G	Mgmt	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
8	Close Meeting	G	Mgmt		

Agenus Inc.

Meeting Date: 17/06/2025 Country: USA Ticker: AGEN
Record Date: 24/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Brian Corvese	G	Mgmt	For	Withhold
	<i>Blended Rationale: [LN-M0201-001] Nominee serves as chair of the remuneration committee, which is responsible for poorly structured arrangements.</i>				
1b	Elect Director Timothy R. Wright	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Amend Deferred Compensation Plan	G	Mgmt	For	For
4	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For
5	Approve Stock Option Exchange Program	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests</i>				
6	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0500-001] Incentive arrangements are poorly structured.</i>				
7	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Agfa-Gevaert NV

Meeting Date: 13/05/2025

Country: Belgium

Ticker: AGFB

Record Date: 29/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Receive Directors' and Auditors' Reports (Non-Voting)	G	Mgmt		
2	Receive Assurance Report on Sustainability Reporting	G	Mgmt		
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	G	Mgmt		
4	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
5	Approve All Issue Premiums' Availability	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
7	Approve Remuneration Policy	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>				
8	Approve Discharge of Directors	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
9	Approve Discharge of Auditors	G	Mgmt	For	For
10	Appoint PwC, Permanently Represented by Sofie Van Grieken, as Auditor for Sustainability Reporting	G	Mgmt	For	For
11	Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
12	Transact Other Business	G	Mgmt		

Agility Public Warehousing Co. KSC

Meeting Date: 22/05/2025

Country: Kuwait

Ticker: AGLTY

Record Date: 12/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business Approve Board Report on Company Operations and Financial Position for FY 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
2	Approve Corporate Governance Report Including Remuneration Report and Audit Committee Reports for FY 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
3	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
5	Approve Special Report on Violations and Penalties for FY 2024	G	Mgmt	For	For
6	Approve Distribution of Cash Dividends of KWD 0.010 Per Share for FY 2024 and Authorize Board to Amend Dividend's Timetable if Needed	G	Mgmt	For	For
7	Discuss and Approve Stopping the Transfer of 10 Percent of Net Income before Tax and Board Remuneration to Statutory Reserve as it have Exceeded 50 Percent of Company's Issued Capital	G	Mgmt	For	For
8	Approve Related Party Transactions Re: Chairman, Executive Management, Directors, Representatives and Relatives Transactions During FY 2024 and Thereafter Until the Date of the General Assembly of FY 2025	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>					
9	Approve Directors' Remuneration of KWD 350,000 and Committee Fees of KWD 350,000 for FY 2024	G	Mgmt	For	For

Agility Public Warehousing Co. KSC

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Ratify Related Party Transactions During FY 2024 and Authorize Board to Conclude Related Party Transactions for FY 2025 till the Convening Date of Annual General Meeting of FY 2025	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>					
11	Authorize Share Repurchase Program of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
12	Authorize Issuance of Bonds/Sukuk and Authorize Board to Determine the Type, Nominal Value, Profits, Tenure of the Bonds, Set the Terms of Issuance and to Obtain Authorities Approval	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
13	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
14	Reappoint Auditors and Authorize Board to Fix Their Remuneration for FY 2025	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
15	Authorize Distribution of Cash or In-Kind Dividends Quarterly, Semi Annually or for Three Quarters Collectively for FY 2025, and Authorize the Board to Use Company's Profit and Retained Earnings for the Distribution	G	Mgmt	For	For
16.1	Elect Nasir Al Rashid as an Independent Director	G	Mgmt	None	For
16.2	Elect Sultan Al Issa as an Independent Director	G	Mgmt	None	For
16.3	Elect Abdullah Khajah as an Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
16.4	Elect Abdulmajeed Al Shatti as an Independent Director	G	Mgmt	None	For
16.5	Elect Ahmed Al Qubeesi as an Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					

Agility Public Warehousing Co. KSC

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16.6	Elect Mohammed Al Mutawaa as an Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
16.7	Elect Mohammed Al Sabaa as an Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
16.8	Elect Saad Al Suweedan as an Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
16.9	Elect Faysal Al Issa as an Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
16.10	Elect Tariq Sultan as a Non-Independent Director	G	Mgmt	None	For
16.11	Elect Bassam Al Khouri as a Non-Independent Director	G	Mgmt	None	For
16.12	Elect Isam Al Maylam as a Non-Independent Director	G	Mgmt	None	For
16.13	Elect Majid Al Ajeel as a Non-Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
16.14	Elect Sultan Al Jazeera for Food Preparation Co as a Non-Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
16.15	Elect Arab Market General Trading and Contraction Co as a Non-Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
16.16	Elect White Tower General Trading and Contracting Co as a Non-Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
16.17	Elect Sultan Education Foundation as a Non-Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					

Agility Public Warehousing Co. KSC

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16.18	Elect National Real Estate Co as a Non-Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
16.19	Elect Suhayb Al Shaji as a Non-Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
16.20	Elect Abdulazeez Al Issa as a Non-Independent Director	G	Mgmt	None	For
16.21	Elect Shareef Jabr as a Non-Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					

agilon health, inc.

Meeting Date: 28/05/2025 **Country:** USA **Ticker:** AGL
Record Date: 04/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Silvana Battaglia	G	Mgmt	For	For
1b	Elect Director Sharad Mansukani	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

AGNC Investment Corp.

Meeting Date: 17/04/2025 **Country:** USA **Ticker:** AGNC
Record Date: 21/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Donna J. Blank	G	Mgmt	For	For
1.2	Elect Director Morris A. Davis *Withdrawn Resolution*	G	Mgmt		

AGNC Investment Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Peter J. Federico	G	Mgmt	For	For
1.4	Elect Director John D. Fisk	G	Mgmt	For	For
1.5	Elect Director Andrew A. Johnson, Jr.	G	Mgmt	For	For
1.6	Elect Director Gary D. Kain	G	Mgmt	For	For
1.7	Elect Director Prue B. Larocca	G	Mgmt	For	For
1.8	Elect Director Paul E. Mullings	G	Mgmt	For	For
1.9	Elect Director Frances R. Spark	G	Mgmt	For	For
2	Increase Authorized Common Stock	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Agnico Eagle Mines Limited

Meeting Date: 25/04/2025

Country: Canada

Ticker: AEM

Record Date: 14/03/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Leona Aglukkaq	G	Mgmt	For	For
1.2	Elect Director Ammar Al-Joundi	G	Mgmt	For	For
1.3	Elect Director Sean Boyd	G	Mgmt	For	For
1.4	Elect Director Martine A. Celej	G	Mgmt	For	For
1.5	Elect Director Jonathan Gill	G	Mgmt	For	For
1.6	Elect Director Peter Grosskopf	G	Mgmt	For	For
1.7	Elect Director Elizabeth Lewis-Gray	G	Mgmt	For	For
1.8	Elect Director Deborah McCombe	G	Mgmt	For	For
1.9	Elect Director Jeffrey Parr	G	Mgmt	For	For
1.10	Elect Director J. Merfyn Roberts	G	Mgmt	For	For
1.11	Elect Director Jamie C. Sokalsky	G	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Agnico Eagle Mines Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Agree Realty Corporation

Meeting Date: 15/05/2025 Country: USA Ticker: ADC
Record Date: 07/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Joel N. Agree	G	Mgmt	For	For
1.2	Elect Director Michael Judlowe	G	Mgmt	For	For
1.3	Elect Director Gregory Lehmkuhl	G	Mgmt	For	For
2	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Increase Authorized Common Stock	G	Mgmt	For	For

Agricultural Bank of China Limited

Meeting Date: 27/06/2025 Country: China Ticker: 1288
Record Date: 23/06/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	AGM BALLOT FOR HOLDERS OF H SHARES Approve Work Report of the Board of Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-034] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related investment risks and opportunities.[DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
2	Approve Work Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Final Financial Accounts	G	Mgmt	For	For

Agricultural Bank of China Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve KPMG Huazhen LLP and KPMG as External Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Approve Fixed Assets Investment Budget	G	Mgmt	For	For
7	Elect Wong Pui Sze Priscilla as Director	G	Mgmt	For	For
8	Amend Articles of Association	G	Mgmt	For	For
9	Amend Rules of Procedure of the Shareholders' General Meeting	G	Mgmt	For	For
10	Amend Rules of Procedure of the Board of Directors	G	Mgmt	For	For
11	Approve Matters Related to the Dissolution of the Board of Supervisors	G	Mgmt	For	For
12	Approve External Donation Quota	S	Mgmt	For	For
13	To Listen to Work Report of Independent Non-Executive Directors	G	Mgmt		
14	To Listen to Implementation of the Plan on Authorization of General Meeting of Shareholders to the Board of Directors	G	Mgmt		
15	To Listen to Report on the Management of Related Party Transactions	G	Mgmt		
16	To Listen to Report on the Assessment of Major Shareholders (Including Substantial Shareholders)	G	Mgmt		

Agricultural Bank of China Limited

Meeting Date: 27/06/2025

Country: China

Ticker: 1288

Record Date: 23/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		

Agricultural Bank of China Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Work Report of the Board of Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-034] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related investment risks and opportunities.[DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
2	Approve Work Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Final Financial Accounts	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve KPMG Huazhen LLP and KPMG as External Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Approve Fixed Assets Investment Budget	G	Mgmt	For	For
7	Elect Wong Pui Sze Priscilla as Director	G	Mgmt	For	For
8	Amend Articles of Association	G	Mgmt	For	For
9	Amend Rules of Procedure of the Shareholders' General Meeting	G	Mgmt	For	For
10	Amend Rules of Procedure of the Board of Directors	G	Mgmt	For	For
11	Approve Matters Related to the Dissolution of the Board of Supervisors	G	Mgmt	For	For
12	Approve External Donation Quota	S	Mgmt	For	For

AIA Group Limited

Meeting Date: 23/05/2025

Country: Hong Kong

Ticker: 1299

Record Date: 19/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For

AIA Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Elect George Yong-boon Yeo as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
4	Elect Lawrence Juen-Yee Lau as Director	G	Mgmt	For	For
5	Elect Narongchai Akrasanee as Director	G	Mgmt	For	For
6	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
7B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

AIB Group plc

Meeting Date: 01/05/2025 **Country:** Ireland **Ticker:** A5G
Record Date: 27/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
4	Ratify PricewaterhouseCoopers as Auditors	G	Mgmt	For	For
5a	Re-elect Anik Chaumartin as Director	G	Mgmt	For	For
5b	Re-elect Donal Galvin as Director	G	Mgmt	For	For
5c	Re-elect Basil Geoghegan as Director	G	Mgmt	For	For
5d	Re-elect Tanya Horgan as Director	G	Mgmt	For	For
5e	Re-elect Colin Hunt as Director	G	Mgmt	For	For
5f	Re-elect Sandy Pritchard as Director	G	Mgmt	For	For
5g	Re-elect Elaine MacLean as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

AIB Group plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5h	Re-elect Andrew Maguire as Director	G	Mgmt	For	For
5i	Re-elect Brendan McDonagh as Director	G	Mgmt	For	For
5j	Re-elect Ann O'Brien as Director	G	Mgmt	For	For
5k	Re-elect Fergal O'Dwyer as Director	G	Mgmt	For	For
5l	Re-elect James Pettigrew as Director	G	Mgmt	For	For
5m	Re-elect Jan Sijbrand as Director	G	Mgmt	For	For
5n	Re-elect Ranjit Singh as Director	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Authorise Issue of Equity	G	Mgmt	For	For
8a	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
8b	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
9	Authorise Market Purchase of Shares	G	Mgmt	For	For
10	Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	G	Mgmt	For	For
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For
12	Approve the Directed Buyback Contract with the Minister for Finance	G	Mgmt	For	For
13	Approve the Company's Entry into the Transaction as a Related Party Transaction under the Companies Act	G	Mgmt	For	For
14	Approve Save As You Earn Schemes	G	Mgmt	For	For
	Shareholder Proposal		Mgmt		
15	Elect Philip Hobbs, a Shareholder Nominee, as a Director	G	SH	Against	Against

Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests

Aier Eye Hospital Group Co., Ltd.

Meeting Date: 20/05/2025

Country: China

Ticker: 300015

Record Date: 13/05/2025

Meeting Type: Annual

Aier Eye Hospital Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Sustainability Report	G	Mgmt	For	For
4	Approve Remuneration of Directors	G	Mgmt	For	For
5	Approve Report of the Board of Supervisors	G	Mgmt	For	For
6	Approve Remuneration of Supervisors	G	Mgmt	For	For
7	Approve Financial Statements	G	Mgmt	For	For
8	Approve Profit Distribution	G	Mgmt	For	For
9	Approve Appointment of Auditor	G	Mgmt	For	For
10	Approve Application of Bank Credit Lines	G	Mgmt	For	For

AIMA Technology Group Co., Ltd.

Meeting Date: 06/05/2025

Country: China

Ticker: 603529

Record Date: 25/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Authorization of the Board to Determine Interim Profit Distribution	G	Mgmt	For	For
6	Approve Annual Report and Summary	G	Mgmt	For	For
7	Approve Use of Idle Own Funds for Entrusted Wealth Management	G	Mgmt	For	Against

Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks.

AIMA Technology Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Provision of Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
9	Approve Application of Bank Credit Lines	G	Mgmt	For	For
10	Approve Remuneration of Non-independent Directors	G	Mgmt	For	For
11	Approve Remuneration of Supervisors	G	Mgmt	For	For

AIMA Technology Group Co., Ltd.

Meeting Date: 20/06/2025

Country: China

Ticker: 603529

Record Date: 13/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Draft and Summary of Performance Shares Incentive Plan	G	Mgmt	For	For
2	Approve Measures for the Administration of the Assessment of Performance Shares Incentive Plans	G	Mgmt	For	For
3	Approve Authorization of the Board to Handle All Related Matters	G	Mgmt	For	For

Air Lease Corporation

Meeting Date: 02/05/2025

Country: USA

Ticker: AL

Record Date: 07/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Matthew J. Hart	G	Mgmt	For	For
1b	Elect Director Yvette Hollingsworth Clark	G	Mgmt	For	For
1c	Elect Director Cheryl Gordon Krongard	G	Mgmt	For	For
1d	Elect Director Marshall O. Larsen	G	Mgmt	For	For
1e	Elect Director Susan McCaw	G	Mgmt	For	For

Air Lease Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Robert A. Milton	G	Mgmt	For	For
1g	Elect Director John L. Plueger	G	Mgmt	For	For
1h	Elect Director Ian M. Saines	G	Mgmt	For	For
1i	Elect Director Steven F. Udvar-Házy	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Air Liquide SA

Meeting Date: 06/05/2025

Country: France

Ticker: AI

Record Date: 02/05/2025

Meeting Type: Annual/Special

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

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Air Liquide SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Approve Remuneration Policy of CEO	G	Mgmt	For	For
13	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
14	Approve Remuneration Policy of Directors	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	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	G	Mgmt	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	G	Mgmt	For	For
18	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	G	Mgmt	For	For
19	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	G	Mgmt	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	G	Mgmt	For	For
22	Amend Article 14 of Bylaws to Comply with Legal Changes	G	Mgmt	For	For
	Ordinary Business		Mgmt		
23	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Air Water, Inc.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 4088

Record Date: 31/03/2025

Meeting Type: Annual

Air Water, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Toyoda, Kikuo	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
1.2	Elect Director Matsubayashi, Ryosuke	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
1.3	Elect Director Tanaka, Tsuyoshi	G	Mgmt	For	For
1.4	Elect Director Otsuka, Shigeki	G	Mgmt	For	For
1.5	Elect Director Onoe, Hidetoshi	G	Mgmt	For	For
1.6	Elect Director Inoue, Kikue	G	Mgmt	For	For
1.7	Elect Director Matsui, Takao	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
1.8	Elect Director Senzai, Yoshihiro	G	Mgmt	For	For
1.9	Elect Director Haga, Yuko	G	Mgmt	For	For
1.10	Elect Director Rochelle Kopp	G	Mgmt	For	For
2	Approve Compensation Ceiling for Statutory Auditors	G	Mgmt	For	For

Airbnb, Inc.

Meeting Date: 04/06/2025 **Country:** USA **Ticker:** ABNB
Record Date: 07/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Amrita Ahuja	G	Mgmt	For	For
1.2	Elect Director Joseph Gebbia	G	Mgmt	For	For
1.3	Elect Director Jeffrey Jordan	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Disclosure of Voting Results Based on Class of Shares	G	SH	Against	Against
	<i>Blended Rationale:</i> [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.				

Airport City Ltd.

Meeting Date: 28/04/2025

Country: Israel

Ticker: ARPT

Record Date: 10/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	G	Mgmt		
2	Appoint Kost Forer Gabbay & Kasierer (EY) as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Reelect Haim Tsuff as Director	G	Mgmt	For	For
4	Reelect Boaz Mordechai Simons as Director	G	Mgmt	For	For
5	Reelect Yaron Afek as Director and Approve His Remuneration	G	Mgmt	For	For

Airtac International Group

Meeting Date: 21/05/2025

Country: Cayman Islands

Ticker: 1590

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Consolidated Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
3.1	Elect WANG SHIH CHUNG, with Shareholder No. F121821XXX, as Non-independent Director	G	Mgmt	For	For
3.2	Elect LAN SHUN CHENG, with Shareholder No. 7, as Non-independent Director	G	Mgmt	For	For
3.3	Elect WANG HAI MING, with Shareholder No. 9720XXX, as Non-independent Director	G	Mgmt	For	For
3.4	Elect LI HUAI WEN, with Shareholder No. 9700XXX, as Non-independent Director	G	Mgmt	For	For
3.5	Elect CHEN JUI LUNG, with Shareholder No. 9, as Non-independent Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Airtac International Group

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.6	Elect TSAO YUNG HSIANG, with Shareholder No. 146, as Non-independent Director	G	Mgmt	For	For
3.7	Elect HSIAO HSIANG MING, with Shareholder No. 26898, as Non-independent Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
3.8	Elect RENN JYH CHYANG, with Shareholder No. R122268XXX, as Independent Director	G	Mgmt	For	For
3.9	Elect LIN KEN MAO, with Shareholder No. N101595XXX, as Independent Director	G	Mgmt	For	For
3.10	Elect HUANG YI WEN, with Shareholder No. A225974XXX, as Independent Director	G	Mgmt	For	For
3.11	Elect CHOU TSE YI, with Shareholder No. F221408XXX, as Independent Director	G	Mgmt	For	For
4	Approve Amendments to Articles of Association	G	Mgmt	For	For
5	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	For

Aisin Corp.

Meeting Date: 17/06/2025 Country: Japan Ticker: 7259
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Yoshida, Moritaka	G	Mgmt	For	For
1.2	Elect Director Ito, Shintaro	G	Mgmt	For	For
1.3	Elect Director Yamamoto, Yoshihisa	G	Mgmt	For	For
1.4	Elect Director Nishikawa, Masahiro	G	Mgmt	For	For
1.5	Elect Director Kobayashi, Koji	G	Mgmt	For	Against
	<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>				
1.6	Elect Director Hoshino, Tsuguhiko	G	Mgmt	For	For

Aisin Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.7	Elect Director Hirota, Yasuhito	G	Mgmt	For	For
1.8	Elect Director Tatsuwaki, Keiko	G	Mgmt	For	For
2.1	Appoint Statutory Auditor Mitsuya, Makoto	G	Mgmt	For	For
2.2	Appoint Statutory Auditor Kato, Kiyomi	G	Mgmt	For	For
2.3	Appoint Statutory Auditor Ueda, Junko	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Nakagawa, Hidenori	G	Mgmt	For	For

Ajinomoto Co., Inc.

Meeting Date: 20/06/2025 **Country:** Japan **Ticker:** 2802
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	G	Mgmt	For	For
2.1	Elect Director Iwata, Kimie	G	Mgmt	For	For
2.2	Elect Director Nakayama, Joji	G	Mgmt	For	For
2.3	Elect Director Indo, Mami	G	Mgmt	For	For
2.4	Elect Director Hatta, Yoko	G	Mgmt	For	For
2.5	Elect Director Scott Trevor Davis	G	Mgmt	For	For
2.6	Elect Director Wagatsuma, Yukako	G	Mgmt	For	For
2.7	Elect Director Nakamura, Shigeo	G	Mgmt	For	For
2.8	Elect Director Shiragami, Hiroshi	G	Mgmt	For	For
2.9	Elect Director Sasaki, Tatsuya	G	Mgmt	For	For
2.10	Elect Director Saito, Takeshi	G	Mgmt	For	For
2.11	Elect Director Matsuzawa, Takumi	G	Mgmt	For	For

Akamai Technologies, Inc.

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** AKAM
Record Date: 19/03/2025 **Meeting Type:** Annual

Akamai Technologies, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sharon Bowen	G	Mgmt	For	For
1.2	Elect Director Marianne Brown	G	Mgmt	For	For
1.3	Elect Director Monte Ford	G	Mgmt	For	For
1.4	Elect Director Dan Hesse	G	Mgmt	For	For
1.5	Elect Director Tom Killalea	G	Mgmt	For	For
1.6	Elect Director Tom Leighton	G	Mgmt	For	For
1.7	Elect Director Jonathan Miller	G	Mgmt	For	For
1.8	Elect Director Madhu Ranganathan	G	Mgmt	For	For
1.9	Elect Director Ben Verwaayen	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4A	Eliminate Supermajority Vote Requirement to Amend Provisions in Article Tenth	G	Mgmt	For	For
4B	Eliminate Supermajority Vote Requirement to Amend Provisions in Article Eleventh	G	Mgmt	For	For
4C	Eliminate Supermajority Vote Requirement to Amend Provisions in Article Twelfth	G	Mgmt	For	For
5	Adjourn Meeting	G	Mgmt	For	For
6	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
7	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	G	Mgmt	For	For
8	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Akebia Therapeutics, Inc.

Meeting Date: 10/06/2025

Country: USA

Ticker: AKBA

Record Date: 11/04/2025

Meeting Type: Annual

Akebia Therapeutics, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director John P. Butler	G	Mgmt	For	For
1.2	Elect Director Myles Wolf	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Aker Horizons ASA

Meeting Date: 30/04/2025

Country: Norway

Ticker: AKH

Record Date: 23/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
3	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports; Approve Omission of Dividends	G	Mgmt	For	For
5	Discuss Company's Corporate Governance Statement	G	Mgmt		
6	Approve Remuneration of Auditors	G	Mgmt	For	For
7	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	Against

Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.

[LN-M0550-001] Remuneration arrangements are poorly structured.

Aker Horizons ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Remuneration Statement (Advisory Vote)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
9	Approve Remuneration of Directors in the Amount of NOK 692,000 for Chair and NOK 356,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
10	Approve Remuneration of Nominating Committee	G	Mgmt	For	For
11	Reelect Lone Fonss Gjorup Schroder as Director; Elect Svein Oskar Stoknes as New Director; Reelect Kjell Inge Rokke as Deputy Director	G	Mgmt	For	For
12	Elect Charlotte Hakonsen (Chair) as Member of Nominating Committee; Reelect Ingebret G. Hisdal as Member of Nominating Committee; Reelect Hilde K. Ramsdal as Deputy Member of Nominating Committee	G	Mgmt	For	For
13	Approve Creation of NOK 138 Million Pool of Capital without Preemptive Rights	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i></p>					
14	Authorize Share Repurchase Program in Connection with Acquisitions, Mergers, Demergers or Other Transactions	G	Mgmt	For	For
15	Authorize Share Repurchase Program in Connection with Incentive Plans	G	Mgmt	For	For
16	Authorize Share Repurchase Program for the Purpose of Investment or for Subsequent Sale or Deletion of Shares	G	Mgmt	For	For

Aker Horizons ASA

Meeting Date: 06/06/2025

Country: Norway

Ticker: AKH

Record Date: 30/05/2025

Meeting Type: Extraordinary Shareholders

Aker Horizons ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
3	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
4	Approve NOK 683.4 Million Reduction in Share Capital via Reduction of Par Value	G	Mgmt	For	For
5	Approve Dividends	G	Mgmt	For	For
6	Authorize Board to Distribute Dividends	G	Mgmt	For	For

Aker Solutions ASA

Meeting Date: 28/04/2025

Country: Norway

Ticker: AKSO

Record Date: 21/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
3	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
4	Receive Information About the Business	G	Mgmt		
5	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 3.30 Per Share	G	Mgmt	For	For
6	Discuss Company's Corporate Governance Statement	G	Mgmt		
7	Approve Remuneration Statement (Advisory Vote)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
8	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Aker Solutions ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Remuneration of Directors in the Amount of NOK 796,000 for Chair, NOK 610,000 for Vice Chair and NOK 428,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
10	Approve Remuneration of Nominating Committee	G	Mgmt	For	For
11	Reelect Leif-Arne Langoy (Chair), Oyvind Eriksen (Vice Chair), Kjell Inge Rokke and Birgit Aagaard-Svendsen as Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
12	Elect Nils H. Bastiansen as New Member of Nominating Committee; Elect Svein O. Stoknes as Deputy Member of Nominating Committee	G	Mgmt	For	For
13	Approve Remuneration of Auditors	G	Mgmt	For	For
14	Authorize Share Repurchase Program in Connection with Acquisitions, Mergers, Demergers or Other Transactions	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					
15	Authorize Share Repurchase Program in Connection with Incentive Plans	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					
16	Authorize Share Repurchase Program for the Purpose of Investment or for Subsequent Sale or Deletion of Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					

Akero Therapeutics, Inc.

Meeting Date: 03/06/2025 **Country:** USA **Ticker:** AKRO
Record Date: 10/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Judy Chou	G	Mgmt	For	For

Akero Therapeutics, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Tomas Heyman	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-005] Vote against for failure of the nom/gov committee to take action with respect to substantial votes against one or more directors last year.</i>					
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Akeso, Inc.

Meeting Date: 30/06/2025 **Country:** Cayman Islands **Ticker:** 9926
Record Date: 24/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2A1	Elect Zhang Peng as Director	G	Mgmt	For	For
2A2	Elect Zeng Junwen as Director	G	Mgmt	For	For
2A3	Elect Xu Yan as Director	G	Mgmt	For	For
2A4	Elect Tan Bo as Director	G	Mgmt	For	For
2B	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
3	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
4B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
4C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					

Akeso, Inc.

Meeting Date: 30/06/2025 **Country:** Cayman Islands **Ticker:** 9926
Record Date: 24/06/2025 **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Approve Grant of Share Options Under the Share Option Scheme to Xia Yu	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
1B	Approve Grant of RSUs Under the 2021 RSU Scheme to Xia Yu	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					

Aktia Bank Plc

Meeting Date: 03/04/2025 **Country:** Finland **Ticker:** AKTIA
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Call the Meeting to Order	G	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt		
5	Prepare and Approve List of Shareholders	G	Mgmt		
6	Receive Financial Statements and Statutory Reports; Receive CEO's report	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.82 Per Share	G	Mgmt	For	For
9	Approve Discharge of Board and President	G	Mgmt	For	For
10	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					

Aktia Bank Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Approve Remuneration of Board in the Amount of EUR 75,000 for Chair, EUR 50,000 for Vice Chair and EUR 40,000 for Other Directors; Approve Meeting Fees; Approve Reimbursement of Travel Expenses	G	Mgmt	For	For
12	Fix Number of Directors at Seven	G	Mgmt	For	For
13	Reelect Joakim Frimodig (Vice Chair), Carl Haglund, Maria Jerhamre Engstrom, Harri Lauslahti and Matts Rosenberg (Chair) as Directors; Elect Hanne Katrama and Sari Somerkallio as New Directors	G	Mgmt	For	Against
<i>Blended Rationale: [LN-MQ550-001] Remuneration arrangements are poorly structured.</i>					
14	Approve Remuneration of Auditors; Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
15	Fix Number of Auditors and Sustainability Auditors at One	G	Mgmt	For	For
16	Ratify KPMG as Auditors; Appoint KPMG as Auditor for Sustainability Reporting	G	Mgmt	For	For
17	Approve Issuance of up to 7.3 Million Shares without Preemptive Rights	G	Mgmt	For	For
18	Authorize Share Repurchase Program	G	Mgmt	For	For
19	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	For
20	Close Meeting	G	Mgmt		

Akzo Nobel NV

Meeting Date: 25/04/2025

Country: Netherlands

Ticker: AKZA

Record Date: 28/03/2025

Meeting Type: Annual

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

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Akzo Nobel NV

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

Al Rajhi Bank

Meeting Date: 13/04/2025

Country: Saudi Arabia

Ticker: 1120

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
2	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
4	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
5	Approve Interim Dividends of SAR 1.46 Per Share to Bring the Total Dividends Distributed for FY 2024 to SAR 2.71 Per Share	G	Mgmt	For	For
6	Authorize the Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2025	G	Mgmt	For	For
7	Ratify Auditors and Fix Their Remuneration for Q2, Q3 and Annual Statement of FY 2025 and Q1 of FY 2026	G	Mgmt	For	For
8	Approve Remuneration of Directors of SAR 5,165,000 for FY 2024	G	Mgmt	For	For
9	Approve Remuneration of Audit Committee Members of SAR 950,000 for FY 2024	G	Mgmt	For	For
10	Approve the Formation of Shariah Supervisory Board Members for the Next Three Years Term Ending on 12/04/2028	G	Mgmt	For	For
11	Ratify the Appointment of Faysal Abalkhayl as an Independent Director	G	Mgmt	For	For
12	Amend Audit Committee Charter	G	Mgmt	For	For
13	Approve Social Responsibility Policy	E, S	Mgmt	For	For
14	Approve Competing Standards Policy	G	Mgmt	For	For
15	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	G	Mgmt	For	For
16	Approve Authorization of the Board Regarding Competing Business According to Paragraph 2 of Article 27 of Companies Law	G	Mgmt	For	For
17	Approve Related Party Transactions with Al Rajhi Company for Cooperative Insurance Re: Micro and Small Business Motor Insurance	G	Mgmt	For	For

Al Rajhi Bank

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
18	Approve Related Party Transactions with Al Rajhi Company for Cooperative Insurance Re: Banker's Blanket Bond and Professional Indemnity Insurance	G	Mgmt	For	For
19	Approve Related Party Transactions with Al Rajhi Company for Cooperative Insurance Re: Directors and Officers Insurance	G	Mgmt	For	For
20	Approve Related Party Transactions with Al Rajhi Company for Cooperative Insurance Re: Properties All Risk Policy	G	Mgmt	For	For
21	Approve Related Party Transactions with Al Rajhi Company for Cooperative Insurance Re: Fire and Allied Perils Mortgage Insurance Agreement	G	Mgmt	For	For
22	Approve Related Party Transactions with Al Rajhi Company for Cooperative Insurance Re: Bancassurance Agreement	G	Mgmt	For	For
23	Approve Related Party Transactions with Al Rajhi Company for Cooperative Insurance Re: Motor Insurance Agreement	G	Mgmt	For	For
24	Approve Related Party Transactions with Al Rajhi Company for Cooperative Insurance Re: Transport Risks Insurance Agreement	G	Mgmt	For	For
25	Approve Related Party Transactions with Al Rajhi Company for Cooperative Insurance Re: Commercial General Liability Agreement	G	Mgmt	For	For
26	Allow Board Member Moutasim Al Maashouq to Be Involved with Other Competitors Companies	G	Mgmt	For	For

Al Rajhi Co. for Cooperative Insurance

Meeting Date: 03/06/2025

Country: Saudi Arabia

Ticker: 8230

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
2	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
3	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
4	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
5	Approve Remuneration of Directors of SAR 2,582,003 for FY 2024	G	Mgmt	For	For
6	Ratify Auditors and Fix Their Remuneration for Q2, Q3, and Annual Statement of FY 2025 and Q1 of FY 2026	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
7	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	G	Mgmt	For	For
8	Amend Articles of Bylaws According to the New Companies' Law	G	Mgmt	For	For
9	Amend Article 11 of Bylaws Re: Issuance of Shares	G	Mgmt	For	For
10	Approve Employees Stock Incentive Program and Authorize Board to Determine the Terms and Offering Price for Each Share	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
11	Authorize Share Repurchase Program Up to 300,000 Shares to be Allocated for Employees Stock Incentive program and Authorize Board to Execute All Related Matters	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
12	Amend Remuneration Policy of Board of Directors and Committees Members	G	Mgmt	For	For

Al Rajhi Co. for Cooperative Insurance

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Amend Corporate Governance Charter	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i></p>					
14	Approve Related Party Transactions with Al Rajhi Banking and Investment Corp Re: Insurance Policies	G	Mgmt	For	For
15	Approve Related Party Transactions with Al Rajhi Capital Re: Insurance Policies	G	Mgmt	For	For
16	Approve Related Party Transactions with Al Rajhi Capital Re: Investment Fund Revenues of SAR 3,542,000	G	Mgmt	For	For
17	Approve Related Party Transactions with Al Rajhi Capital Re: Investment Fund Revenues of SAR 4,986,000	G	Mgmt	For	For
18	Approve Related Party Transactions with Fursan Travel and Tourism Re: Insurance Policies	G	Mgmt	For	For
19	Approve Related Party Transactions with Farabi Petrochemicals Co Re: Insurance Policies	G	Mgmt	For	For
20	Approve Related Party Transactions with Marami Food Industries Re: Insurance Policies	G	Mgmt	For	For
21	Approve Related Party Transactions with Digital Journey Co Re: Insurance Policies	G	Mgmt	For	For
22	Approve Related Party Transactions with Saraya Al-Awtaan Real Estate Development Re: Insurance Policies	G	Mgmt	For	For
23	Approve Related Party Transactions with Takatuf Holding Group Re: Insurance Policies	G	Mgmt	For	For
24	Approve Related Party Transactions with Erth Al-Awtaan Real Estate Development Re: Insurance Policies	G	Mgmt	For	For
25	Approve Related Party Transactions with Erth Jeddah Real Estate Development Re: Insurance Policies	G	Mgmt	For	For

Al Rajhi Co. for Cooperative Insurance

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
26	Approve Related Party Transactions with Rent2U Re: Insurance Policies	G	Mgmt	For	For
27	Approve Related Party Transactions with Lumi Leasing Co Re: Insurance Policies	G	Mgmt	For	For
28	Approve Related Party Transactions with Rad Care Medical Co Re: Insurance Policies	G	Mgmt	For	For
29	Approve Related Party Transactions with Al Rajhi Holding Group Re: Insurance Policies	G	Mgmt	For	For
30	Approve Related Party Transactions with Erth Construction Co. Ltd Re: Insurance Policies	G	Mgmt	For	For
31	Approve Related Party Transactions with Najz Investment Re: Insurance Policies	G	Mgmt	For	For
32	Approve Related Party Transactions with Lighting Technologies Ltd Re: Insurance Policies	G	Mgmt	For	For
33	Approve Related Party Transactions with Seera Holding Group Re: Insurance Policies	G	Mgmt	For	For
34	Approve Related Party Transactions with Binladin International Holding Group Re: Insurance Policies	G	Mgmt	For	For

Alamo Group Inc.

Meeting Date: 08/05/2025 **Country:** USA **Ticker:** ALG
Record Date: 10/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Robert P. Bauer	G	Mgmt	For	For
1b	Elect Director Eric P. Etchart	G	Mgmt	For	For
1c	Elect Director Nina C. Grooms	G	Mgmt	For	For
1d	Elect Director Colleen C. Haley	G	Mgmt	For	For
1e	Elect Director Paul D. Householder	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Alamo Group Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Tracy C. Jokinen	G	Mgmt	For	For
1g	Elect Director Richard W. Parod	G	Mgmt	For	For
1h	Elect Director Lorie L. Tekorius	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Stock Option Plan	G	Mgmt	For	For
4	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Alamos Gold Inc.

Meeting Date: 29/05/2025

Country: Canada

Ticker: AGI

Record Date: 15/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director J. Robert S. Prichard	G	Mgmt	For	For
1.2	Elect Director Alexander Christopher	G	Mgmt	For	For
1.3	Elect Director Elaine Ellingham	G	Mgmt	For	For
1.4	Elect Director David Fleck	G	Mgmt	For	For
1.5	Elect Director Serafino Tony Giardini	G	Mgmt	For	For
1.6	Elect Director Claire Kennedy	G	Mgmt	For	For
1.7	Elect Director Chana Martineau	G	Mgmt	For	For
1.8	Elect Director John A. McCluskey	G	Mgmt	For	For
1.9	Elect Director Richard McCreary	G	Mgmt	For	For
1.10	Elect Director Monique Mercier	G	Mgmt	For	For
1.11	Elect Director Shaun Usmar	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Re-approve Long-Term Incentive Plan	G	Mgmt	For	For
4	Re-approve Employee Share Purchase Plan	G	Mgmt	For	For
5	Re-approve Shareholder Rights Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Alamos Gold Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
7	SP: Amend By-Law No. 1	G	SH	Against	Against

Blended Rationale: [SF-54578-106] Company already has policies in place to address these issues.

Albany International Corp.

Meeting Date: 16/05/2025 **Country:** USA **Ticker:** AIN
Record Date: 21/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director John R. Scannell	G	Mgmt	For	For
1.2	Elect Director Katharine L. Plourde	G	Mgmt	For	For
1.3	Elect Director Kenneth W. Krueger	G	Mgmt	For	For
1.4	Elect Director Mark J. Murphy	G	Mgmt	For	For
1.5	Elect Director J. Michael McQuade	G	Mgmt	For	For
1.6	Elect Director Christina M. Alvord	G	Mgmt	For	For
1.7	Elect Director Russell E. Toney	G	Mgmt	For	For
1.8	Elect Director Gunnar Kleveland	G	Mgmt	For	For
1.9	Elect Director Bonnie C. Lind	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Qualified Employee Stock Purchase Plan	G	Mgmt	For	For

Albemarle Corporation

Meeting Date: 06/05/2025 **Country:** USA **Ticker:** ALB
Record Date: 12/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director M. Lauren Brlas	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Albemarle Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Ralf H. Cramer	G	Mgmt	For	For
1c	Elect Director J. Kent Masters, Jr.	G	Mgmt	For	For
1d	Elect Director Glenda J. Minor	G	Mgmt	For	For
1e	Elect Director James J. O'Brien	G	Mgmt	For	For
1f	Elect Director Diarmuid B. O'Connell	G	Mgmt	For	For
1g	Elect Director Dean L. Seavers	G	Mgmt	For	For
1h	Elect Director Gerald A. Steiner	G	Mgmt	For	For
1i	Elect Director Holly A. Van Deursen	G	Mgmt	For	For
1j	Elect Director Alejandro D. Wolff	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Adopt Simple Majority Vote	G	SH	Against	Against

Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.

Alchip Technologies Ltd.

Meeting Date: 29/05/2025

Country: Cayman Islands

Ticker: 3661

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Profit Distribution	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
3.1	Elect Shen Johnny Shyang-Lin, with SHAREHOLDER NO.80, as Non-Independent Director	G	Mgmt	For	For
3.2	Elect Herbert Chang, with ID NO.F121271XXX, as Non-Independent Director	G	Mgmt	For	For
3.3	Elect Daniel Wang, with SHAREHOLDER NO.1344, as Non-Independent Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Alchip Technologies Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.4	Elect Andrew Kuo, with ID NO.F122181XXX, as Independent Director	G	Mgmt	For	For
3.5	Elect Jerry Tzou, with ID NO.A110131XXX, as Independent Director	G	Mgmt	For	For
3.6	Elect Derek C.Y. Tien, with ID NO.A120628XXX, as Independent Director	G	Mgmt	For	For
3.7	Elect Saria Tseng, with ID NO.C220740XXX, as Independent Director	G	Mgmt	For	For
4	Approve Amendments to Articles of Association	G	Mgmt	For	For
5	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	For
6	Approve Issuance of Shares via a Private Placement	G	Mgmt	For	For

Alcoa Corporation

Meeting Date: 08/05/2025

Country: USA

Ticker: AA

Record Date: 12/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director John A. Bevan	G	Mgmt	For	For
1b	Elect Director Mary Anne Citrino	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1c	Elect Director Alistair Field	G	Mgmt	For	For
1d	Elect Director Pasquale (Pat) Fiore	G	Mgmt	For	For
1e	Elect Director Thomas J. Gorman	G	Mgmt	For	For
1f	Elect Director James A. Hughes	G	Mgmt	For	For
1g	Elect Director Roberto O. Marques	G	Mgmt	For	For
1h	Elect Director William F. Oplinger	G	Mgmt	For	For
1i	Elect Director Carol L. Roberts	G	Mgmt	For	For
1j	Elect Director Jackson (Jackie) P. Roberts	G	Mgmt	For	For
1k	Elect Director Ernesto Zedillo	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Alcoa Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Alcon Inc.

Meeting Date: 06/05/2025

Country: Switzerland

Ticker: ALC

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 0.28 per Share	G	Mgmt	For	For
4	Approve Non-Financial Report (Non-Binding)	E, S	Mgmt	For	For
5.1	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	For
5.2	Approve Remuneration of Directors in the Amount of CHF 3.9 Million	G	Mgmt	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 43 Million	G	Mgmt	For	For
6.1	Reelect Michael Ball as Director and Board Chair	G	Mgmt	For	For
6.2	Reelect Lynn Bleil as Director	G	Mgmt	For	For
6.3	Reelect Arthur Cummings as Director	G	Mgmt	For	For
6.4	Reelect David Endicott as Director	G	Mgmt	For	For
6.5	Reelect Thomas Glanzmann as Director	G	Mgmt	For	For
6.6	Reelect Keith Grossman as Director	G	Mgmt	For	For
6.7	Reelect Scott Maw as Director	G	Mgmt	For	For
6.8	Reelect Karen May as Director	G	Mgmt	For	For
6.9	Reelect Ines Poeschel as Director	G	Mgmt	For	For

Alcon Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.10	Reelect Dieter Spaelti as Director	G	Mgmt	For	For
6.11	Elect Deborah Di Sanzo as Director	G	Mgmt	For	For
7.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	G	Mgmt	For	For
7.2	Reappoint Scott Maw as Member of the Compensation Committee	G	Mgmt	For	For
7.3	Reappoint Karen May as Member of the Compensation Committee	G	Mgmt	For	For
7.4	Reappoint Ines Poeschel as Member of the Compensation Committee	G	Mgmt	For	For
8	Designate Hartmann Dreyer as Independent Proxy	G	Mgmt	For	For
9	Ratify PricewaterhouseCoopers SA as Auditors	G	Mgmt	For	For
10	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Alector, Inc.

Meeting Date: 11/06/2025

Country: USA

Ticker: ALEC

Record Date: 15/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Arnon Rosenthal	G	Mgmt	For	For
1.2	Elect Director Paula Hammond	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Alexander & Baldwin, Inc.

Meeting Date: 22/04/2025

Country: USA

Ticker: ALEX

Record Date: 13/02/2025

Meeting Type: Annual

Alexander & Baldwin, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Shelee M. T. Kimura	G	Mgmt	For	For
1.2	Elect Director Diana M. Laing	G	Mgmt	For	For
1.3	Elect Director John T. Leong	G	Mgmt	For	For
1.4	Elect Director Lance K. Parker	G	Mgmt	For	For
1.5	Elect Director Douglas M. Pasquale	G	Mgmt	For	For
1.6	Elect Director Eric K. Yeaman	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Alexandria Real Estate Equities, Inc.

Meeting Date: 13/05/2025

Country: USA

Ticker: ARE

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Joel S. Marcus	G	Mgmt	For	For
1b	Elect Director Steven R. Hash	G	Mgmt	For	For
1c	Elect Director Claire Aldridge	G	Mgmt	For	For
1d	Elect Director James P. Cain	G	Mgmt	For	For
1e	Elect Director Maria C. Freire	G	Mgmt	For	For
1f	Elect Director Richard H. Klein	G	Mgmt	For	For
1g	Elect Director Sheila K. McGrath	G	Mgmt	For	For
1h	Elect Director Michael A. Woronoff	G	Mgmt	For	For
2	Amend Restricted Stock Plan	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Alexandria Real Estate Equities, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Adopt Simple Majority Vote	G	SH	Against	For

Blended Rationale: [SF-S0311-001] Supermajority vote requirement serves as an entrenchment device for management.

Alfa Laval AB

Meeting Date: 29/04/2025	Country: Sweden	Ticker: ALFA
Record Date: 17/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive CEO's Report	G	Mgmt		
8	Receive Financial Statements and Statutory Reports	G	Mgmt		
9a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9b	Approve Allocation of Income and Dividends of SEK 8.50 Per Share	G	Mgmt	For	For
9c1	Approve Discharge of CEO Tom Erixon	G	Mgmt	For	For
9c2	Approve Discharge of Dennis Jonsson	G	Mgmt	For	For
9c3	Approve Discharge of Anna Muller	G	Mgmt	For	For
9c4	Approve Discharge of Finn Rausing	G	Mgmt	For	For
9c5	Approve Discharge of Henrik Lange	G	Mgmt	For	For
9c6	Approve Discharge of Jorn Rausing	G	Mgmt	For	For
9c7	Approve Discharge of Lilian Fossum Biner	G	Mgmt	For	For
9c8	Approve Discharge of Nadine Crauwels	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Alfa Laval AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9c9	Approve Discharge of Ray Mauritsson	G	Mgmt	For	For
9c10	Approve Discharge of Ulf Wiinberg	G	Mgmt	For	For
9c11	Approve Discharge of Bror Garcia Lantz	G	Mgmt	For	For
9c12	Approve Discharge of Henrik Nielsen	G	Mgmt	For	For
9c13	Approve Discharge of Johan Ranhog	G	Mgmt	For	For
9c14	Approve Discharge of Johnny Hulthen	G	Mgmt	For	For
9c15	Approve Discharge of Stefan Sandell	G	Mgmt	For	For
9c16	Approve Discharge of Leif Norkvist	G	Mgmt	For	For
10	Approve Remuneration Report	G	Mgmt	For	For
11.1	Determine Number of Directors (10) and Deputy Directors (0) of Board	G	Mgmt	For	For
11.2	Fix Number of Auditors (2) and Deputy Auditors (2)	G	Mgmt	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 2.19 Million to the Chair and SEK 730,000 to Other Directors	G	Mgmt	For	For
12.2	Approve Remuneration of Committee Work	G	Mgmt	For	For
12.3	Approve Remuneration of Auditors	G	Mgmt	For	For
13.1	Reelect Anna Muller as Director	G	Mgmt	For	For
13.2	Reelect Dennis Jonsson as Director	G	Mgmt	For	For
13.3	Reelect of Finn Rausing as Director	G	Mgmt	For	For
13.4	Reelect Henrik Lange as Director	G	Mgmt	For	For
13.5	Reelect Jorn Rausing as Director	G	Mgmt	For	For
13.6	Reelect Lilian Fossum Biner as Director	G	Mgmt	For	For
13.7	Reelect Nadine Crauwels as Director	G	Mgmt	For	For
13.8	Reelect Ray Mauritsson as Director	G	Mgmt	For	For
13.9	Reelect Ulf Wiinberg as Director	G	Mgmt	For	For
13.10	Elect Annica Bresky as New Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Alfa Laval AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13.11	Reelect Dennis Jonsson as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
13.12	Ratify Andreas Troberg as Auditor	G	Mgmt	For	For
13.13	Ratify Hanna Fehland as Auditor	G	Mgmt	For	For
13.14	Ratify Henrik Jonzen as Deputy Auditor	G	Mgmt	For	For
13.15	Ratify Andreas Mast as Deputy Auditor	G	Mgmt	For	For
14	Close Meeting	G	Mgmt		

Alfen NV

Meeting Date: 08/04/2025

Country: Netherlands

Ticker: ALFEN

Record Date: 11/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		
2a	Receive Board Report (Non-Voting)	G	Mgmt		
2b	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code in 2024	G	Mgmt		
3a	Adopt Financial Statements	G	Mgmt	For	For
4a	Receive Explanation on Company's Reserves and Dividend Policy	G	Mgmt		
4b	Receive Explanation of the 2024 Net Loss to Reserves	G	Mgmt		
5a	Approve Discharge of Management Board	G	Mgmt	For	For
5b	Approve Discharge of Supervisory Board	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital and Exclude Preemptive Rights	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Alfen NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7b	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
8	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	G	Mgmt	For	For
9	Other Business (Non-Voting)	G	Mgmt		
10	Close Meeting	G	Mgmt		

Alfresa Holdings Corp.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 2784

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	G	Mgmt	For	For
2.1	Elect Director Arakawa, Ryuji	G	Mgmt	For	For
2.2	Elect Director Fukujin, Yusuke	G	Mgmt	For	For
2.3	Elect Director Ohashi, Shigeki	G	Mgmt	For	For
2.4	Elect Director Tanaka, Toshiki	G	Mgmt	For	For
2.5	Elect Director Shimada, Koichi	G	Mgmt	For	For
2.6	Elect Director Kinoshita, Manabu	G	Mgmt	For	For
2.7	Elect Director Takeuchi, Toshie	G	Mgmt	For	For
2.8	Elect Director Kunimasa, Kimiko	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Ueda, Yuji	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Ito, Takashi	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Kizaki, Hiroshi	G	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Iizuka, Sachiko	G	Mgmt	For	For

Alfresa Holdings Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For
6	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

Algonquin Power & Utilities Corp.

Meeting Date: 03/06/2025 **Country:** Canada **Ticker:** AQN
Record Date: 17/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
2.1	Elect Director Brett C. Carter	G	Mgmt	For	For
2.2	Elect Director Ameer Chande	G	Mgmt	For	For
2.3	Elect Director Daniel S. Goldberg	G	Mgmt	For	For
2.4	Elect Director Christopher (Chris) G. Huskison	G	Mgmt	For	For
2.5	Elect Director D. Randall Laney	G	Mgmt	For	For
2.6	Elect Director David Levenson	G	Mgmt	For	For
2.7	Elect Director Christopher F. Lopez	G	Mgmt	For	For
2.8	Conditional On and Effective Upon Receipt of Approval by the Federal Energy Regulatory Commission: Elect Director Gavin Molinelli	G	Mgmt	For	For
2.9	Elect Director Dilek Samil	G	Mgmt	For	For
2.10	Elect Director DeAnn Walker	G	Mgmt	For	For
2.11	Elect Director Roderick West	G	Mgmt	For	For
3	Re-approve Shareholder Rights Plan	G	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Alibaba Pictures Group Limited

Meeting Date: 05/06/2025

Country: Bermuda

Ticker: 1060

Record Date: 04/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Change of English Name and Secondary Name of the Company in Chinese	G	Mgmt	For	For
2	Amend Bye-Laws	G	Mgmt	For	For

Alight, Inc.

Meeting Date: 04/06/2025

Country: USA

Ticker: ALIT

Record Date: 07/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director David D. Guilmette	G	Mgmt	For	For
1b	Elect Director Michael E. Hayes	G	Mgmt	For	For
1c	Elect Director Kausik Rajgopal	G	Mgmt	For	Withhold

Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.

1d	Elect Director Robert A. Schriesheim	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Align Technology, Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: ALGN

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kevin T. Conroy	G	Mgmt	For	For
1.2	Elect Director Kevin J. Dallas	G	Mgmt	For	For
1.3	Elect Director Joseph M. Hogan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Align Technology, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Joseph Lacob	G	Mgmt	For	For
1.5	Elect Director C. Raymond Larkin, Jr.	G	Mgmt	For	For
1.6	Elect Director George J. Morrow	G	Mgmt	For	For
1.7	Elect Director Anne M. Myong	G	Mgmt	For	For
1.8	Elect Director Mojdeh Poul	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.9	Elect Director Andrea L. Saia	G	Mgmt	For	For
1.10	Elect Director Susan E. Siegel	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Eliminate Supermajority Vote Requirement	G	Mgmt	For	For
5	Amend Omnibus Stock Plan	G	Mgmt	For	For
6	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	G	Mgmt	For	For
7	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	G	SH	Against	Against
<i>Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.</i>					

Alinma Bank

Meeting Date: 24/04/2025 **Country:** Saudi Arabia **Ticker:** 1150
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
2	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
3	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
5	Ratify Auditors and Fix Their Remuneration for Q2, Q3, and Annual Statements of FY 2025 and Q1 of FY 2026	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
6	Approve Dividends of SAR 0.30 per Share for Q4 of FY 2024	G	Mgmt	For	For
7	Approve Remuneration of Directors of SAR 14,430,000 for FY 2024	G	Mgmt	For	For
8	Authorize Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2025	G	Mgmt	For	For
9.1	Elect Abdulmalik Al Haqeel as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
9.2	Elect Muath Al Zamil as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
9.3	Elect Abdulrahman Addas as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
9.4	Elect Muteeb Al Quneesi as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
9.5	Elect Abdullah Al Khaleefah as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
9.6	Elect Nasir Boursli as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
9.7	Elect Abdulazeez Al Mulhim as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
9.8	Elect Anees Muominah as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
9.9	Elect Mohammed Al Anzi as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
9.10	Elect Haytham Al Sheik Mubarak as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.11	Elect Muhannad Al Qudwah as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
9.12	Elect Ghassan Soufi as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
9.13	Elect Abdullah Al Rumeezan as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
9.14	Elect Ahmed Khoqeer as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
9.15	Elect Mohammed Qassab as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
9.16	Elect Ahmed Al Haqbani as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
9.17	Elect Maram bin Numay as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
9.18	Elect Ahmed Al Baqshi as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
9.19	Elect Asmaa Hamdan as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
9.20	Elect Saad Al Kroud as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
9.21	Elect Wael Al Bassam as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
10	Amend Social Responsibility Policy	E, S	Mgmt	For	For
11	Amend Nomination and Remuneration Committee Charter	G	Mgmt	For	For
12	Amend Audit Committee Charter	G	Mgmt	For	For
13	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	G	Mgmt	For	For

Alinma Bank

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Approve Authorization of the Board Regarding Competing Business According to Paragraph 2 of Article 27 of Companies Law and Related to Investment and Real Estate Financing Activities	G	Mgmt	For	For
15	Allow Anees Muominah to Be Involved with Competing Companies	G	Mgmt	For	For

Alior Bank SA

Meeting Date: 16/06/2025

Country: Poland

Ticker: ALR

Record Date: 31/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals		Mgmt		
1	Open Meeting	G	Mgmt		
2	Elect Meeting Chairman	G	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5a	Receive Financial Statements	G	Mgmt		
5b	Receive Consolidated Financial Statements	G	Mgmt		
5c	Receive Management Board Report on Company's, Group's Operations, and Non-Financial Information	G	Mgmt		
6	Receive Supervisory Board Report	G	Mgmt		
7	Receive Information on Amendments in Regulations on Supervisory Board	G	Mgmt		
8	Receive Information on Company's Compliance with Best Practice for WSE Listed Companies	G	Mgmt		
9a	Approve Supervisory Board Report	G	Mgmt	For	For
9b	Approve Financial Statements	G	Mgmt	For	For
9c	Approve Consolidated Financial Statements	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9d	Approve Management Board Report on Company's, Group's Operations, and Non-Financial Information	G	Mgmt	For	For
10	Approve Allocation of Income and Dividends of PLN 9.19 per Share	G	Mgmt	For	For
11a	Approve Discharge of Piotr Zabski (Deputy CEO)	G	Mgmt	For	For
11b	Approve Discharge of Marcin Ciszewski (Deputy CEO)	G	Mgmt	For	For
11c	Approve Discharge of Jacek Iljin (Deputy CEO)	G	Mgmt	For	For
11d	Approve Discharge of Wojciech Przybyl (Deputy CEO)	G	Mgmt	For	For
11e	Approve Discharge of Zdzislaw Wojtera (Deputy CEO)	G	Mgmt	For	For
11f	Approve Discharge of Radomir Gibala (Deputy CEO)	G	Mgmt	For	For
11g	Approve Discharge of Tomasz Miklas (Deputy CEO)	G	Mgmt	For	For
11h	Approve Discharge of Grzegorz Olszewski (CEO)	G	Mgmt	Against	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
11i	Approve Discharge of Pawel Broniewski (Deputy CEO)	G	Mgmt	Against	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
11j	Approve Discharge of Szymon Kaminski (Deputy CEO)	G	Mgmt	For	For
11k	Approve Discharge of Rafal Litwinczuk (Deputy CEO)	G	Mgmt	For	For
11l	Approve Discharge of Pawel Tymczyszyn (Deputy CEO)	G	Mgmt	Against	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
11m	Approve Discharge of Jacek Polanczyk (Deputy CEO)	G	Mgmt	For	For
11n	Approve Discharge of Artur Cholody (Deputy CEO)	G	Mgmt	For	For
12a	Approve Discharge of Jan Zimowicz (Supervisory Board Member and Deputy Chairman)	G	Mgmt	For	For
12b	Approve Discharge of Artur Kucharski (Supervisory Board Member)	G	Mgmt	For	For
12c	Approve Discharge of Maciej Gutowski (Supervisory Board Member)	G	Mgmt	For	For
12d	Approve Discharge of Radoslaw Grabowski (Supervisory Board Member)	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12e	Approve Discharge of Robert Pusz (Supervisory Board Member)	G	Mgmt	For	For
12f	Approve Discharge of Filip Majdowski (Supervisory Board Chairman)	G	Mgmt	For	For
12g	Approve Discharge of Ernest Bejda (Supervisory Board Deputy Chairman and Chairman)	G	Mgmt	For	For
12h	Approve Discharge of Pawel Knop (Supervisory Board Member and Deputy Chairman)	G	Mgmt	For	For
12i	Approve Discharge of Marek Pietrzak (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>					
12j	Approve Discharge of Dominik Witek (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>					
12k	Approve Discharge of Malgorzata Erlich-Smurzynska (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>					
12l	Approve Discharge of Jacek Kij (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>					
12m	Approve Discharge of Jaroslaw Mastalerz (Supervisory Board Member and Chairman)	G	Mgmt	For	For
12n	Approve Discharge of Artur Cholody (Supervisory Board Member)	G	Mgmt	For	For
12o	Approve Discharge of Pawel Wajda (Supervisory Board Member and Chairman)	G	Mgmt	For	For

Alior Bank SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12p	Approve Discharge of Rafal Janczura (Supervisory Board Member)	G	Mgmt	For	For
13	Approve Supervisory Board Report on Assessment of Remuneration Policy	G	Mgmt	For	For
14	Approve Policy on Selection and Suitability of Supervisory Board Members	G	Mgmt	For	For
15	Approve Collective Suitability of Supervisory Board Members	G	Mgmt	For	For
16	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
17	Approve Assessment of Suitability of Regulations on Supervisory Board	G	Mgmt	For	For
18	Amend Statute	G	Mgmt	For	For
	Shareholder Proposals Submitted by PZU SA		Mgmt		
19.1	Recall Supervisory Board Member	G	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
19.2	Elect Supervisory Board Member	G	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
	Management Proposals		Mgmt		
20	Close Meeting	G	Mgmt		

Alkermes plc

Meeting Date: 21/05/2025

Country: Ireland

Ticker: ALKS

Record Date: 14/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Shane M. Cooke	G	Mgmt	For	For
1.2	Elect Director Richard B. Gaynor	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.3	Elect Director Cato T. Laurencin	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Alkermes plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Nancy S. Lurker	G	Mgmt	For	For
1.5	Elect Director Brian P. McKeon	G	Mgmt	For	For
1.6	Elect Director Richard F. Pops	G	Mgmt	For	For
1.7	Elect Director Nancy L. Snyderman	G	Mgmt	For	For
1.8	Elect Director Frank Anders "Andy" Wilson	G	Mgmt	For	For
1.9	Elect Director Christopher I. Wright	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors and Authorize Their Remuneration	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Renew the Board's Authority to Issue Shares Under Irish Law	G	Mgmt	For	For
6	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	G	Mgmt	For	For

Allegion Plc

Meeting Date: 05/06/2025

Country: Ireland

Ticker: ALLE

Record Date: 10/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Susan L. Main	G	Mgmt	For	For
1b	Elect Director Steven C. Mizell	G	Mgmt	For	For
1c	Elect Director Nicole Parent Haughey	G	Mgmt	For	For
1d	Elect Director Lauren B. Peters	G	Mgmt	For	For
1e	Elect Director Ellen Rubin	G	Mgmt	For	For
1f	Elect Director Gregg C. Sengstack	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1g	Elect Director John H. Stone	G	Mgmt	For	For
1h	Elect Director Dev Vardhan	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Allegion Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers as Auditors and Authorize Their Remuneration	G	Mgmt	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	G	Mgmt	For	For
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	G	Mgmt	For	For

Allegro.eu SA

Meeting Date: 26/06/2025

Country: Luxembourg

Ticker: ALE

Record Date: 12/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1.	Receive Board's and Auditor's Reports on Financial Statements	G	Mgmt		
2.	Approve Financial Statements	G	Mgmt	For	For
3.	Receive Board's and Auditor's Reports on Consolidated Financial Statements	G	Mgmt		
4.	Approve Consolidated Financial Statements	G	Mgmt	For	For
5.	Approve Allocation of Income	G	Mgmt	For	For
6.	Approve Remuneration Report	G	Mgmt	For	For
7.	Approve Discharge of Roy Perticucci as Director	G	Mgmt	For	For
8.	Approve Discharge of Jonathan Eastick as Director	G	Mgmt	For	For
9.	Approve Discharge of Darren Richard Huston as Director	G	Mgmt	For	For
10.	Approve Discharge of Pedro Arnt as Director	G	Mgmt	For	For
11.	Approve Discharge of David Barker as Director	G	Mgmt	For	For
12.	Approve Discharge of Clara (dit Carla) Nusteling as Director	G	Mgmt	For	For
13.	Approve Discharge of Pawel Padiusinski as Director	G	Mgmt	For	For
14.	Approve Discharge of Nancy Cruickshank as Director	G	Mgmt	For	For
15.	Approve Discharge of Richard Sanders as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Allegro.eu SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16.	Approve Discharge of Catherine Faiers as Director	G	Mgmt	For	For
17.	Approve Discharge of Tomasz Suchanski as Director	G	Mgmt	For	For
18.	Approve Discharge of Gary McGann as Director	G	Mgmt	For	For
19.	Approve Discharge of Laurence Bourdon-Tracol as Director	G	Mgmt	For	For
20.	Acknowledge Resignation of Roy Peticucci as Director	G	Mgmt	For	For
21.	Reelect Catherine Faiers as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
22.	Reelect Tomasz Suchanski as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
23.	Elect Marcin Kusmierz as Executive Director	G	Mgmt	For	For
24.	Approve Discharge of PwC as Auditor	G	Mgmt	For	For
25.	Renew Appointment of PwC as Auditor	G	Mgmt	For	For
26.	Approve Share Repurchase and Cancel Repurchased Shares by way of Share Capital Reduction	G	Mgmt	For	For
27.	Amend Allegro Incentive Plan	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
28.	Approve Aggregate Remuneration of Directors	G	Mgmt	For	For
29.	Transact Other Business (Voting)	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>					

Alleima AB

Meeting Date: 28/04/2025

Country: Sweden

Ticker: ALLEI

Record Date: 16/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2.1	Elect Patrik Marcellius as Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
5	Approve Agenda of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8	Receive President's and CEO's Report	G	Mgmt		
9	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
10.1	Approve Discharge of Goran Bjorkman	G	Mgmt	For	For
10.2	Approve Discharge of Claes Boustedt	G	Mgmt	For	For
10.3	Approve Discharge of Ulf Larsson	G	Mgmt	For	For
10.4	Approve Discharge of Andreas Nordbrandt	G	Mgmt	For	For
10.5	Approve Discharge of Susanne Pahlen Aklundh	G	Mgmt	For	For
10.6	Approve Discharge of Victoria Van Camp	G	Mgmt	For	For
10.7	Approve Discharge of Karl Aberg	G	Mgmt	For	For
10.8	Approve Discharge of Tomas Karnstrom	G	Mgmt	For	For
10.9	Approve Discharge of Mikael Larsson	G	Mgmt	For	For
10.10	Approve Discharge of Niclas Widell	G	Mgmt	For	For
10.11	Approve Discharge of Maria Sundqvist	G	Mgmt	For	For
10.12	Approve Discharge of Goran Bjorkman (CEO)	G	Mgmt	For	For
11	Approve Allocation of Income and Dividends of SEK 2.30 Per Share	G	Mgmt	For	For

Alleima AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 1.5 Million for Chair and SEK 530,000 for Other Directors; Approve Remuneration of Auditor	G	Mgmt	For	For
14.1	Reelect Goran Bjorkman as Director	G	Mgmt	For	For
14.2	Reelect Claes Boustedt as Director	G	Mgmt	For	For
14.3	Reelect Ulf Larsson as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
14.4	Reelect Andreas Nordbrandt as Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
14.5	Reelect Susanne Pahlen Aklundh as Director	G	Mgmt	For	For
14.6	Reelect Victoria Van Camp as Director	G	Mgmt	For	For
14.7	Reelect Karl Aberg as Director	G	Mgmt	For	For
15.1	Reelect Andreas Nordbrandt as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
16.1	Ratify PricewaterhouseCoopers as Auditor	G	Mgmt	For	For
17	Approve Remuneration Report	G	Mgmt	For	For
18	Approve Performance Share Plan (LTI 2025) for Key Employees	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
19	Authorize Share Repurchase Program	G	Mgmt	For	For
20	Close Meeting	G	Mgmt		

Alliant Energy Corporation

Meeting Date: 16/05/2025

Country: USA

Ticker: LNT

Record Date: 17/03/2025

Meeting Type: Annual

Alliant Energy Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director N. Joy Falotico	G	Mgmt	For	For
1b	Elect Director Thomas F. O'Toole	G	Mgmt	For	For
1c	Elect Director Christie Raymond	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Disclose Third Party Assessment of GHG Emissions Alignment with Paris Agreement Goals	E	SH	Against	For

Blended Rationale: [DC-D0000-007] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.

Allianz SE

Meeting Date: 08/05/2025

Country: Germany

Ticker: ALV

Record Date: 30/04/2025

Meeting Type: Annual

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

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

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

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.i	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2024	G	Mgmt	For	For
4.j	Approve Discharge of Supervisory Board Member Jean-Claude Le Goer for Fiscal Year 2024	G	Mgmt	For	For
4.k	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2024	G	Mgmt	For	For
4.l	Approve Discharge of Supervisory Board Member Herbert Hainer for Fiscal Year 2024	G	Mgmt	For	For
4.m	Approve Discharge of Supervisory Board Member Frank Kirsch for Fiscal Year 2024	G	Mgmt	For	For
4.n	Approve Discharge of Supervisory Board Member Juergen Lawrenz for Fiscal Year 2024	G	Mgmt	For	For
4.o	Approve Discharge of Supervisory Board Member Primiano Di Paolo for Fiscal Year 2024	G	Mgmt	For	For
4.p	Approve Discharge of Supervisory Board Member Katharina Wesenick for Fiscal Year 2024	G	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	G	Mgmt	For	For
5.b	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Approve Remuneration Policy	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
8	Elect Ralf Thomas to the Supervisory Board	G	Mgmt	For	For
9	Amend Articles of Association	G	Mgmt	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For

Allied Properties Real Estate Investment Trust

Meeting Date: 06/05/2025

Country: Canada

Ticker: AP.UN

Record Date: 18/03/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Trustee Matthew Andrade	G	Mgmt	For	For
1B	Elect Trustee Kay Brekken	G	Mgmt	For	For
1C	Elect Trustee Hazel Claxton	G	Mgmt	For	For
1D	Elect Trustee Lois Cormack	G	Mgmt	For	For
1E	Elect Trustee Michael R. Emory	G	Mgmt	For	For
1F	Elect Trustee Antonia Rossi	G	Mgmt	For	For
1G	Elect Trustee Stephen L. Sender	G	Mgmt	For	For
1H	Elect Trustee Jennifer A. Tory	G	Mgmt	For	For
1I	Elect Trustee Cecilia C. Williams	G	Mgmt	For	For
2	Approve Deloitte LLP as Auditors and Authorize Trustees to Fix Their Remuneration	G	Mgmt	For	For
3	Re-approve Unitholder Rights Plan	G	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Allison Transmission Holdings, Inc.

Meeting Date: 07/05/2025

Country: USA

Ticker: ALSN

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Judy L. Altmaier	G	Mgmt	For	For
1b	Elect Director D. Scott Barbour	G	Mgmt	For	For
1c	Elect Director Philip J. Christman	G	Mgmt	For	For
1d	Elect Director David C. Everitt	G	Mgmt	For	For
1e	Elect Director David S. Graziosi	G	Mgmt	For	For
1f	Elect Director Carolann I. Haznedar	G	Mgmt	For	For
1g	Elect Director Sasha Ostojic	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Allison Transmission Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Gustave F. Perna	G	Mgmt	For	For
1i	Elect Director Krishna Shivram	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
5	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Allogene Therapeutics, Inc.

Meeting Date: 18/06/2025 **Country:** USA **Ticker:** ALLO
Record Date: 22/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Elizabeth Barrett	G	Mgmt	For	Withhold
<p><i>Blended Rationale: 1 - [LN-M0201-001] Nominee serves as a member of the remuneration committee, which is responsible for poorly structured director pay arrangements.2 - [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about her ability to exercise sufficient oversight on this board.</i></p>					
1b	Elect Director Arie Beldegrun	G	Mgmt	For	For
1c	Elect Director David Chang	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Allreal Holding AG

Meeting Date: 25/04/2025 **Country:** Switzerland **Ticker:** ALLN
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

Allreal Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.1	Approve Allocation of Income and Dividends of CHF 3.50 per Share	G	Mgmt	For	For
2.2	Approve Dividends of CHF 3.50 per Share from Capital Contribution Reserves	G	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
4.1.a	Reelect Ralph-Thomas Honegger as Director and Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
4.1.b	Reelect Philipp Gmuer as Director	G	Mgmt	For	For
4.1.c	Reelect Andrea Sieber as Director	G	Mgmt	For	For
4.1.d	Reelect Peter Spuhler as Director	G	Mgmt	For	For
4.1.e	Reelect Thomas Stenz as Director	G	Mgmt	For	For
4.1.f	Reelect Juerg Stoeckli as Director	G	Mgmt	For	For
4.1.g	Reelect Anja Guelpa as Director	G	Mgmt	For	For
4.2	Elect Sandra Kecerski as Director	G	Mgmt	For	For
4.3.a	Reappoint Philipp Gmuer as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
4.3.b	Reappoint Andrea Sieber as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
4.3.c	Reappoint Peter Spuhler as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
4.4	Designate Andre Weber as Independent Proxy	G	Mgmt	For	For
4.5	Ratify Ernst & Young AG as Auditors	G	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	G	Mgmt	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.2 Million	G	Mgmt	For	For

Allreal Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.4 Million	G	Mgmt	For	For
5.4	Approve Remuneration Report	G	Mgmt	For	For
6	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Ally Financial Inc.

Meeting Date: 06/05/2025 **Country:** USA **Ticker:** ALLY
Record Date: 13/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Franklin W. Hobbs	G	Mgmt	For	For
1b	Elect Director William H. Cary	G	Mgmt	For	For
1c	Elect Director Mayree C. Clark	G	Mgmt	For	For
1d	Elect Director Kim S. Fennebresque	G	Mgmt	For	For
1e	Elect Director Thomas P. Gibbons	G	Mgmt	For	For
1f	Elect Director Michelle J. Goldberg	G	Mgmt	For	For
1g	Elect Director Marjorie Magner	G	Mgmt	For	For
1h	Elect Director David Reilly	G	Mgmt	For	For
1i	Elect Director Michael G. Rhodes	G	Mgmt	For	For
1j	Elect Director Brian H. Sharples	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Alm. Brand A/S

Meeting Date: 10/04/2025 **Country:** Denmark **Ticker:** ALMB
Record Date: 03/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	G	Mgmt		
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 0.60 Per Share	G	Mgmt	For	For
4	Authorize Share Repurchase Program	G	Mgmt	For	For
5	Approve Creation of Pool of Capital with Preemptive Rights; Approve Creation of Pool of Capital without Preemptive Rights; Approve Issuance of Convertible Debt Instruments with/without Preemptive Rights	G	Mgmt	For	For
6.a	Approve DKK 88 Million Reduction in Share Capital via Share Cancellation	G	Mgmt	For	For
6.b	Amend Articles Re: Equity-Related	G	Mgmt	For	For
7	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
8	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
9	Approve Remuneration of Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
10.1	Reelect Jan Skytte Pedersen as Director	G	Mgmt	For	Abstain
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
10.2	Reelect Tina Schmidt Madsen as Director	G	Mgmt	For	Abstain
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
10.3	Elect Christian Høegh-Andersen as new Director	G	Mgmt	For	For
10.4	Reelect Jais Stampe Valeur as Director	G	Mgmt	For	For
10.5	Reelect Pia Laub as Director	G	Mgmt	For	For
10.6	Reelect Anette Eberhard as Director	G	Mgmt	For	For

Alm. Brand A/S

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Ratify Ernst & Young as Auditors; Appoint Ernst & Young as Auditors for Sustainability Reporting	G	Mgmt	For	For
12	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	G	Mgmt	For	For
13	Other Business	G	Mgmt		

Almarai Co. Ltd.

Meeting Date: 13/04/2025 Country: Saudi Arabia Ticker: 2280
Record Date: Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
2	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
3	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
4	Approve Dividends of SAR 1 Per Share for FY 2024	G	Mgmt	For	For
5	Approve Discharge of Directors for FY 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-037] Greater board-level oversight of climate-related risks would result in more comprehensive risk management and potentially improved financial outcomes for shareholders.[SF-M0201-032] Greater climate-related disclosure, including disclosure aligned with all four pillars of TCFD, would enable investors to better assess climate-related risks and opportunities.[RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.[LN-M0201-007] As nomination committee member, responsible for lack of independence[SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
6	Approve Remuneration of Directors of SAR 4,200,000 for FY 2024	G	Mgmt	For	For
7	Approve Related Party Transactions with Arabian Shield Insurance Co Re: Insurance Contract	G	Mgmt	For	For
8	Approve Related Party Transactions with Panda Retail Co Re: Sales Contract	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Related Party Transactions with United Sugar Co Re: Sugar Purchase Contract	G	Mgmt	For	For
10	Approve Related Party Transactions with Abdullah Al Othaim Markets Co Re: Sales Contract	G	Mgmt	For	For
11	Approve Related Party Transactions with Mobile Telecommunication Co Saudi Arabia Re: Telecommunication Services Contracts	G	Mgmt	For	For
12	Approve Related Party Transactions with Banque Saudi Fransi Re: Banking Services Contracts	G	Mgmt	For	For
13	Approve Related Party Transactions with International Food Industries Co Re: Purchase Contract	G	Mgmt	For	For
14	Approve Related Party Transactions with Alkhorayef Lubricant Co Re: Purchase Contract	G	Mgmt	For	For
15	Approve Related Party Transactions with Alkhorayef Commercial Co Ltd Re: Purchase Contract	G	Mgmt	For	For
16	Approve Related Party Transactions with Spinneys Co Re: Sales Contract	G	Mgmt	For	For
17	Authorize Share Repurchase Program Up to 10,000,000 Shares to be Allocated for Employees Equity program and Authorize Board to Execute All Related Matters	G	Mgmt	For	For
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
18	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	G	Mgmt	For	For
19	Allow Board Member Waleed Fatani to Be Involved with Other Competitors Companies	G	Mgmt	For	For
20	Amend Audit Committee Charter	G	Mgmt	For	For

Meeting Date: 26/06/2025

Country: Saudi Arabia

Ticker: 2280

Record Date:
Meeting Type: Extraordinary
Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Extraordinary Business Amend Article 17 of Bylaws Re: Term of the Board's Membership	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2.1	Elect Ahmed Al Qahtani as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.2	Elect Badr Al Ghuneem as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.3	Elect Majid Al Suweegh as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.4	Elect Usamah Basheikh as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.5	Elect Salman Al Hawawi as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.6	Elect Mohammed Qassab as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.7	Elect Amal Al Ghamdi as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.8	Elect Bassam Al Bassam as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.9	Elect Abdullah Al Afeefi as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.10	Elect Saad Al Tukheefi as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.11	Elect Abdullah Al Oteebi as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.12	Elect Badr Al Issa as Director	G	Mgmt	None	For
	<i>Blended Rationale: .</i>				
2.13	Elect Salman Al Sudeeri as Director	G	Mgmt	None	For
	<i>Blended Rationale: .</i>				
2.14	Elect Saad Al Haqeel as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.15	Elect Ahmed Khoqeer as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.16	Elect Mohammed Al Sultan as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.17	Elect Hani Qashlan as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.18	Elect Muath Al Zamil as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.19	Elect Farhan Al Bouayneen as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.20	Elect Fahd Al Ajmi as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.21	Elect Ihab Wazeer Ali as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.22	Elect Salih Al Ghalib as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.23	Elect Khalid Mousa as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.24	Elect Ahmed Al Baqshi as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.25	Elect Abdullah Al Shareef as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.26	Elect Majid Al Baddah as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.27	Elect Salih Al Yami as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.28	Elect Abdullah Sharbeeni as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.29	Elect Usamah Al Hamoud as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.30	Elect Faris Al Faris as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.31	Elect Amar Al Khudheeri as Director	G	Mgmt	None	For
	<i>Blended Rationale: .</i>				
2.32	Elect Georges Pierre Schorderet as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.33	Elect Sulayman Al Rumeeh as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2.34	Elect Mohammed Al Mousa as Director	G	Mgmt	None	For
	<i>Blended Rationale: .</i>				
2.35	Elect Fayea Al Atiyah as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.36	Elect Nayif Al Saoud as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
2.37	Elect Sulayman Al Muheedib as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
2.38	Elect Saoud Al Saoud as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
2.39	Elect Raed Al Rasheed as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
2.40	Elect Majid Fattah as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
2.41	Elect Abdulsalam Al Manea as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
2.42	Elect Amjad Al Oqeeli as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
2.43	Elect Khalid Al Houshan as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
2.44	Elect Sulayman Al Dureehim as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
2.45	Elect Sulayman Al Omeeri as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
2.46	Elect Ahmed Al Jabr as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
2.47	Elect Abdullah Al Hajri as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					

Almarai Co. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	G	Mgmt	For	For

Almirall SA

Meeting Date: 09/05/2025 **Country:** Spain **Ticker:** ALM
Record Date: 02/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Standalone Financial Statements	G	Mgmt	For	For
2	Approve Consolidated Financial Statements	G	Mgmt	For	For
3	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
4	Approve Discharge of Board	G	Mgmt	For	For
5	Approve Allocation of Income	G	Mgmt	For	For
6	Approve Dividends Charged Against Unrestricted Reserves	G	Mgmt	For	For
7.1	Reelect Carlos Gallardo Pique as Director	G	Mgmt	For	For
7.2	Reelect Karin Louise Dorrepaal as Director	G	Mgmt	For	For
7.3	Reelect Seth J. Orlow as Director	G	Mgmt	For	For
7.4	Reelect Enrique de Leyva Perez as Director	G	Mgmt	For	For
7.5	Reelect Alexandra B. Kimball as Director	G	Mgmt	For	For
7.6	Reelect Eva-Lotta Coulter as Director	G	Mgmt	For	For
7.7	Reelect Ruud Dobber as Director	G	Mgmt	For	For
7.8	Reelect Antonio Gallardo Torrededia as Director	G	Mgmt	For	For
8	Approve Scrip Dividends	G	Mgmt	For	For
9	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
10	Advisory Vote on Remuneration Report	G	Mgmt	For	For

Alnylam Pharmaceuticals, Inc.

Meeting Date: 08/05/2025

Country: USA

Ticker: ALNY

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Carolyn R. Bertozzi	G	Mgmt	For	For
1b	Elect Director Margaret A. Hamburg	G	Mgmt	For	For
1c	Elect Director Colleen F. Reitan	G	Mgmt	For	For
1d	Elect Director Amy W. Schulman	G	Mgmt	For	For
2	Amend Certificate of Incorporation to Allow the Exculpation of Officers	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Alpha Services & Holdings SA

Meeting Date: 21/05/2025

Country: Greece

Ticker: ALPHA

Record Date: 16/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Dividends	G	Mgmt	For	For
3	Approve Distribution of Intragroup Dividend Reserve to Company's Staff; Distribute Amount of up to EUR 14.5 Million by Group Companies to Their Eligible Staff	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
4	Approve Management of Company and Grant Discharge to Auditors	G	Mgmt	For	For
5	Approve Auditors and Fix Their Remuneration; Appoint Auditor for Sustainability Reporting and Approve Their Remuneration	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Alpha Services & Holdings SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Receive Audit Committee's Activity Report	G	Mgmt		
7	Receive Report of Independent Non-Executive Directors	G	Mgmt		
8	Announce Director Appointments	G	Mgmt		
9	Advisory Vote on Remuneration Report	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
10	Approve Remuneration of Directors for 2024	G	Mgmt	For	For
11	Approve Advance Payment of Director Remuneration for 2025	G	Mgmt	For	For
12	Fix Maximum Variable Compensation Ratio	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
13	Amend Remuneration Policy	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
14	Amend Suitability Policy for Directors	G	Mgmt	For	For
15	Approve Early Termination of Share Repurchase Program	G	Mgmt	For	For
16	Approve Share Repurchase Program	G	Mgmt	For	For
17	Amend Stock Award Plan	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
18	Receive Information on Cases of Conflict of Interest	G	Mgmt		
19	Authorize Board to Participate in Companies with Similar Business Interests	G	Mgmt	For	For

Alpha Services & Holdings SA

Meeting Date: 23/06/2025

Country: Greece

Ticker: ALPHA

Record Date: 17/06/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business		Mgmt		
1	Approve Merger by Absorption	G	Mgmt	For	For

Alpha Services & Holdings SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Grant Authorizations Regarding the Merger	G	Mgmt	For	For

Alphabet Inc.

Meeting Date: 06/06/2025 Country: USA Ticker: GOOGL
Record Date: 08/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Larry Page	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1b	Elect Director Sergey Brin	G	Mgmt	For	For
1c	Elect Director Sundar Pichai	G	Mgmt	For	For
1d	Elect Director John L. Hennessy	G	Mgmt	For	For
1e	Elect Director Frances H. Arnold	G	Mgmt	For	For
1f	Elect Director R. Martin "Marty" Chavez	G	Mgmt	For	For
1g	Elect Director L. John Doerr	G	Mgmt	For	For
1h	Elect Director Roger W. Ferguson, Jr.	G	Mgmt	For	For
1i	Elect Director K. Ram Shriram	G	Mgmt	For	For
1j	Elect Director Robin L. Washington	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Provide Right to Act by Written Consent	G	SH	Against	Against
<i>Blended Rationale: [SF-S0238-002] Shareholders should have the right to act without waiting for the company to call a shareholder meeting. At this company, shareholders already have the right to act by calling a special meeting.</i>					
4	Adjust Executive Compensation Metrics for Share Buybacks	G	SH	Against	Against
<i>Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors</i>					
5	Report on Discrimination in Charitable Contributions	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies</i>					
6	Consider Ending Participation in Human Rights Campaign's Corporate Equality Index	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Alphabet Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Report on Meeting 2030 Climate Goals	E	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>				
8	Approve Recapitalization Plan for all Stock to Have One-vote per Share	G	SH	Against	For
	<i>Blended Rationale: [SD-S0316-001] We believe that one vote per share is in the best interest of long term shareholders</i>				
9	Report on Due Diligence Process to Assess Human Rights Risks in High-Risk Countries	S	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>				
10	Report on Risks of Discrimination in GenAI	E, S	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>				
11	Report on Risks of Improper Use of External Data in Development of AI Products	S	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>				
12	Publish a Human Rights Impact Assessment of AI Driven Targeted Advertising	S	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures</i>				
13	Report on Lobbying and Child Safety Online	S	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures</i>				
14	Adopt Metrics Evaluating YouTube Child Safety Policies	S	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures</i>				

AltaGas Ltd.

Meeting Date: 01/05/2025 **Country:** Canada **Ticker:** ALA
Record Date: 06/03/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

AltaGas Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Director Victoria A. Calvert	G	Mgmt	For	For
2.2	Elect Director David W. Cornhill	G	Mgmt	For	For
2.3	Elect Director Jon-Al Duplantier	G	Mgmt	For	For
2.4	Elect Director Derek W. Evans	G	Mgmt	For	For
2.5	Elect Director Cynthia Johnston	G	Mgmt	For	For
2.6	Elect Director Pentti O. Karkkainen	G	Mgmt	For	For
2.7	Elect Director Phillip R. Knoll	G	Mgmt	For	For
2.8	Elect Director Angela S. Lekatsas	G	Mgmt	For	For
2.9	Elect Director Nancy G. Tower	G	Mgmt	For	For
2.10	Elect Director Vernon D. Yu	G	Mgmt	For	For
3	Amend Option Plan	G	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Alten SA

Meeting Date: 12/06/2025

Country: France

Ticker: ATE

Record Date: 10/06/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.50 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G	Mgmt	For	For
5	Reelect Simon Azoulay as Director	G	Mgmt	For	For
6	Reelect Aliette Mardyks as Director	G	Mgmt	For	For
7	Approve Remuneration of Directors in the Aggregate Amount of EUR 250,000	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Remuneration Policy of Directors	G	Mgmt	For	For
9	Approve Remuneration Policy of Chairman and CEO	G	Mgmt	For	For
10	Approve Compensation Report	G	Mgmt	For	For
11	Approve Compensation of Simon Azoulay, Chairman and CEO	G	Mgmt	For	For
12	Authorize Repurchase of Up to 7 Percent of Issued Share Capital	G	Mgmt	For	For
13	Ratify Change Location of Registered Office to 221 bis, boulevard Jean Jaurès- 92100 Boulogne-Billancourt and Amend Article of Bylaws Accordingly	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
15	Authorize Capitalization of Reserves of Up to 10 Percent of Issued Capital for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 25 Percent of Issued Share Capital	G	Mgmt	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Binding Priority Rights) up to 10 Percent of Issued Capital	G	Mgmt	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
19	Approve Issuance of Equity-Linked Securities for up to 5 Percent of Issued Capital for Private Placements	G	Mgmt	For	For
20	Approve Issuance of Equity for up to 5 Percent of Issued Capital Per Year for Private Placements	G	Mgmt	For	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	G	Mgmt	For	For

Alten SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
22	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
23	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-20 and 22 at 10 Percent of Issued Share Capital	G	Mgmt	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
25	Authorize up to 0.76 Percent of Issued Capital for Use in Restricted Stock Plans	G	Mgmt	For	For
26	Amend Article 18 of Bylaws Re: Virtual Participation	G	Mgmt	For	For
27	Amend Article 16 of Bylaws Re: Age Limit of Directors	G	Mgmt	For	For
28	Amend Article 18 of Bylaws Re: Written Consultation	G	Mgmt	For	For
29	Amend Articles 14, 27, 28, and 29 of Bylaws Re: Delete Obsolete References to Preference Shares	G	Mgmt	For	For
	Ordinary Business		Mgmt		
30	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Altice USA, Inc.

Meeting Date: 11/06/2025 **Country:** USA **Ticker:** ATUS
Record Date: 17/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Patrick Drahi	G	Mgmt	For	For
1b	Elect Director David Drahi	G	Mgmt	For	For
1c	Elect Director Dexter Goei	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1d	Elect Director Dennis Mathew	G	Mgmt	For	For
1e	Elect Director Mark Mullen	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					

Altice USA, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Dennis Okhuijsen	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1g	Elect Director Susan Schnabel	G	Mgmt	For	For
1h	Elect Director Charles Stewart	G	Mgmt	For	For
1i	Elect Director Raymond Svider	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-002] Remuneration arrangements and remuneration committee are poorly structured.</i>					
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	Three Years	One Year
<i>Blended Rationale: [SF-M0552-002] We believe that it is in the best interests of shareholders for issuers to hold votes on executive compensation every year.</i>					
5	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.</i>					

Altus Group Limited

Meeting Date: 07/05/2025 **Country:** Canada **Ticker:** AIF
Record Date: 26/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Wai-Fong Au	G	Mgmt	For	For
1b	Elect Director Will Brennan	G	Mgmt	For	For
1c	Elect Director Angela L. Brown	G	Mgmt	For	For
1d	Elect Director Colin J. Dyer	G	Mgmt	For	For
1e	Elect Director Michael J. Gordon	G	Mgmt	For	For
1f	Elect Director James V. Hannon	G	Mgmt	For	For
1g	Elect Director Anthony W. Long	G	Mgmt	For	For
1h	Elect Director Raymond Mikulich	G	Mgmt	For	For
1i	Elect Director Carolyn M. Schuetz	G	Mgmt	For	For

Altus Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Thomas W. Warsop, III	G	Mgmt	For	For
1k	Elect Director Janet P. Woodruff	G	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Aluminum Corporation of China Limited

Meeting Date: 24/04/2025 **Country:** China **Ticker:** 2600
Record Date: 17/04/2025 **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF H SHARES Approve Proposed Absorption and Merger of Inner Mongolia Huayun by Baotou Aluminum	G	Mgmt	For	For

Aluminum Corporation of China Limited

Meeting Date: 24/04/2025 **Country:** China **Ticker:** 2600
Record Date: 18/04/2025 **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF A SHARES Approve Proposed Absorption and Merger of Inner Mongolia Huayun by Baotou Aluminum	G	Mgmt	For	For

Aluminum Corporation of China Limited

Meeting Date: 26/06/2025 **Country:** China **Ticker:** 2600
Record Date: 19/06/2025 **Meeting Type:** Annual

Aluminum Corporation of China Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Report of the Board	G	Mgmt	For	For
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Independent Auditor's Report and Audited Financial Reports	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve Remuneration Standards for Directors and Supervisors	G	Mgmt	For	For
6	Authorize Board to Determine the Interim Profit Distribution Plan	G	Mgmt	For	For
7	Approve Renewal of Liability Insurance for Directors, Supervisors and Senior Management Members	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
8	Approve Ernst & Young Hua Ming LLP and Ernst & Young as Domestic and International Auditors, Respectively, and Authorize Board to Fix Their Remuneration	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
9	Approve Bonds Issuance Plan	G	Mgmt	For	For
10	Approve Grant of General Mandate to the Board to Issue Additional H Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
11	Authorize Repurchase of Issued A Share and H Share Capital	G	Mgmt	For	For
12	Approve Abolition of the Supervisory Committee and Amendments to the Articles of Association, Rules of Procedures for Shareholders' Meeting and the Rules of Procedures for the Board Meeting	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Aluminum Corporation of China Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	ELECT DIRECTORS OF THE NINTH SESSION OF THE BOARD VIA CUMULATIVE VOTING		Mgmt		
13.1	Elect He Wenjian as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
13.2	Elect Mao Shiqing as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
13.3	Elect Jiang Tao as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
13.4	Elect Li Xiehua as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
13.5	Elect Jiang Hao as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
	ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS OF THE NINTH SESSION OF THE BOARD VIA CUMULATIVE VOTING		Mgmt		
14.1	Elect Yu Jinsong as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
14.2	Elect Chan Yuen Sau Kelly as Director	G	SH	For	Against
	<i>Blended Rationale: [SF-S0250-003] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related business risks and opportunities. [DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>				
14.3	Elect Li Xiaobin as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				

Aluminum Corporation of China Limited

Meeting Date: 26/06/2025 **Country:** China **Ticker:** 2600
Record Date: 20/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Aluminum Corporation of China Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Independent Auditor's Report and Audited Financial Reports	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve Remuneration Standards for Directors and Supervisors	G	Mgmt	For	For
6	Authorize Board to Determine the Interim Profit Distribution Plan	G	Mgmt	For	For
7	Approve Renewal of Liability Insurance for Directors, Supervisors and Senior Management Members	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
8	Approve Ernst & Young Hua Ming LLP and Ernst & Young as Domestic and International Auditors, Respectively, and Authorize Board to Fix Their Remuneration	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
9	Approve Bonds Issuance Plan	G	Mgmt	For	For
10	Approve Grant of General Mandate to the Board to Issue Additional H Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
11	Authorize Repurchase of Issued A Share and H Share Capital	G	Mgmt	For	For
12	Approve Abolition of the Supervisory Committee and Amendments to the Articles of Association, Rules of Procedures for Shareholders' Meeting and the Rules of Procedures for the Board Meeting	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
	ELECT DIRECTORS OF THE NINTH SESSION OF THE BOARD VIA CUMULATIVE VOTING		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Aluminum Corporation of China Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13.1	Elect He Wenjian as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
13.2	Elect Mao Shiqing as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
13.3	Elect Jiang Tao as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
13.4	Elect Li Xiehua as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
13.5	Elect Jiang Hao as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
	ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS OF THE NINTH SESSION OF THE BOARD VIA CUMULATIVE VOTING		Mgmt		
14.1	Elect Yu Jinsong as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
14.2	Elect Chan Yuen Sau Kelly as Director	G	SH	For	Against
	<i>Blended Rationale: [SF-S0250-003] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related business risks and opportunities. [DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>				
14.3	Elect Li Xiaobin as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				

Aluminum Corporation of China Limited

Meeting Date: 26/06/2025

Country: China

Ticker: 2600

Record Date: 20/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	CLASS MEETING FOR HOLDERS OF A SHARES Authorize Repurchase of Issued A Share and H Share Capital	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Aluminum Corporation of China Limited

Meeting Date: 26/06/2025

Country: China

Ticker: 2600

Record Date: 19/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	CLASS MEETING FOR HOLDERS OF H SHARES Authorize Repurchase of Issued A Share and H Share Capital	G	Mgmt	For	For

AMADA Co., Ltd.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 6113

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 31	G	Mgmt	For	For
2.1	Elect Director Isobe, Tsutomu	G	Mgmt	For	For
2.2	Elect Director Yamanashi, Takaaki	G	Mgmt	For	For
2.3	Elect Director Tadokoro, Masahiko	G	Mgmt	For	For
2.4	Elect Director Yamamoto, Koji	G	Mgmt	For	For
2.5	Elect Director Miwa, Kazuhiko	G	Mgmt	For	For
2.6	Elect Director Aoki, Masakazu	G	Mgmt	For	For
	<i>Blended Rationale:</i>				
2.7	Elect Director Kobe, Harumi	G	Mgmt	For	For
2.8	Elect Director Sasa, Hiroyuki	G	Mgmt	For	For
2.9	Elect Director Chino, Toshitake	G	Mgmt	For	For
3	Appoint Statutory Auditor Nishiura, Seiji	G	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Murata, Makoto	G	Mgmt	For	For

Amadeus IT Group SA

Meeting Date: 03/06/2025

Country: Spain

Ticker: AMS

Record Date: 29/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For
2	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
3	Advisory Vote on Remuneration Report	G	Mgmt	For	For
4	Approve Allocation of Income and Dividends	G	Mgmt	For	For
5	Approve Discharge of Board	G	Mgmt	For	For
6	Fix Number of Directors at 12	G	Mgmt	For	For
7.1	Elect Leo Puri as Director	G	Mgmt	For	For
7.2	Reelect William Connelly as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
7.3	Reelect Luis Maroto Camino as Director	G	Mgmt	For	For
7.4	Reelect Pilar Garcia Ceballos-Zuniga as Director	G	Mgmt	For	For
7.5	Reelect Stephan Gemkow as Director	G	Mgmt	For	For
7.6	Reelect Peter Kurpick as Director	G	Mgmt	For	For
7.7	Reelect Xiaoqun Clever-Steg as Director	G	Mgmt	For	For
7.8	Reelect Amanda Mesler as Director	G	Mgmt	For	For
7.9	Reelect Jana Eggers as Director	G	Mgmt	For	For
7.10	Reelect Eriikka Soderstrom as Director	G	Mgmt	For	For
7.11	Reelect David Vegara Figueras as Director	G	Mgmt	For	For
8	Renew Appointment of Ernst & Young as Auditor	G	Mgmt	For	For
9	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Amano Corp.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 6436

Record Date: 31/03/2025

Meeting Type: Annual

Amano Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 125	G	Mgmt	For	For
2.1	Elect Director Tsuda, Hiroyuki	G	Mgmt	For	For
2.2	Elect Director Yamazaki, Manabu	G	Mgmt	For	For
2.3	Elect Director Hata, Yoshihiko	G	Mgmt	For	For
2.4	Elect Director Ikoma, Susumu	G	Mgmt	For	For
2.5	Elect Director Tazo, Fujinori	G	Mgmt	For	For
2.6	Elect Director Omori, Michinobu	G	Mgmt	For	For
2.7	Elect Director Watanabe, Sumie	G	Mgmt	For	For
2.8	Elect Director Tamura, Keiko	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Ihara, Kunihiro	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Nagakawa, Naofumi	G	Mgmt	For	For

Amazon.com, Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: AMZN

Record Date: 27/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	G	Mgmt	For	For
1b	Elect Director Andrew R. Jassy	G	Mgmt	For	For
1c	Elect Director Keith B. Alexander	G	Mgmt	For	For
1d	Elect Director Edith W. Cooper	G	Mgmt	For	For
1e	Elect Director Jamie S. Gorelick	G	Mgmt	For	For
1f	Elect Director Daniel P. Huttenlocher	G	Mgmt	For	For
1g	Elect Director Andrew Y. Ng	G	Mgmt	For	For
1h	Elect Director Indra K. Nooyi	G	Mgmt	For	For
1i	Elect Director Jonathan J. Rubinstein	G	Mgmt	For	For
1j	Elect Director Brad D. Smith	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1k	Elect Director Patricia Q. Stonesifer	G	Mgmt	For	For
1l	Elect Director Wendell P. Weeks	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Adopt Mandatory Policy Separating the Roles of CEO and Board Chair	G	SH	Against	Against
<i>Blended Rationale: [SF-S0107-101] Company has a designated lead director who fulfills the requirements appropriate to such role.</i>					
5	Report on Risks of Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					
6	Disclose All Material Scope 3 Emissions	E	SH	Against	For
<i>Blended Rationale: [DC-D0000-010] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
7	Report on Impact of Data Centers on Climate Commitments	E	SH	Against	For
<i>Blended Rationale: [DC-D0000-008] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
8	Commission Third Party Assessment of Board Oversight of Human Rights Risks of AI	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					
9	Report on Efforts to Reduce Plastic Packaging	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					
10	Commission Independent Audit and Report on Warehouse Working Conditions	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					
11	Report on Unethical Use of External Data in Development of AI Products	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					

Ambac Financial Group, Inc.

Meeting Date: 28/05/2025

Country: USA

Ticker: AMBC

Record Date: 03/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ian D. Haft	G	Mgmt	For	For
1b	Elect Director Lisa G. Iglesias	G	Mgmt	For	For
1c	Elect Director Joan Lamm-Tennant	G	Mgmt	For	For
1d	Elect Director Claude LeBlanc	G	Mgmt	For	For
1e	Elect Director Kristi A. Matus	G	Mgmt	For	For
1f	Elect Director Michael D. Price	G	Mgmt	For	For
1g	Elect Director Jeffrey S. Stein	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Ambev SA

Meeting Date: 29/04/2025

Country: Brazil

Ticker: ABEV3

Record Date:

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Article 5 to Reflect Changes in Capital	G	Mgmt	For	For

Ambev SA

Meeting Date: 29/04/2025

Country: Brazil

Ticker: ABEV3

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain

Ambev SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3	Elect Fiscal Council Members	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
4	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	G	Mgmt	None	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
5	Elect Fabio de Oliveira Moser as Fiscal Council Member and Nilson Martiniano Moreira as Alternate Appointed by Minority Shareholder	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					
6	Approve Remuneration of Company's Management	G	Mgmt	For	For
7	Approve Remuneration of Fiscal Council Members	G	Mgmt	For	For

Ameresco, Inc.

Meeting Date: 04/06/2025 **Country:** USA **Ticker:** AMRC
Record Date: 10/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jennifer L. Miller	G	Mgmt	For	For
1b	Elect Director Nickolas Stavropoulos	G	Mgmt	For	For
2	Ratify RSM US LLP as Auditors	G	Mgmt	For	For
3	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For

America Movil SAB de CV

Meeting Date: 14/05/2025

Country: Mexico

Ticker: AMXB

Record Date: 06/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve CEO and Auditors' Report on Operations and Results and Board's Opinion on CEO and Auditors' Report	G	Mgmt	For	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
1.2	Approve Board's Report on Principal Policies and Accounting Criteria Followed in Preparation of Financial Information	G	Mgmt	For	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
1.3	Approve Report on Activities and Operations Undertaken by Board	G	Mgmt	For	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
1.4	Approve Audit and Corporate Practices Committee's Report on their Activities	G	Mgmt	For	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
1.5	Approve Consolidated Financial Statements, Allocation of Income and Dividends	G	Mgmt	For	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
1.6	Approve Report on Repurchased Shares Reserve	G	Mgmt	For	For
2.a	Approve Discharge of Board	G	Mgmt	For	For
2.b	Approve Discharge of CEO	G	Mgmt	For	For
2.c1	Elect and/or Ratify Carlos Slim Domit as Board Chair	G	Mgmt	For	For
2.c2	Elect and/or Ratify Patrick Slim Domit as Vice-Chair	G	Mgmt	For	For
2.c3	Elect and/or Ratify Antonio Cosio Pando as Director	G	Mgmt	For	For
2.c4	Elect and/or Ratify Pablo Roberto Gonzalez Guajardo as Director	G	Mgmt	For	For
2.c5	Elect and/or Ratify Daniel Hajj Aboumrad as Director	G	Mgmt	For	For
2.c6	Elect and/or Ratify Vanessa Hajj Slim as Director	G	Mgmt	For	For
2.c7	Elect and/or Ratify David Ibarra Munoz as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

America Movil SAB de CV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.c8	Elect and/or Ratify Claudia Janez Sanchez as Director	G	Mgmt	For	For
2.c9	Elect and/or Ratify Rafael Moises Kalach Mizrahi as Director	G	Mgmt	For	For
2.c10	Elect and/or Ratify Francisco Medina Chavez as Director	G	Mgmt	For	For
2.c11	Elect and/or Ratify Gisselle Moran Jimenez as Director	G	Mgmt	For	For
2.c12	Elect and/or Ratify Luis Alejandro Soberon Kuri as Director	G	Mgmt	For	For
2.c13	Elect and/or Ratify Miriam Guadalupe de la Vega Arizpe as Director	G	Mgmt	For	For
2.c14	Elect and/or Ratify Ernesto Vega Velasco as Director	G	Mgmt	For	For
2.c15	Elect and/or Ratify Oscar Von Hauske Solis as Director	G	Mgmt	For	For
2.c16	Elect and/or Ratify Alejandro Cantu Jimenez as Secretary (Non-Member) of Board	G	Mgmt	For	For
2.c17	Elect and/or Ratify Rafael Robles Miaja as Deputy Secretary (Non-Member) of Board	G	Mgmt	For	For
2.d	Approve Remuneration of Directors	G	Mgmt	For	For
3.a	Approve Discharge of Executive Committee	G	Mgmt	For	For
3.b1	Elect and/or Ratify Carlos Slim Domit as Chair of Executive Committee	G	Mgmt	For	For
3.b2	Elect and/or Ratify Patrick Slim Domit as Member of Executive Committee	G	Mgmt	For	For
3.b3	Elect and/or Ratify Daniel Hajj Aboumrads as Member of Executive Committee	G	Mgmt	For	For
3.c	Approve Remuneration of Executive Committee	G	Mgmt	For	For
4.a	Approve Discharge of Audit and Corporate Practices Committee	G	Mgmt	For	For
4.b1	Elect and/or Ratify Ernesto Vega Velasco as Chair of Audit and Corporate Practices Committee	G	Mgmt	For	For
4.b2	Elect and/or Ratify Pablo Roberto Gonzalez Guajardo as Member of Audit and Corporate Practices Committee	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

America Movil SAB de CV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.b3	Elect and/or Ratify Claudia Janez Sanchez as Member of Audit and Corporate Practices Committee	G	Mgmt	For	For
4.b4	Elect and/or Ratify Rafael Moises Kalach Mizrahi as Member of Audit and Corporate Practices Committee	G	Mgmt	For	For
4.c	Approve Remuneration of Members of Audit and Corporate Practices Committee	G	Mgmt	For	For
5	Set Amount of Share Repurchase Reserve	G	Mgmt	For	For
6	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

American Assets Trust, Inc.

Meeting Date: 02/06/2025 **Country:** USA **Ticker:** AAT
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ernest S. Rady	G	Mgmt	For	For
1.2	Elect Director Robert S. Sullivan	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.3	Elect Director Thomas S. Olinger	G	Mgmt	For	For
1.4	Elect Director Joy L. Schaefer	G	Mgmt	For	For
1.5	Elect Director Nina A. Tran	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

American Eagle Outfitters, Inc.

Meeting Date: 25/06/2025 **Country:** USA **Ticker:** AEO
Record Date: 01/05/2025 **Meeting Type:** Annual

American Eagle Outfitters, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Deborah A. Henretta	G	Mgmt	For	For
1.2	Elect Director Cary D. McMillan	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

American Electric Power Company, Inc.

Meeting Date: 29/04/2025 **Country:** USA **Ticker:** AEP
Record Date: 04/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Bill Fehrman	G	Mgmt	For	For
1.2	Elect Director Ben Fowke	G	Mgmt	For	For
1.3	Elect Director Art A. Garcia	G	Mgmt	For	For
1.4	Elect Director Hunter C. Gary	G	Mgmt	For	For
1.5	Elect Director Sandra Beach Lin	G	Mgmt	For	For
1.6	Elect Director Henry P. Linginfelter	G	Mgmt	For	For
1.7	Elect Director Margaret M. McCarthy	G	Mgmt	For	For
1.8	Elect Director Daryl Roberts	G	Mgmt	For	For
1.9	Elect Director Joseph G. Sauvage	G	Mgmt	For	For
1.10	Elect Director Daniel G. Stoddard	G	Mgmt	For	For
1.11	Elect Director Sara Martinez Tucker	G	Mgmt	For	For
1.12	Elect Director Lewis Von Thær	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

American Express Company

Meeting Date: 29/04/2025

Country: USA

Ticker: AXP

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Michael J. Angelakis	G	Mgmt	For	For
1b	Elect Director Thomas J. Baltimore	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board.</i></p>					
1c	Elect Director John J. Brennan	G	Mgmt	For	For
1d	Elect Director Theodore J. Leonsis	G	Mgmt	For	For
1e	Elect Director Deborah P. Majoras	G	Mgmt	For	For
1f	Elect Director Karen L. Parkhill	G	Mgmt	For	For
1g	Elect Director Charles E. Phillips	G	Mgmt	For	For
1h	Elect Director Lynn A. Pike	G	Mgmt	For	For
1i	Elect Director Stephen J. Squeri	G	Mgmt	For	For
1j	Elect Director Daniel L. Vasella	G	Mgmt	For	For
1k	Elect Director Lisa W. Wardell	G	Mgmt	For	For
1l	Elect Director Christopher D. Young	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Revisit Pay Incentives for Diversity, Equity, and Inclusion Goals	E, S	SH	Against	Against
<p><i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i></p>					
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	E, S	SH	Against	Against
<p><i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i></p>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

American Financial Group, Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: AFG

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Carl H. Lindner, III	G	Mgmt	For	For
1.2	Elect Director S. Craig Lindner	G	Mgmt	For	For
1.3	Elect Director John B. Berding	G	Mgmt	For	For
1.4	Elect Director Gregory G. Joseph	G	Mgmt	For	For
1.5	Elect Director Craig Lindner, Jr.	G	Mgmt	For	For
1.6	Elect Director Mary Beth Martin	G	Mgmt	For	For
1.7	Elect Director Amy Y. Murray	G	Mgmt	For	For
1.8	Elect Director Roger K. Newport	G	Mgmt	For	For
1.9	Elect Director Evans N. Nwankwo	G	Mgmt	For	For
1.10	Elect Director David L. Thompson, Jr.	G	Mgmt	For	For
1.11	Elect Director William W. Verity	G	Mgmt	For	For
1.12	Elect Director John I. Von Lehman	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

American Healthcare REIT, Inc.

Meeting Date: 25/06/2025

Country: USA

Ticker: AHR

Record Date: 27/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jeffrey T. Hanson	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1b	Elect Director Danny Prosky	G	Mgmt	For	For
1c	Elect Director Mathieu B. Streiff	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

American Healthcare REIT, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Scott A. Estes	G	Mgmt	For	For
1e	Elect Director Brian J. Flornes	G	Mgmt	For	For
1f	Elect Director Dianne Hurley	G	Mgmt	For	For
1g	Elect Director Marvin R. O'Quinn	G	Mgmt	For	For
1h	Elect Director Valerie Richardson	G	Mgmt	For	For
1i	Elect Director Wilbur H. Smith, III	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For

American Homes 4 Rent

Meeting Date: 07/05/2025 **Country:** USA **Ticker:** AMH
Record Date: 14/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Matthew J. Hart	G	Mgmt	For	For
1b	Elect Director Bryan Smith	G	Mgmt	For	For
1c	Elect Director Douglas Benham	G	Mgmt	For	For
1d	Elect Director Jack Corrigan	G	Mgmt	For	For
1e	Elect Director David Goldberg	G	Mgmt	For	For
1f	Elect Director Tamara H. Gustavson	G	Mgmt	For	For
1g	Elect Director Michelle Kerrick	G	Mgmt	For	For
1h	Elect Director Lynn Swann	G	Mgmt	For	For
1i	Elect Director Winifred Webb	G	Mgmt	For	For
1j	Elect Director Jay Willoughby	G	Mgmt	For	For
1k	Elect Director Matthew Zaist	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

American Hotel Income Properties REIT LP

Meeting Date: 26/06/2025

Country: Canada

Ticker: HOT.UN

Record Date: 13/05/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Charles van der Lee	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.2	Elect Director Matthew Cervino	G	Mgmt	For	For
1.3	Elect Director Stephen J. Evans	G	Mgmt	For	Withhold
	<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>				
1.4	Elect Director Amy Freedman	G	Mgmt	For	For
1.5	Elect Director Mahmood Khimji	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.6	Elect Director Jonathan Korol	G	Mgmt	For	For
1.7	Elect Director John O'Neill	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Re-approve Securities-Based Compensation Plan	G	Mgmt	For	For
4	Re-approve Unitholder Rights Plan	G	Mgmt	For	For
5	Amend Limited Partnership Agreement	G	Mgmt	For	For
6	Other Business	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>				

American International Group, Inc.

Meeting Date: 14/05/2025

Country: USA

Ticker: AIG

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Paola Bergamaschi	G	Mgmt	For	For
1b	Elect Director James Cole, Jr.	G	Mgmt	For	For
1c	Elect Director James (Jimmy) Dunne, III	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

American International Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director John (Chris) Inglis	G	Mgmt	For	For
1e	Elect Director Courtney Leimkuhler	G	Mgmt	For	For
1f	Elect Director Linda A. Mills	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1g	Elect Director Diana M. Murphy	G	Mgmt	For	For
1h	Elect Director Juan Perez	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1i	Elect Director Peter R. Porrino	G	Mgmt	For	For
1j	Elect Director John G. Rice	G	Mgmt	For	For
1k	Elect Director Vanessa A. Wittman	G	Mgmt	For	For
1l	Elect Director Peter Zaffino	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

American States Water Company

Meeting Date: 20/05/2025 **Country:** USA **Ticker:** AWR
Record Date: 21/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Diana M. Bonta	G	Mgmt	For	For
1.2	Elect Director Mary Ann Hopkins	G	Mgmt	For	For
1.3	Elect Director Robert J. Sprowls	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

American Tower Corporation

Meeting Date: 14/05/2025

Country: USA

Ticker: AMT

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Steven O. Vondran	G	Mgmt	For	For
1b	Elect Director Kelly C. Chambliss	G	Mgmt	For	For
1c	Elect Director Teresa H. Clarke	G	Mgmt	For	For
1d	Elect Director Kenneth R. Frank	G	Mgmt	For	For
1e	Elect Director Robert D. Hormats	G	Mgmt	For	For
1f	Elect Director Rajesh Kalathur	G	Mgmt	For	For
1g	Elect Director Grace D. Lieblein	G	Mgmt	For	For
1h	Elect Director Craig Macnab	G	Mgmt	For	For
1i	Elect Director Neville R. Ray	G	Mgmt	For	For
1j	Elect Director Pamela D. A. Reeve	G	Mgmt	For	For
1k	Elect Director Bruce L. Tanner	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

American Water Works Company, Inc.

Meeting Date: 14/05/2025

Country: USA

Ticker: AWK

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jeffrey N. Edwards	G	Mgmt	For	For
1b	Elect Director John C. Griffith	G	Mgmt	For	For
1c	Elect Director Laurie P. Havanec	G	Mgmt	For	For
1d	Elect Director Julia L. Johnson	G	Mgmt	For	For
1e	Elect Director Patricia L. Kampling	G	Mgmt	For	For
1f	Elect Director Karl F. Kurz	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

American Water Works Company, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Michael L. Marberry	G	Mgmt	For	For
1h	Elect Director Stuart M. McGuigan	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

American Well Corporation

Meeting Date: 11/06/2025 **Country:** USA **Ticker:** AMWL
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Stephen Schlegel	G	Mgmt	For	Withhold
<i>Blended Rationale: 1 - [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified. 2 - [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
1.2	Elect Director Delos (Toby) Cosgrove	G	Mgmt	For	For
1.3	Elect Director Rivka Goldwasser	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0550-001] Pay is not aligned with performance and peers.</i>					

Americold Realty Trust

Meeting Date: 20/05/2025 **Country:** USA **Ticker:** COLD
Record Date: 21/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director George F. Chappelle, Jr.	G	Mgmt	For	For
1b	Elect Director George J. Alburger, Jr.	G	Mgmt	For	For

Americold Realty Trust

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Kelly H. Barrett	G	Mgmt	For	For
1d	Elect Director Robert L. Bass	G	Mgmt	For	For
1e	Elect Director Antonio F. Fernandez	G	Mgmt	For	For
1f	Elect Director Pamela K. Kohn	G	Mgmt	For	For
1g	Elect Director David J. Neithercut	G	Mgmt	For	For
1h	Elect Director Mark R. Patterson	G	Mgmt	For	For
1i	Elect Director Andrew P. Power	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Ameriprise Financial, Inc.

Meeting Date: 30/04/2025

Country: USA

Ticker: AMP

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director James M. Cracchiolo	G	Mgmt	For	For
1b	Elect Director Robert F. Sharpe, Jr.	G	Mgmt	For	For
1c	Elect Director Dianne Neal Blixt	G	Mgmt	For	For
1d	Elect Director Amy DiGeso	G	Mgmt	For	For
1e	Elect Director Christopher J. Williams	G	Mgmt	For	For
1f	Elect Director Glynis A. Bryan	G	Mgmt	For	For
1g	Elect Director Brian T. Shea	G	Mgmt	For	For
1h	Elect Director W. Edward Walter, III	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Ameris Bancorp

Meeting Date: 05/06/2025

Country: USA

Ticker: ABCB

Record Date: 27/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director William I. Bowen, Jr.	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1b	Elect Director Rodney D. Bullard	G	Mgmt	For	For
1c	Elect Director Wm. Millard Choate	G	Mgmt	For	For
1d	Elect Director Leo J. Hill	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1e	Elect Director Daniel B. Jeter	G	Mgmt	For	For
1f	Elect Director Robert P. Lynch	G	Mgmt	For	For
1g	Elect Director Claire E. McLean	G	Mgmt	For	For
1h	Elect Director James B. Miller, Jr.	G	Mgmt	For	For
1i	Elect Director H. Palmer Proctor, Jr.	G	Mgmt	For	For
1j	Elect Director William H. Stern	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

AMERISAFE, Inc.

Meeting Date: 06/06/2025

Country: USA

Ticker: AMSF

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Teri G. Fontenot	G	Mgmt	For	For
1.2	Elect Director Billy B. Greer	G	Mgmt	For	For
1.3	Elect Director Jared A. Morris	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

AMERISAFE, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Amend Non-Employee Director Restricted Stock Plan	G	Mgmt	For	For

AMETEK, Inc.

Meeting Date: 07/05/2025 **Country:** USA **Ticker:** AME
Record Date: 10/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Dean Seavers	G	Mgmt	For	For
1b	Elect Director David A. Zapico	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

AMG Critical Materials NV

Meeting Date: 08/05/2025 **Country:** Netherlands **Ticker:** AMG
Record Date: 10/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1.	Open Meeting	G	Mgmt		
2.a.	Receive Report of Management Board (Non-Voting)	G	Mgmt		
2.b.	Approve Remuneration Report	G	Mgmt	For	For
2.c.	Receive Explanation on Company's Reserves and Dividend Policy	G	Mgmt		
3.a.	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
3.b.	Approve Dividends	G	Mgmt	For	For
4.	Approve Discharge of Management Board	G	Mgmt	For	For
5.	Approve Discharge of Supervisory Board	G	Mgmt	For	For

AMG Critical Materials NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.	Reelect Heinz Schimmelbusch as Chief Executive Officer and Chairman of Management Board	G	Mgmt	For	For
7.a.	Reelect Willem van Hassel to Supervisory Board	G	Mgmt	For	For
7.b.	Reelect Warmolt Prins to Supervisory Board	G	Mgmt	For	For
7.c.	Elect Rob Jeffries to Supervisory Board	G	Mgmt	For	For
8	Discuss Appointment of Auditor and Assurance Provider	G	Mgmt		
8.a	Appoint KPMG Accountants N.V. as Assurance Provider for Sustainability Reporting for the Financial Year 2025	G	Mgmt	For	For
8.b.	Ratify EY Accountants B.V. as Auditors	G	Mgmt	For	For
8.c.	Appoint EY Accountants B.V. as Assurance Provider for Sustainability Reporting for the Financial Years 2026 and 2027	G	Mgmt	For	For
9.	Approve Remuneration Policy of Management Board	G	Mgmt	For	For
10.	Discuss Renewal of Authorization to Issue Shares and/or Grant Rights to Acquire Share and Authorization to Restrict and/or Exclude Preemptive Rights	G	Mgmt		
10.a.	Grant Board Authority to Issue Shares and/or Grant Rights to Acquire Share	G	Mgmt	For	For
10.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
11.	Authorize Repurchase of Shares	G	Mgmt	For	For
12.	Other Business (Non-Voting)	G	Mgmt		
13.	Close Meeting	G	Mgmt		

Amgen Inc.

Meeting Date: 23/05/2025

Country: USA

Ticker: AMGN

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	G	Mgmt	For	For
1b	Elect Director Robert A. Bradway	G	Mgmt	For	For
1c	Elect Director Michael V. Drake	G	Mgmt	For	For
1d	Elect Director Brian J. Druker	G	Mgmt	For	For
1e	Elect Director Robert A. Eckert	G	Mgmt	For	For
1f	Elect Director Greg C. Garland	G	Mgmt	For	For
1g	Elect Director Charles M. Holley, Jr.	G	Mgmt	For	For
1h	Elect Director S. Omar Ishrak	G	Mgmt	For	For
1i	Elect Director Tyler Jacks	G	Mgmt	For	For
1j	Elect Director Mary E. Klotman	G	Mgmt	For	For
1k	Elect Director Ellen J. Kullman	G	Mgmt	For	For
1l	Elect Director Amy E. Miles	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Amicus Therapeutics, Inc.

Meeting Date: 05/06/2025 Country: USA Ticker: FOLD
 Record Date: 11/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael A. Kelly	G	Mgmt	For	For
1.2	Elect Director Margaret G. McGlynn	G	Mgmt	For	For
1.3	Elect Director Michael G. Raab	G	Mgmt	For	Withhold
<p><i>Blended Rationale: [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board.</i></p>					
1.4	Elect Director Glenn P. Sblendorio	G	Mgmt	For	For
2	Approve Omnibus Stock Plan	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Amicus Therapeutics, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Amkor Technology, Inc.

Meeting Date: 15/05/2025 **Country:** USA **Ticker:** AMKR
Record Date: 20/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Susan Y. Kim	G	Mgmt	For	For
1b	Elect Director Giel Rutten	G	Mgmt	For	For
1c	Elect Director Douglas A. Alexander	G	Mgmt	For	For
1d	Elect Director Roger A. Carolin	G	Mgmt	For	For
1e	Elect Director Winston J. Churchill	G	Mgmt	For	For
1f	Elect Director Daniel Liao	G	Mgmt	For	For
1g	Elect Director John D. Liu	G	Mgmt	For	For
1h	Elect Director MaryFrances McCourt	G	Mgmt	For	For
1i	Elect Director Robert R. Morse	G	Mgmt	For	For
1j	Elect Director Gil C. Tily	G	Mgmt	For	For
1k	Elect Director David N. Watson	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	G	Mgmt	For	For

AMN Healthcare Services, Inc.

Meeting Date: 02/05/2025 **Country:** USA **Ticker:** AMN
Record Date: 04/03/2025 **Meeting Type:** Annual

AMN Healthcare Services, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jorge A. Caballero	G	Mgmt	For	For
1b	Elect Director Mark G. Foletta	G	Mgmt	For	For
1c	Elect Director Teri G. Fontenot	G	Mgmt	For	For
1d	Elect Director Cary Grace	G	Mgmt	For	For
1e	Elect Director R. Jeffrey Harris	G	Mgmt	For	For
1f	Elect Director James H. Hinton	G	Mgmt	For	For
1g	Elect Director Celia Huber	G	Mgmt	For	For
1h	Elect Director Daphne E. Jones	G	Mgmt	For	For
1i	Elect Director Sylvia Trent-Adams	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For
5	Amend Right to Call Special Meeting	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Amot Investments Ltd.

Meeting Date: 01/04/2025 **Country:** Israel **Ticker:** AMOT
Record Date: 03/03/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Extended Management Service Agreement	G	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	G	Mgmt	None	Against

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Amot Investments Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney		Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	G	Mgmt	None	For

Amphenol Corporation

Meeting Date: 15/05/2025

Country: USA

Ticker: APH

Record Date: 17/03/2025

Meeting Type: Annual

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

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Amphenol Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Amend Right to Call Special Meeting	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Amplifon SpA

Meeting Date: 23/04/2025 **Country:** Italy **Ticker:** AMP
Record Date: 10/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Allocation of Income	G	Mgmt	For	For
2.1	Fix Number of Directors	G	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates		Mgmt		
2.2.1	Slate 1 Submitted by Ampliter Srl	G	SH	None	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
2.2.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	G	SH	None	For
	<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>				
3	Approve Remuneration of Directors	G	Mgmt	For	For
4.1	Approve Remuneration Policy	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [SD-M0550-005] Termination payments have the potential to be excessive.</i>				
4.2	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For

Amplifon SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Amend Regulations on General Meetings	G	Mgmt	For	Against

Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws

ams-OSRAM AG

Meeting Date: 26/06/2025 **Country:** Austria **Ticker:** AMS
Record Date: 16/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
4	Ratify Ernst & Young as Auditors for Fiscal Year 2025	G	Mgmt	For	For
5	Approve Remuneration Report	G	Mgmt	For	For
6	Approve Supervisory Board Remuneration Policy	G	Mgmt	For	For
7	Approve Remuneration of Supervisory Board Members	G	Mgmt	For	For
8.1	Elect Loh Kin Wah as Supervisory Board Member	G	Mgmt	For	For
8.2	Elect Monika Henzinger as Supervisory Board Member	G	Mgmt	For	For
9	Approve Creation of EUR 99.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For

Amundi SA

Meeting Date: 27/05/2025 **Country:** France **Ticker:** AMUN
Record Date: 23/05/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 4.25 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G	Mgmt	For	For
5	Approve Compensation Report	G	Mgmt	For	For
6	Approve Compensation of Philippe Brassac, Chairman of the Board	G	Mgmt	For	For
7	Approve Compensation of Valerie Baudson, CEO	G	Mgmt	For	For
8	Approve Compensation of Nicolas Calcoen, Vice-CEO	G	Mgmt	For	For
9	Approve Remuneration Policy of Directors	G	Mgmt	For	For
10	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
11	Approve Remuneration Policy of CEO	G	Mgmt	For	For
12	Approve Remuneration Policy of Vice-CEO	G	Mgmt	For	For
13	Advisory Vote on the Aggregate Remuneration Granted in 2024 to Senior Management, Responsible Officers and Regulated Risk-Takers	G	Mgmt	For	For
14	Reelect Bénédicte Chrétien as Director	G	Mgmt	For	For
15	Reelect Virginie Cayatte as Director	G	Mgmt	For	For
16	Elect Olivier Gavalda as Director	G	Mgmt	For	For
17	Elect Jean-Christophe Mieszala as Director	G	Mgmt	For	For
18	Appoint Deloitte & Associés as Auditor	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
19	Approve Report on Progress of Company's Climate Transition Plan (Advisory)	E	Mgmt	For	For
	<i>Blended Rationale: .</i>				
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 50 Percent of Issued Capital	G	Mgmt	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Capital	G	Mgmt	For	For
23	Approve Issuance of Equity or Equity-Linked Securities up to 10 Percent of Issued Capital for Private Placements	G	Mgmt	For	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
25	Authorize Capitalization of Reserves of up to 20 Percent of Issued Capital for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
26	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	G	Mgmt	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	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	G	Mgmt	For	For
29	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
30	Amend Article 14 of Bylaws Re: Board Deliberations	G	Mgmt	For	For
31	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Amuse, Inc.

Meeting Date: 29/06/2025

Country: Japan

Ticker: 4301

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20	G	Mgmt	For	For
2.1	Elect Director Osato, Yokichi	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2.2	Elect Director Kashiwagi, Nobuhiro	G	Mgmt	For	For
2.3	Elect Director Araki, Hiroyuki	G	Mgmt	For	For
2.4	Elect Director Ono, Takahiro	G	Mgmt	For	For
2.5	Elect Director Oshima, Toshifumi	G	Mgmt	For	For
2.6	Elect Director Kiyoyama, Kozue	G	Mgmt	For	For
2.7	Elect Director Ando, Takaharu	G	Mgmt	For	Against
	<i>Blended Rationale: [TK-M0201-023] AGAINST as outside director sits on more than four board of directors or audit & supervisory board of listed companies.</i>				
2.8	Elect Director Aso, Yoichi	G	Mgmt	For	For
2.9	Elect Director Hirahara, Ibun	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Hirose, Makoto	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Haibara, Yoshio	G	Mgmt	For	For
3.3	Appoint Statutory Auditor Sekiya, Yasuo	G	Mgmt	For	For

Anadolu Efes Biracilik ve Malt Sanayii A.S.

Meeting Date: 14/04/2025

Country: Turkey

Ticker: AEFES.E

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting and Elect Presiding Council of Meeting	G	Mgmt	For	For
2	Accept Board Report	G	Mgmt	For	For
3	Accept Audit Report	G	Mgmt	For	For
4	Accept Financial Statements	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Anadolu Efes Biracilik ve Malt Sanayii A.S.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Discharge of Board	G	Mgmt	For	For
6	Approve Allocation of Income	G	Mgmt	For	For
7	Elect Directors and Approve Their Remuneration	G	Mgmt	For	For
8	Ratify External Auditors	G	Mgmt	For	For
9	Receive Information on Donations Made in 2024	S	Mgmt		
10	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	G	Mgmt		
11	Receive Information in Accordance with Article 1.3.6 of Capital Market Board Corporate Governance Principles	G	Mgmt		
12	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	G	Mgmt	For	For
13	Wishes	G	Mgmt		

AnaptysBio, Inc.

Meeting Date: 17/06/2025

Country: USA

Ticker: ANAB

Record Date: 21/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Rita Jain	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
1.2	Elect Director John Orwin	G	Mgmt	For	For
1.3	Elect Director J. Anthony Ware	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>					
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

AnaptysBio, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Blended Rationale: [SF-M0552-002] We believe that it is in the best interests of shareholders for issuers to hold votes on executive compensation every year.

ANEST IWATA Corp.

Meeting Date: 25/06/2025 **Country:** Japan **Ticker:** 6381
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 23	G	Mgmt	For	For
2.1	Elect Director Miyoshi, Eisuke	G	Mgmt	For	For
2.2	Elect Director Osawa, Kenichi	G	Mgmt	For	For
2.3	Elect Director Iwata, Hitoshi	G	Mgmt	For	For
2.4	Elect Director Shimamoto, Makoto	G	Mgmt	For	For
2.5	Elect Director Kanayama, Takahiro	G	Mgmt	For	For

Angi Inc.

Meeting Date: 17/06/2025 **Country:** USA **Ticker:** ANGI
Record Date: 21/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Thomas R. Evans	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent and a lead independent director has not been identified.</i>					
1.2	Elect Director Alesia J. Haas	G	Mgmt	For	For
1.3	Elect Director Jeffrey W. Kip	G	Mgmt	For	For
1.4	Elect Director Joseph Levin	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Anglo American Platinum Ltd.

Meeting Date: 08/05/2025

Country: South Africa

Ticker: AMS

Record Date: 02/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Resolutions		Mgmt		
1.1	Re-elect Norman Mbazima as Director	G	Mgmt	For	For
1.2	Re-elect Craig Miller as Director	G	Mgmt	For	For
1.3	Re-elect Lwazi Bam as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
1.4	Re-elect Thevendrie Brewer as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-001] Nominee serves as chair of the remuneration committee, which is responsible for poorly structured arrangements.</i>					
2.1	Elect Sayurie Naidoo as Director	G	Mgmt	For	For
2.2	Elect Dorian Emmett as Director	G	Mgmt	For	For
2.3	Elect Hendrik Faul as Director	G	Mgmt	For	For
2.4	Elect Fagmeedah Petersen-Cook as Director	G	Mgmt	For	For
3.1	Re-elect Lwazi Bam as Member of the Audit and Risk Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
3.2	Re-elect Thevendrie Brewer as Member of the Audit and Risk Committee	G	Mgmt	For	For
3.3	Re-elect Suresh Kana as Member of the Audit and Risk Committee	G	Mgmt	For	For
4.1	Elect Lwazi Bam of Social, Ethics and Transformation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
4.2	Elect Thevendrie Brewer of Social, Ethics and Transformation Committee	G	Mgmt	For	For
4.3	Elect Roger Dixon of Social, Ethics and Transformation Committee	G	Mgmt	For	For
4.4	Elect Norman Mbazima of Social, Ethics and Transformation Committee	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Anglo American Platinum Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Reappoint PricewaterhouseCoopers (PwC) as Auditors with Oswald Wentworth as Individual Designated Auditor	G	Mgmt	For	For
6	Place Authorised but Unissued Shares under Control of Directors	G	Mgmt	For	For
7	Authorise Ratification of Approved Resolutions	G	Mgmt	For	For
8	Approve Share Incentive Plan	G	Mgmt	For	For
9.1	Approve Remuneration Policy	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-MQ550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
9.2	Approve Remuneration Implementation Report	G	Mgmt	For	For
	Special Resolutions		Mgmt		
1	Approve Non-executive Directors' Fees	G	Mgmt	For	For
2	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	G	Mgmt	For	For
3	Authorise Repurchase of Issued Share Capital	G	Mgmt	For	For
4	Approve Change of Company Name to Valterra Platinum Limited	G	Mgmt	For	For
5	Amend Memorandum of Incorporation	G	Mgmt	For	For

Anglo American Plc

Meeting Date: 30/04/2025

Country: United Kingdom

Ticker: AAL

Record Date: 28/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Elect Anne Wade as Director	G	Mgmt	For	For
4	Re-elect Stuart Chambers as Director	G	Mgmt	For	For
5	Re-elect Duncan Wanblad as Director	G	Mgmt	For	For

Anglo American Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Re-elect John Heasley as Director	G	Mgmt	For	For
7	Re-elect Ian Tyler as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
8	Re-elect Magali Anderson as Director	G	Mgmt	For	For
9	Re-elect Ian Ashby as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
10	Re-elect Marcelo Bastos as Director	G	Mgmt	For	For
11	Re-elect Hilary Maxson as Director	G	Mgmt	For	For
12	Re-elect Hixonia Nyasulu as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
13	Re-elect Nonkululeko Nyembezi as Director	G	Mgmt	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
15	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
16	Approve Remuneration Report	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
17	Authorise Issue of Equity	G	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Anglo American Plc

Meeting Date: 30/04/2025

Country: United Kingdom

Ticker: AAL

Record Date: 28/04/2025

Meeting Type: Special

Anglo American Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve the Demerger Distribution, the Demerger and the Share Consolidation	G	Mgmt	For	For

Anglogold Ashanti Plc

Meeting Date: 27/05/2025 **Country:** United Kingdom **Ticker:** AU
Record Date: 04/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Elect Bruce Cleaver as Director	G	Mgmt	For	For
4	Elect Nicky Newton-King as Director	G	Mgmt	For	For
5	Re-elect Kojo Busia as Director	G	Mgmt	For	For
6	Re-elect Alberto Calderon as Director	G	Mgmt	For	For
7	Re-elect Gillian Doran as Director	G	Mgmt	For	For
8	Re-elect Alan Ferguson as Director	G	Mgmt	For	For
9	Re-elect Albert Garner as Director	G	Mgmt	For	For
10	Re-elect Jinhee Magie as Director	G	Mgmt	For	For
11	Re-elect Diana Sands as Director	G	Mgmt	For	For
12	Re-elect Jochen Tilk as Director	G	Mgmt	For	For
13	Appoint PricewaterhouseCoopers LLP as Statutory Auditors	G	Mgmt	For	For
14	Authorize Audit and Risk Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
15	Appoint PricewaterhouseCoopers Inc. as Independent Registered Public Accountants	G	Mgmt	For	For
16	Authorize UK Political Donations and Expenditure	S	Mgmt	For	For

Meeting Date: 30/04/2025

Country: Belgium

Ticker: ABI

Record Date: 16/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Receive Directors' Reports (Non-Voting)	G	Mgmt		
2	Receive Auditors' Reports (Non-Voting)	G	Mgmt		
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	G	Mgmt		
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.00 per Share	G	Mgmt	For	For
5	Approve Discharge of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
6	Approve Discharge of Auditors	G	Mgmt	For	For
7a	Reelect Martin J. Barrington as Restricted Share Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence.[LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
7b	Reelect Salvatore Mancuso as Restricted Share Director	G	Mgmt	For	For
7c	Reelect Alejandro Santo Domingo as Restricted Share Director	G	Mgmt	For	For
8	Ratify PwC BV, Permanently Represented by Peter D'hondt, as Auditors of the Company and for Sustainability Reporting and Approve Their Remuneration	G	Mgmt	For	For
9	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	G	Mgmt	For	For

Anhui Conch Cement Company Limited

Meeting Date: 29/05/2025

Country: China

Ticker: 914

Record Date: 23/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Audited Financial Reports in Accordance with the PRC Accounting Standards and the International Financial Reporting Standards	G	Mgmt	For	For
4	Approve Profit Appropriation Proposal (Including Declaration of Final Dividend)	G	Mgmt	For	For
5	Approve Profit Distribution and Return Plan to Shareholders for the Next Three Years	G	Mgmt	For	For
6	Approve Interim Profit Appropriation Proposal and Related Transactions	G	Mgmt	For	For
7	Approve Ernst & Young Hua Ming LLP and Ernst & Young as PRC and International (Financial) Auditors and Ernst & Young Hua Ming LLP as Internal Control Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Approve Provision of Guarantee	G	Mgmt	For	For
9	Amend Rules of Procedures for Shareholders' Meetings	G	Mgmt	For	For
10	Amend Rules of Procedures for Board Meetings	G	Mgmt	For	For
11	Amend Articles of Association	G	Mgmt	For	For
12	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for New H Shares	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>				
13	Authorize Repurchase of Issued H Share Capital	G	Mgmt	For	For
	ELECT EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
14a	Elect Yang Jun as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Anhui Conch Cement Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14b	Elect Zhu Shengli as Director	G	Mgmt	For	For
14c	Elect Li Qunfeng as Director	G	Mgmt	For	For
14d	Elect Wu Tiejun as Director	G	Mgmt	For	For
14e	Elect Yu Shui as Director	G	Mgmt	For	For
	ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
15a	Elect Qu Wenzhou as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
15b	Elect Ho Shuk Yee, Samantha as Director	G	Mgmt	For	For
15c	Elect Han Xu as Director	G	Mgmt	For	For

Anhui Conch Cement Company Limited

Meeting Date: 29/05/2025

Country: China

Ticker: 914

Record Date: 23/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Audited Financial Reports in Accordance with the PRC Accounting Standards and the International Financial Reporting Standards	G	Mgmt	For	For
4	Approve Profit Appropriation Proposal (Including Declaration of Final Dividend)	G	Mgmt	For	For
5	Approve Profit Distribution and Return Plan to Shareholders for the Next Three Years	G	Mgmt	For	For
6	Approve Interim Profit Appropriation Proposal and Related Transactions	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Anhui Conch Cement Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Ernst & Young Hua Ming LLP and Ernst & Young as PRC and International (Financial) Auditors and Ernst & Young Hua Ming LLP as Internal Control Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Approve Provision of Guarantee	G	Mgmt	For	For
9	Amend Rules of Procedures for Shareholders' Meetings	G	Mgmt	For	For
10	Amend Rules of Procedures for Board Meetings	G	Mgmt	For	For
11	Amend Articles of Association	G	Mgmt	For	For
12	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for New H Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
13	Authorize Repurchase of Issued H Share Capital ELECT EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING	G	Mgmt	For	For
14.1	Elect Yang Jun as Director	G	Mgmt	For	For
14.2	Elect Zhu Shengli as Director	G	Mgmt	For	For
14.3	Elect Li Qunfeng as Director	G	Mgmt	For	For
14.4	Elect Wu Tiejun as Director	G	Mgmt	For	For
14.5	Elect Yu Shui as Director ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING	G	Mgmt	For	For
15.1	Elect Qu Wenzhou as Director	G	Mgmt	For	Against
<i>Blended Rationale: [DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
15.2	Elect Ho Shuk Yee, Samantha as Director	G	Mgmt	For	For
15.3	Elect Han Xu as Director	G	Mgmt	For	For

Anjoy Foods Group Co., Ltd.

Meeting Date: 21/05/2025

Country: China

Ticker: 603345

Record Date: 15/05/2025

Meeting Type: Annual

Anjoy Foods Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Provision of Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
7	Approve to Appoint Auditor	G	Mgmt	For	For
8	Approve Remuneration of Directors	G	Mgmt	For	For
9	Approve Remuneration of Supervisors	G	Mgmt	For	For
10	Approve Changing the Performance Commitment Compensation and Goodwill Impairment Compensation Methods	G	Mgmt	For	For

Annaly Capital Management, Inc.

Meeting Date: 14/05/2025

Country: USA

Ticker: NLY

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director David L. Finkelstein	G	Mgmt	For	For
1b	Elect Director Thomas Hamilton	G	Mgmt	For	For
1c	Elect Director Kathy Hopinkah Hannan	G	Mgmt	For	For
1d	Elect Director Martin Laguerre	G	Mgmt	For	For
1e	Elect Director Manon Laroche	G	Mgmt	For	For
1f	Elect Director Eric A. Reeves	G	Mgmt	For	For
1g	Elect Director Glenn A. Votek	G	Mgmt	For	For
1h	Elect Director Scott Wede	G	Mgmt	For	For

Annaly Capital Management, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director Vicki Williams	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Provide Right to Act by Written Consent	G	SH	Against	Against

Blended Rationale: [SF-S0238-002] Shareholders should have the right to act without waiting for the company to call a shareholder meeting. At this company, shareholders already have the right to act by calling a special meeting.

ANSYS, Inc.

Meeting Date: 27/06/2025 **Country:** USA **Ticker:** ANSS
Record Date: 28/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Claire Bramley	G	Mgmt	For	For
1B	Elect Director Anil Chakravarthy	G	Mgmt	For	For
1C	Elect Director Jim Frankola	G	Mgmt	For	For
1D	Elect Director Alec Gallimore	G	Mgmt	For	For
1E	Elect Director Ronald Hovsepian	G	Mgmt	For	For
1F	Elect Director Barbara Scherer	G	Mgmt	For	For
1G	Elect Director Ravi Vijayaraghavan	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Provide Right to Act by Written Consent	G	SH	Against	Against

Blended Rationale: [SF-S0238-002] Shareholders should have the right to act without waiting for the company to call a shareholder meeting. At this company, shareholders already have the right to act by calling a special meeting.

ANTA Sports Products Limited

Meeting Date: 07/05/2025 **Country:** Cayman Islands **Ticker:** 2020
Record Date: 29/04/2025 **Meeting Type:** Annual

ANTA Sports Products Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Elect Ding Shijia as Director and Authorize Board to Fix His Remuneration	G	Mgmt	For	For
4	Elect Bi Mingwei as Director and Authorize Board to Fix His Remuneration	G	Mgmt	For	For
5	Elect Lai Hin Wing Henry Stephen as Director and Authorize Board to Fix His Remuneration	G	Mgmt	For	For
6	Elect Wang Jiaqian as Director and Authorize Board to Fix Her Remuneration	G	Mgmt	For	For
7	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
8	Approve KPMG as Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
10	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
11	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					

Antero Midstream Corporation

Meeting Date: 04/06/2025

Country: USA

Ticker: AM

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Paul M. Rady	G	Mgmt	For	For
1.2	Elect Director Nancy E. Chisholm	G	Mgmt	For	For
1.3	Elect Director David H. Keyte	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Antero Midstream Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Antero Resources Corporation

Meeting Date: 04/06/2025 **Country:** USA **Ticker:** AR
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert J. Clark	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
1.2	Elect Director Benjamin A. Hardesty	G	Mgmt	For	For
1.3	Elect Director Vasiliki (Vicky) Sutil	G	Mgmt	For	Withhold
	<i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>				
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Antofagasta Plc

Meeting Date: 08/05/2025 **Country:** United Kingdom **Ticker:** ANTO
Record Date: 06/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For
4	Re-elect Jean-Paul Luksic as Director	G	Mgmt	For	For
5	Re-elect Francisca Castro as Director	G	Mgmt	For	For

Antofagasta Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Re-elect Ramon Jara as Director	G	Mgmt	For	For
7	Re-elect Juan Claro as Director	G	Mgmt	For	For
8	Re-elect Andronico Luksic as Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-006] Nominee has demonstrated a pattern of poor meeting attendance.</i>					
9	Re-elect Michael Anglin as Director	G	Mgmt	For	For
10	Re-elect Tony Jensen as Director	G	Mgmt	For	For
11	Re-elect Eugenia Parot as Director	G	Mgmt	For	For
12	Re-elect Heather Lawrence as Director	G	Mgmt	For	For
13	Re-elect Tracey Kerr as Director	G	Mgmt	For	For
14	Elect Director in Accordance with the Company's Article of Association after 20 March 2025	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
15	Reappoint Deloitte LLP as Auditors	G	Mgmt	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
17	Authorise Issue of Equity	G	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Anton Oilfield Services Group

Meeting Date: 27/05/2025

Country: Cayman Islands

Ticker: 3337

Record Date: 21/05/2025

Meeting Type: Annual

Anton Oilfield Services Group

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Elect Luo Lin as Director	G	Mgmt	For	For
4	Elect Fan Yonghong as Director	G	Mgmt	For	For
5	Elect Zhang Yongyi as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent.</i></p>					
6	Elect Zhu Xiaoping as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [HK-M0201-007] Chair of Audit Committee not independent</i></p>					
7	Elect Chen Xin as Director	G	Mgmt	For	For
8	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
9	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i></p>					
11	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
12	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i></p>					

Anywhere Real Estate Inc.

Meeting Date: 07/05/2025

Country: USA

Ticker: HOUS

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Fiona Dias	G	Mgmt	For	For
1b	Elect Director Matthew J. Espe	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Anywhere Real Estate Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director V. Ann Hailey	G	Mgmt	For	For
1d	Elect Director Bryson R. Koehler	G	Mgmt	For	For
1e	Elect Director Joe Lenz	G	Mgmt	For	For
1f	Elect Director Duncan L. Niederauer	G	Mgmt	For	For
1g	Elect Director Egbert L. J. Perry	G	Mgmt	For	For
1h	Elect Director Ryan M. Schneider	G	Mgmt	For	For
1i	Elect Director Enrique Silva	G	Mgmt	For	For
1j	Elect Director Sherry M. Smith	G	Mgmt	For	For
1k	Elect Director Chris Terrill	G	Mgmt	For	For
1l	Elect Director Felicia Williams	G	Mgmt	For	For
1m	Elect Director Michael J. Williams	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Eliminate Supermajority Vote Requirement	G	Mgmt	For	For
6	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

AOKI Holdings, Inc.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 8214

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Aoki, Akihiro	G	Mgmt	For	For
1.2	Elect Director Tamura, Haruo	G	Mgmt	For	For
1.3	Elect Director Terui, Norio	G	Mgmt	For	For
1.4	Elect Director Aoki, Masamitsu	G	Mgmt	For	For
1.5	Elect Director Nagemoto, Keita	G	Mgmt	For	For
1.6	Elect Director Takahashi, Mitsuo	G	Mgmt	For	For
1.7	Elect Director Nakamura, Eiichi	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

AOKI Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director Sasao, Keiko	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
1.9	Elect Director Miyamoto, Susumu	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
1.10	Elect Director Yokomise, Kaoru	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Minemura, Mitsuji	G	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Uehira, Yosuke	G	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Kanai, Satoru	G	Mgmt	For	For
3	Elect Alternate Director and Audit Committee Member Tanaka, Yoshiyuki	G	Mgmt	For	For

Aon Plc

Meeting Date: 27/06/2025 **Country:** Ireland **Ticker:** AON
Record Date: 11/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Lester B. Knight	G	Mgmt	For	For
1.2	Elect Director Gregory C. Case	G	Mgmt	For	For
1.3	Elect Director Jose Antonio Alvarez	G	Mgmt	For	For
1.4	Elect Director Jin-Yong Cai	G	Mgmt	For	For
1.5	Elect Director Jeffrey C. Campbell	G	Mgmt	For	For
1.6	Elect Director Cheryl A. Francis	G	Mgmt	For	For
1.7	Elect Director Adriana Karaboutis	G	Mgmt	For	For
1.8	Elect Director Richard C. Notebaert	G	Mgmt	For	For
1.9	Elect Director Gloria Santona	G	Mgmt	For	For
1.10	Elect Director Sarah E. Smith	G	Mgmt	For	For
1.11	Elect Director Byron O. Spruell	G	Mgmt	For	For
1.12	Elect Director James G. Stavridis	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Aon Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Ratify Ernst & Young Chartered Accountants as Statutory Auditor	G	Mgmt	For	For
5	Authorize the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
6	Authorise Issue of Equity	G	Mgmt	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
8	Amend Omnibus Stock Plan	G	Mgmt	For	For

Aozora Bank Ltd.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 8304

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Yamakoshi, Koji	G	Mgmt	For	For
1.2	Elect Director Omi, Hideto	G	Mgmt	For	For
1.3	Elect Director Ohara, Masayoshi	G	Mgmt	For	For
1.4	Elect Director Kato, Takashi	G	Mgmt	For	For
1.5	Elect Director Sakie Tachibana Fukushima	G	Mgmt	For	For
1.6	Elect Director Takahashi, Hideyuki	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.7	Elect Director Saito, Hideaki	G	Mgmt	For	For
1.8	Elect Director Tadano, Koichi	G	Mgmt	For	For
1.9	Elect Director Kawashima, Hiromasa	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.1	Appoint Alternate Statutory Auditor Himeno, Koji	G	Mgmt	For	For
2.2	Appoint Alternate Statutory Auditor Oka, Kenzo	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Apartment Investment and Management Company

Meeting Date: 10/06/2025

Country: USA

Ticker: AIV

Record Date: 22/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Wes Powell	G	Mgmt	For	For
1.2	Elect Director Quincy L. Allen	G	Mgmt	For	For
1.3	Elect Director Patricia L. Gibson	G	Mgmt	For	For
1.4	Elect Director Jay Paul Leupp	G	Mgmt	For	For
1.5	Elect Director Sherry L. Rexroad	G	Mgmt	For	For
1.6	Elect Director Deborah Smith	G	Mgmt	For	For
1.7	Elect Director R. Dary Stone	G	Mgmt	For	For
1.8	Elect Director James P. Sullivan	G	Mgmt	For	For
1.9	Elect Director Kirk A. Sykes	G	Mgmt	For	For
2	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Apellis Pharmaceuticals, Inc.

Meeting Date: 03/06/2025

Country: USA

Ticker: APLS

Record Date: 07/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director A. Sinclair Dunlop	G	Mgmt	For	For
1.2	Elect Director Alec Machiels	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
1.3	Elect Director Keli Walbert	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
<i>Blended Rationale: [SF-M0552-002] We believe that it is in the best interests of shareholders for issuers to hold votes on executive compensation every year.</i>					

Apeloa Pharmaceutical Co., Ltd.

Meeting Date: 17/04/2025

Country: China

Ticker: 000739

Record Date: 10/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution Plan and Capitalization of Capital Reserves	G	Mgmt	For	For
6	Approve Daily Related Party Transactions	G	Mgmt	For	For
7	Approve Provision of Guarantee	G	Mgmt	For	For
8	Approve Use of Idle Own Funds to Invest in Financial Products	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks.</i>					
9	Approve to Appoint Auditor	G	Mgmt	For	For
10	Approve Working Rules of the Remuneration System of Board of Directors and Senior Managers	G	Mgmt	For	For
11	Approve Repurchase and Cancellation of Shares and Reduction of Registered Capital	G	Mgmt	For	For

APi Group Corporation

Meeting Date: 16/05/2025

Country: USA

Ticker: APG

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Martin E. Franklin	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
1b	Elect Director James E. Lillie	G	Mgmt	For	For
1c	Elect Director Ian G.H. Ashken	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

APi Group Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Russell A. Becker	G	Mgmt	For	For
1e	Elect Director Paula D. Loop	G	Mgmt	For	For
1f	Elect Director Anthony E. Malkin	G	Mgmt	For	For
1g	Elect Director Thomas V. Milroy	G	Mgmt	For	For
1h	Elect Director Cyrus D. Walker	G	Mgmt	For	For
1i	Elect Director Carrie A. Wheeler	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board.</i></p>					
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Increase Authorized Common Stock	G	Mgmt	For	For

Apollo Commercial Real Estate Finance, Inc.

Meeting Date: 10/06/2025

Country: USA

Ticker: ARI

Record Date: 15/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mark C. Biderman	G	Mgmt	For	For
1.2	Elect Director Pamela G. Carlton	G	Mgmt	For	For
1.3	Elect Director Brenna Haysom	G	Mgmt	For	For
1.4	Elect Director Robert A. Kasdin	G	Mgmt	For	For
1.5	Elect Director Katherine G. Newman	G	Mgmt	For	For
1.6	Elect Director Scott S. Prince	G	Mgmt	For	For
1.7	Elect Director Stuart A. Rothstein	G	Mgmt	For	For
1.8	Elect Director Michael E. Salvati	G	Mgmt	For	For
1.9	Elect Director Carmencita N.M. Whonder	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Apollo Commercial Real Estate Finance, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Apollo Global Management, Inc.

Meeting Date: 06/06/2025 **Country:** USA **Ticker:** APO
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Marc Beilinson	G	Mgmt	For	For
1.2	Elect Director James Belardi	G	Mgmt	For	For
1.3	Elect Director Jessica Bibliowicz	G	Mgmt	For	For
1.4	Elect Director Gary Cohn	G	Mgmt	For	For
1.5	Elect Director Kerry Murphy Healey	G	Mgmt	For	For
1.6	Elect Director Mitra Hormozi	G	Mgmt	For	For
1.7	Elect Director Pamela Joyner	G	Mgmt	For	For
1.8	Elect Director Scott Kleinman	G	Mgmt	For	For
1.9	Elect Director Brian Leach	G	Mgmt	For	For
1.10	Elect Director Pauline Richards	G	Mgmt	For	For
1.11	Elect Director Marc Rowan	G	Mgmt	For	For
1.12	Elect Director David Simon	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.13	Elect Director Lynn Swann	G	Mgmt	For	For
1.14	Elect Director Patrick Toomey	G	Mgmt	For	For
1.15	Elect Director James Zelter	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

AppFolio, Inc.

Meeting Date: 13/06/2025 **Country:** USA **Ticker:** APPF
Record Date: 16/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Andreas von Blottnitz	G	Mgmt	For	For
1.2	Elect Director Agnes Bundy Scanlan	G	Mgmt	For	For
1.3	Elect Director Janet Kerr	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Appian Corporation

Meeting Date: 04/06/2025

Country: USA

Ticker: APPN

Record Date: 08/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael Beckley	G	Mgmt	For	For
1.2	Elect Director Matthew Calkins	G	Mgmt	For	For
1.3	Elect Director Carl "Boe" Hartman, II	G	Mgmt	For	For
1.4	Elect Director Robert C. Kramer	G	Mgmt	For	For
1.5	Elect Director A.G.W. "Jack" Biddle, III	G	Mgmt	For	Withhold
<p><i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i></p>					
1.6	Elect Director Shirley A. Edwards	G	Mgmt	For	For
1.7	Elect Director Barbara "Bobbie" Kilberg	G	Mgmt	For	For
1.8	Elect Director Mark Lynch	G	Mgmt	For	For
1.9	Elect Director William D. McCarthy	G	Mgmt	For	For
2	Ratify BDO USA, P.C. as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Apple Hospitality REIT, Inc.

Meeting Date: 19/05/2025

Country: USA

Ticker: APLE

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Glenn W. Bunting	G	Mgmt	For	For
1.2	Elect Director Jon A. Fosheim	G	Mgmt	For	For
1.3	Elect Director Kristian M. Gathright	G	Mgmt	For	For
1.4	Elect Director Carolyn B. Handlon	G	Mgmt	For	For
1.5	Elect Director Glade M. Knight	G	Mgmt	For	For
1.6	Elect Director Justin G. Knight	G	Mgmt	For	For
1.7	Elect Director Blythe J. McGarvie	G	Mgmt	For	For
1.8	Elect Director L. Hugh Redd	G	Mgmt	For	For
1.9	Elect Director Howard E. Woolley	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Nonqualified Employee Stock Purchase Plan	G	Mgmt	For	For

AppLovin Corporation

Meeting Date: 04/06/2025

Country: USA

Ticker: APP

Record Date: 10/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Adam Foroughi	G	Mgmt	For	For
1b	Elect Director Craig Billings	G	Mgmt	For	For
1c	Elect Director Herald Chen	G	Mgmt	For	For
1d	Elect Director Margaret Georgiadis	G	Mgmt	For	For
1e	Elect Director Alyssa Harvey Dawson	G	Mgmt	For	For
1f	Elect Director Barbara Messing	G	Mgmt	For	For
1g	Elect Director Todd Morgenfeld	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

AppLovin Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Eduardo Vivas	G	Mgmt	For	For
1i	Elect Director Maynard Webb	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

AptarGroup, Inc.

Meeting Date: 07/05/2025 **Country:** USA **Ticker:** ATR
Record Date: 14/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Giovanna Kampouri Monnas	G	Mgmt	For	For
1b	Elect Director Isabel Marey-Semper	G	Mgmt	For	For
1c	Elect Director Stephan B. Tanda	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Aptiv PLC

Meeting Date: 23/04/2025 **Country:** Jersey **Ticker:** APTV
Record Date: 28/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kevin P. Clark	G	Mgmt	For	For
1b	Elect Director Nancy E. Cooper	G	Mgmt	For	For
1c	Elect Director Joseph L. Hooley	G	Mgmt	For	For
1d	Elect Director Vasumati P. Jakkal	G	Mgmt	For	For
1e	Elect Director Merit E. Janow	G	Mgmt	For	For
1f	Elect Director Sean O. Mahoney	G	Mgmt	For	For
1g	Elect Director Paul M. Meister	G	Mgmt	For	For

Aptiv PLC

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Robert K. Ortberg	G	Mgmt	For	For
1i	Elect Director Colin J. Parris	G	Mgmt	For	For
1j	Elect Director Ana G. Pinczuk	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Arab National Bank

Meeting Date: 08/04/2025

Country: Saudi Arabia

Ticker: 1080

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
2	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
3	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
4	Ratify Auditors and Fix Their Remuneration for Q1, Q2, Q3 and Annual Statement of FY 2025 and Q1 of FY 2026	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
5	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
6	Approve Interim Dividends Semi Annually or Quarterly for FY 2025	G	Mgmt	For	For
7	Approve Remuneration of Directors of SAR 10,007,000 for FY 2024	G	Mgmt	For	For
8	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	G	Mgmt	For	For
9	Approve Rules and Standards of Competing with the Bank's Business	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Arab National Bank

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Authorization of the Board Regarding Competing Business According to Paragraph 2 of Article 27 of Companies Law	G	Mgmt	For	For
11	Allow Board Member Obeed Al Rasheed to Be Involved with Other Competitors Companies	G	Mgmt	For	For
12	Amend Employee Share Program and Authorize the Board to Determine the Terms, Including the Allocation Price of Each Share if Paid	G	Mgmt	For	For
13	Authorize Share Repurchase Program Up to 10,000,000 Shares to be Allocated for Employees Stock Incentive program and Authorize Board to Execute All Related Matters	G	Mgmt	For	For
14	Amend Remuneration Policy of Board Members, Committees, and Executive Management	G	Mgmt	For	For
15	Amend Audit Committee Charter	G	Mgmt	For	For
16	Amend Board Membership Nomination Criteria Policy and Procedures	G	Mgmt	For	For
17	Amend Article 17 of Bylaws Re: Board Formation	G	Mgmt	For	For
18	Amend Article 20 of Bylaws Re: Board Vacancy	G	Mgmt	For	For
19	Amend Article 23 of Bylaws Re: Chairman, Vice Chairman and Managing Director	G	Mgmt	For	For
20	Amend Article 37 of Bylaws Re: Assemblies Decisions	G	Mgmt	For	For
21	Amend Article 50 of Bylaws Re: Final Provisions	G	Mgmt	For	For
22	Approve Related Party Transactions with ABANA Co Re: Money Transport, ATM Replenishment, and CCTV Project	G	Mgmt	For	For
23	Approve Related Party Transactions with Alkhaleej Training and Education Co Re: Manpower Supply Agreement	G	Mgmt	For	For
24	Approve Related Party Transactions with Walaa Cooperative Insurance Co Re: Renewal of Insurance Policies	G	Mgmt	For	For

Meeting Date: 25/04/2025

Country: Switzerland

Ticker: ARBN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Management Report	G	Mgmt	For	For
1.2	Approve Annual Financial Statements	G	Mgmt	For	For
1.3	Accept Consolidated Financial Statements	G	Mgmt	For	For
2	Approve Non-Financial Report	E, S	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
4.1	Approve Allocation of Income	G	Mgmt	For	For
4.2	Approve Dividends of CHF 0.165 per Share from Capital Contribution Reserves; Dividends of CHF 0.15 per Share for Fiscal Year 2023 and Special Dividend of CHF 0.60 per Share in Connection with the Sale of Climate Division	G	Mgmt	For	For
5.1.1	Reelect Alexander von Witzleben as Director, Board Chair, and Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [LN-M0201-007] As nomination committee member, responsible for lack of independence [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
5.1.2	Reelect Peter Barandun as Director and Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [LN-M0201-007] As nomination committee member, responsible for lack of independence [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					

Arbonia AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.1.3	Reelect Markus Oppliger as Director and Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0200-001] Re-appointment of this director is not in shareholders' best interest.</i>					
5.1.4	Reelect Michael Pieper as Director	G	Mgmt	For	For
5.1.5	Reelect Thomas Lozser as Director	G	Mgmt	For	For
5.2	Designate Roland Keller as Independent Proxy	G	Mgmt	For	For
5.3	Ratify KPMG AG as Auditors	G	Mgmt	For	For
6	Approve CHF 278 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 4.00 per Share	G	Mgmt	For	For
7	Approve Creation of Capital Band with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
8.1	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i>					
8.2	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	G	Mgmt	For	For
8.3	Approve Remuneration of Executive Committee in the Amount of CHF 2.2 Million	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i>					
9	Transact Other Business (Voting)	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>					

Arbor Realty Trust, Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: ABR

Record Date: 01/04/2025

Meeting Type: Annual

Arbor Realty Trust, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Caryn Effron	G	Mgmt	For	For
1b	Elect Director Joseph Martello	G	Mgmt	For	For
1c	Elect Director Edward J. Farrell	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1d	Elect Director George Tsunis	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Arcadis NV

Meeting Date: 16/05/2025

Country: Netherlands

Ticker: ARCAD

Record Date: 18/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1.	Open Meeting	G	Mgmt		
1.b.	Receive Announcements	G	Mgmt		
2.	Receive Report of Supervisory Board	G	Mgmt		
3.	Receive Report of Executive Board	G	Mgmt		
4.a.	Adopt Financial Statements	G	Mgmt	For	For
4.b.	Approve Dividends	G	Mgmt	For	For
5.a.	Approve Discharge of Executive Board	G	Mgmt	For	For
5.b.	Approve Discharge of Supervisory Board	G	Mgmt	For	For
6.a.	Ratify KPMG Accountants N.V. as Auditors	G	Mgmt	For	For
6.b.	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting for FY 2025	G	Mgmt	For	For
6.c.	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting for FY 2026	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Arcadis NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.a.	Approve Remuneration Report for Executive Board	G	Mgmt	For	For
7.b.	Approve Remuneration Report for Supervisory Board	G	Mgmt	For	For
8.a.	Reelect M.P. Lap to Supervisory Board	G	Mgmt	For	For
8.b.	Reelect C.M.C. Mahieu to Supervisory Board	G	Mgmt	For	For
8.c.	Announce Vacancies on the Supervisory Board	G	Mgmt		
9.a.	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	G	Mgmt	For	For
9.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
10.	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
11.	Other Business (Non-Voting)	G	Mgmt		
12.	Close Meeting	G	Mgmt		

ArcBest Corporation

Meeting Date: 25/04/2025

Country: USA

Ticker: ARCB

Record Date: 24/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Salvatore A. Abbate	G	Mgmt	For	For
1b	Elect Director Eduardo F. Conrado	G	Mgmt	For	For
1c	Elect Director Fredrik J. Eliasson	G	Mgmt	For	For
1d	Elect Director Michael P. Hogan	G	Mgmt	For	For
1e	Elect Director Kathleen D. McElligott	G	Mgmt	For	For
1f	Elect Director Judy R. McReynolds	G	Mgmt	For	For
1g	Elect Director Craig E. Philip	G	Mgmt	For	For
1h	Elect Director Steven L. Spinner	G	Mgmt	For	For
1i	Elect Director Janice E. Stipp	G	Mgmt	For	For

ArcBest Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For

Arcellx, Inc.

Meeting Date: 28/05/2025 **Country:** USA **Ticker:** ACLX
Record Date: 04/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Rami Elghandour	G	Mgmt	For	For
1.2	Elect Director David C. Lubner	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.3	Elect Director Kristin Myers	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Arch Capital Group Ltd.

Meeting Date: 07/05/2025 **Country:** Bermuda **Ticker:** ACGL
Record Date: 12/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director John L. Bunce, Jr.	G	Mgmt	For	For
1b	Elect Director Moira Kilcoyne	G	Mgmt	For	For
1c	Elect Director Alexander Moczarski	G	Mgmt	For	For
1d	Elect Director Nicolas Papadopoulo	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Arch Capital Group Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4a	Elect Director Brian Chen as Designated Company Director of Non-U.S. Subsidiaries	G	Mgmt	For	For
4b	Elect Director Crystal Doughty as Designated Company Director of Non-U.S. Subsidiaries	G	Mgmt	For	For
4c	Elect Director Matthew Dragonetti as Designated Company Director of Non-U.S. Subsidiaries	G	Mgmt	For	For
4d	Elect Director Seamus Fearon as Designated Company Director of Non-U.S. Subsidiaries	G	Mgmt	For	For
4e	Elect Director Jerome Halgan as Designated Company Director of Non-U.S. Subsidiaries	G	Mgmt	For	For
4f	Elect Director Chris Hovey as Designated Company Director of Non-U.S. Subsidiaries	G	Mgmt	For	For
4g	Elect Director Francois Morin as Designated Company Director of Non-U.S. Subsidiaries	G	Mgmt	For	For
4h	Elect Director David J. Mulholland as Designated Company Director of Non-U.S. Subsidiaries	G	Mgmt	For	For
4i	Elect Director Chiara Nannini as Designated Company Director of Non-U.S. Subsidiaries	G	Mgmt	For	For
4j	Elect Director Maamoun Rajeh as Designated Company Director of Non-U.S. Subsidiaries	G	Mgmt	For	For
4k	Elect Director William Soares as Designated Company Director of Non-U.S. Subsidiaries	G	Mgmt	For	For
4l	Elect Director Alan Tiernan as Designated Company Director of Non-U.S. Subsidiaries	G	Mgmt	For	For
4m	Elect Director Christine Todd as Designated Company Director of Non-U.S. Subsidiaries	G	Mgmt	For	For
5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	S	SH	Against	Against

Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company

Archer-Daniels-Midland Company

Meeting Date: 08/05/2025

Country: USA

Ticker: ADM

Record Date: 14/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Michael S. Burke	G	Mgmt	For	For
1b	Elect Director Theodore Colbert, III	G	Mgmt	For	For
1c	Elect Director James C. Collins, Jr.	G	Mgmt	For	For
1d	Elect Director Terrell K. Crews	G	Mgmt	For	For
1e	Elect Director Ellen de Brabander	G	Mgmt	For	For
1f	Elect Director Suzan F. Harrison	G	Mgmt	For	For
1g	Elect Director Juan R. Luciano	G	Mgmt	For	For
1h	Elect Director David R. McAtee, II	G	Mgmt	For	For
1i	Elect Director Patrick J. Moore	G	Mgmt	For	For
1j	Elect Director Debra A. Sandler	G	Mgmt	For	For
1k	Elect Director Lei Z. Schlitz	G	Mgmt	For	For
1l	Elect Director Kelvin R. Westbrook	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Amend Right to Call Special Meeting	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Archrock, Inc.

Meeting Date: 24/04/2025

Country: USA

Ticker: AROC

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Anne-Marie N. Ainsworth	G	Mgmt	For	For
1.2	Elect Director D. Bradley Childers	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Archrock, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Gordon T. Hall	G	Mgmt	For	For
1.4	Elect Director Frances Powell Hawes	G	Mgmt	For	For
1.5	Elect Director J.W.G. (Will) Honeybourne	G	Mgmt	For	For
1.6	Elect Director James H. Lytal	G	Mgmt	For	For
1.7	Elect Director Leonard W. Mallett	G	Mgmt	For	For
1.8	Elect Director Jason C. Rebrook	G	Mgmt	For	For
1.9	Elect Director Edmund P. Segner, III	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Arclands Corp.

Meeting Date: 29/05/2025

Country: Japan

Ticker: 9842

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20	G	Mgmt	For	For
2.1	Elect Director Sakamoto, Haruhiko	G	Mgmt	For	For
2.2	Elect Director Sato, Yoshifumi	G	Mgmt	For	For
2.3	Elect Director Hoshino, Hiroyuki	G	Mgmt	For	For
2.4	Elect Director Suto, Toshiyuki	G	Mgmt	For	For
2.5	Elect Director Ino, Kimitoshi	G	Mgmt	For	For
2.6	Elect Director Sakamoto, Moritaka	G	Mgmt	For	For
3	Approve Director Retirement Bonus	G	Mgmt	For	Against

Blended Rationale: [RJ-M0582-006] AGAINST because of the lack of payment amount disclosure.

Arcos Dorados Holdings Inc.

Meeting Date: 25/04/2025

Country: Virgin Isl (UK)

Ticker: ARCO

Record Date: 31/03/2025

Meeting Type: Annual

Arcos Dorados Holdings Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	Abstain
<i>Blended Rationale: [LN-MQ105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a later date.</i>					
2	Ratify E&Y (Pistrelli, Henry Martin y Asociados S.A., member firm of Ernst & Young Global) as Auditors and Authorize Their Remuneration	G	Mgmt	For	For
3.1	Elect Director Annette Franqui	G	Mgmt	For	For
3.2	Elect Director Cristina Palmaka	G	Mgmt	For	For
3.3	Elect Director Carlos Hernandez-Artigas	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
3.4	Elect Director Marcelo Rabach	G	Mgmt	For	For

Arcosa, Inc.

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** ACA
Record Date: 21/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Joseph Alvarado	G	Mgmt	For	For
1b	Elect Director Rhys J. Best	G	Mgmt	For	For
1c	Elect Director Antonio Carrillo	G	Mgmt	For	For
1d	Elect Director Jeffrey A. Craig	G	Mgmt	For	For
1e	Elect Director Steven J. Demetriou	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1f	Elect Director John W. Lindsay	G	Mgmt	For	For
1g	Elect Director Kimberly S. Lubel	G	Mgmt	For	For
1h	Elect Director Julie A. Piggott	G	Mgmt	For	For
1i	Elect Director Melanie M. Trent	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Arcosa, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Arcturus Therapeutics Holdings Inc.

Meeting Date: 06/06/2025 Country: USA Ticker: ARCT
Record Date: 14/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Peter C. Farrell	G	Mgmt	For	For
1.2	Elect Director Joseph E. Payne	G	Mgmt	For	For
1.3	Elect Director Andy Sassine	G	Mgmt	For	For
1.4	Elect Director James Barlow	G	Mgmt	For	For
1.5	Elect Director Edward W. Holmes	G	Mgmt	For	For
1.6	Elect Director Magda Marquet	G	Mgmt	For	For
1.7	Elect Director Jing L. Marantz	G	Mgmt	For	For
1.8	Elect Director John H. Markels	G	Mgmt	For	For
1.9	Elect Director Moncef Slaoui	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Arcus Biosciences, Inc.

Meeting Date: 10/06/2025 Country: USA Ticker: RCUS
Record Date: 21/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Yasunori Kaneko	G	Mgmt	For	For
1b	Elect Director Patrick Machado	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1c	Elect Director Andrew Perlman	G	Mgmt	For	For
1d	Elect Director Antoni Ribas	G	Mgmt	For	For

Arcus Biosciences, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Arcutis Biotherapeutics, Inc.

Meeting Date: 12/06/2025 **Country:** USA **Ticker:** ARQT
Record Date: 15/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Bhaskar Chaudhuri	G	Mgmt	For	Withhold
<i>Blended Rationale: 1 - [SD-M0201-005] Nominee is not independent and serves on a key committee. 2 - [SD-M0201-007] Nominee serves as chair of the remuneration committee, which has not responded to shareholder concerns regarding remuneration policies.</i>					
1b	Elect Director Sue-Jean Lin	G	Mgmt	For	For
1c	Elect Director Howard G. Welgus	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

ARE Holdings, Inc.

Meeting Date: 17/06/2025 **Country:** Japan **Ticker:** 5857
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Higashiura, Tomoya	G	Mgmt	For	For
1.2	Elect Director Yamamoto, Akinori	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Hara, Yoshinori	G	Mgmt	For	For

ARE Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.2	Elect Director and Audit Committee Member Kagimoto, Mitsutoshi	G	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Tsuru, Yuki	G	Mgmt	For	For
2.4	Elect Director and Audit Committee Member Nakamura, Toru	G	Mgmt	For	For
2.5	Elect Director and Audit Committee Member Katada, Kaoru	G	Mgmt	For	For

Ares Management Corporation

Meeting Date: 06/06/2025 Country: USA Ticker: ARES
 Record Date: 07/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Michael J Arougheti	G	Mgmt	For	For
1b	Elect Director Ashish Bhutani	G	Mgmt	For	For
1c	Elect Director Antoinette Bush	G	Mgmt	For	For
1d	Elect Director R. Kipp deVeer	G	Mgmt	For	For
1e	Elect Director Paul G. Joubert	G	Mgmt	For	For
1f	Elect Director David B. Kaplan	G	Mgmt	For	For
1g	Elect Director Michael Lynton	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
1h	Elect Director Eileen Naughton	G	Mgmt	For	For
1i	Elect Director Judy D. Olian	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1j	Elect Director Antony P. Ressler	G	Mgmt	For	For
1k	Elect Director Bennett Rosenthal	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>					

Ares Management Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	Three Years	One Year

Blended Rationale: [SF-M0552-002] We believe that it is in the best interests of shareholders for issuers to hold votes on executive compensation every year.

argenx SE

Meeting Date: 27/05/2025 **Country:** Netherlands **Ticker:** ARGX
Record Date: 29/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1.	Open Meeting	G	Mgmt		
2.	Receive Report of Management Board (Non-Voting)	G	Mgmt		
3.	Approve Remuneration Report	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
4.a.	Discuss Annual Report for FY 2024	G	Mgmt		
4.b.	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
4.c.	Discussion on Company's Corporate Governance Structure	G	Mgmt		
4.d.	Approve Allocation of Income to the Retained Earnings of the Company	G	Mgmt	For	For
4.e.	Approve Discharge of Directors	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
5.	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [SD-M0550-006] Vesting conditions and performance hurdles are unsatisfactory. [SD-M0550-005] Termination payments have the potential to be excessive.</i>					
6.	Reelect Anthony Rosenberg as Non-Executive Director	G	Mgmt	For	For
7.	Grant Board Authority to Issue Shares and Exclude Pre-emptive Rights	G	Mgmt	For	For
8.	Other Business (Non-Voting)	G	Mgmt		
9.	Close Meeting	G	Mgmt		

Arista Networks, Inc.

Meeting Date: 30/05/2025

Country: USA

Ticker: ANET

Record Date: 02/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Charles Giancarlo	G	Mgmt	For	Withhold
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.; [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board.</i></p>					
1.2	Elect Director Daniel Scheinman	G	Mgmt	For	For
1.3	Elect Director Yvonne Wassenaar	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i></p>					
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Arjo AB

Meeting Date: 29/04/2025

Country: Sweden

Ticker: ARJO.B

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7.a	Receive Financial Statements and Statutory Reports	G	Mgmt		
7.b	Receive Financial Statements and Statutory Reports on Consolidated Accounts	G	Mgmt		
7.c	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.d	Receive Board's Dividend Proposal	G	Mgmt		
8	Receive Board's Report	G	Mgmt		
9	Receive CEO's Report	G	Mgmt		
10	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
11	Approve Allocation of Income and Dividends of SEK 0.95 Per Share	G	Mgmt	For	For
12.1	Approve Discharge of Johan Malmquist	G	Mgmt	For	For
12.2	Approve Discharge of Carl Bennet	G	Mgmt	For	For
12.3	Approve Discharge of Ulrika Dellby	G	Mgmt	For	For
12.4	Approve Discharge of Eva Elmstedt	G	Mgmt	For	For
12.5	Approve Discharge of Dan Frohm	G	Mgmt	For	For
12.6	Approve Discharge of Ulf Grunander	G	Mgmt	For	For
12.7	Approve Discharge of Carola Lemne	G	Mgmt	For	For
12.8	Approve Discharge of CEO Joacim Lindoff	G	Mgmt	For	For
12.9	Approve Discharge of Sten Borjesson	G	Mgmt	For	For
12.10	Approve Discharge of Madelene Carlsson	G	Mgmt	For	For
12.11	Approve Discharge of Kajsa Haraldsson	G	Mgmt	For	For
12.12	Approve Discharge of Jimmy Linde	G	Mgmt	For	For
12.13	Approve Discharge of Eva Sandling Gralen	G	Mgmt	For	For
13.1	Determine Number of Members (7) and Deputy Members (0) of Board	G	Mgmt	For	For
13.2	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
14.1	Approve Remuneration of Directors in the Amount of SEK 1.7 Million for Chair and SEK 731,100 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
14.2	Approve Remuneration of Auditors	G	Mgmt	For	For

Arjo AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15.1a	Reelect Johan Malmquist as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
15.1b	Reelect Carl Bennet as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
15.1c	Reelect Ulrika Dellby as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
15.1d	Reelect Eva Elmstedt as Director	G	Mgmt	For	For
15.1e	Reelect Dan Frohm as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
15.1f	Reelect Ulf Grunander as Director	G	Mgmt	For	For
15.1g	Reelect Carola Lemne as Director	G	Mgmt	For	For
15.2	Reelect Johan Malmquist as Board Chair	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>					
16	Ratify Ernst & Young AB as Auditor	G	Mgmt	For	For
17	Authorize Share Repurchase Program	G	Mgmt	For	For
18	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
19	Close Meeting	G	Mgmt		

Arkema SA

Meeting Date: 22/05/2025

Country: France

Ticker: AKE

Record Date: 20/05/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.60 per Share	G	Mgmt	For	For
4	Reelect Ilse Henne as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
5	Reelect Thierry Pilenko as Director	G	Mgmt	For	For
6	Reelect Bpifrance Investissement as Director	G	Mgmt	For	For
7	Approve Remuneration Policy of Directors	G	Mgmt	For	For
8	Approve Remuneration Policy of Chairman and CEO	G	Mgmt	For	For
9	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
10	Approve Compensation of Thierry Le Hénaff, Chairman and CEO	G	Mgmt	For	For
11	Ratify Change Location of Registered Office to 51 Esplanade du Général de Gaulle, 92800 Puteaux, La Défense	G	Mgmt	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
14	Authorize up to 2.2 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	G	Mgmt	For	For
15	Ratify Amendment of Article 12 and Removal of Article 16.6 of Bylaws	G	Mgmt	For	For
16	Amend Article 12 of Bylaws Re: Board Deliberations	G	Mgmt	For	For

Arkema SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
17	Amend Article 10.1. of Bylaws Re: Age Limit of Directors	G	Mgmt	For	For
18	Amend Article 11.1 of Bylaws Re: Age Limit of Chairman of the Board	G	Mgmt	For	For
19	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Armada Hoffler Properties, Inc.

Meeting Date: 18/06/2025

Country: USA

Ticker: AHH

Record Date: 21/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director George F. Allen	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1b	Elect Director Jennifer R. Boykin	G	Mgmt	For	For
1c	Elect Director James A. Carroll	G	Mgmt	For	For
1d	Elect Director James C. Cherry	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1e	Elect Director Dennis H. Gartman	G	Mgmt	For	For
1f	Elect Director Louis S. Haddad	G	Mgmt	For	For
1g	Elect Director Daniel A. Hoffler	G	Mgmt	For	For
1h	Elect Director Shawn J. Tibbetts	G	Mgmt	For	For
1i	Elect Director F. Blair Wimbush	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
5	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Armstrong World Industries, Inc.

Meeting Date: 12/06/2025

Country: USA

Ticker: AWI

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Victor D. Grizzle	G	Mgmt	For	For
1.2	Elect Director Richard D. Holder	G	Mgmt	For	For
1.3	Elect Director Barbara L. Loughran	G	Mgmt	For	For
1.4	Elect Director William H. Osborne	G	Mgmt	For	For
1.5	Elect Director Kathleen E. Pitre	G	Mgmt	For	For
1.6	Elect Director Wayne R. Shurts	G	Mgmt	For	For
1.7	Elect Director Roy W. Templin	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Arnoldo Mondadori Editore SpA

Meeting Date: 16/04/2025

Country: Italy

Ticker: MN

Record Date: 07/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
	Management Proposals		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3	Approve Dividend Distribution	G	Mgmt	For	For
4	Approve Remuneration Policy	G	Mgmt	For	For
5	Approve Second Section of the Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i>					
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
7	Approve Performance Share Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Arnoldo Mondadori Editore SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Short-Term Incentive Plan	G	Mgmt	For	For
	Shareholder Proposal Submitted by Fininvest SpA		Mgmt		
9	Appoint Emilio Gatto as Primary Internal Statutory Auditor and Giancarlo Povoleri as Alternate Internal Statutory Auditor	G	SH	None	For

Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.

Aroundtown SA

Meeting Date: 24/06/2025

Country: Luxembourg

Ticker: AT1

Record Date: 10/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1.	Receive Report of Management Board (Non-Voting)	G	Mgmt		
2.	Receive Auditor's Report (Non-Voting)	G	Mgmt		
3.	Approve Financial Statements	G	Mgmt	For	For
4.	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
5.	Approve Allocation of Income	G	Mgmt	For	For
6.	Approve Discharge of Directors	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
7.	Renew Appointment of KPMG Audit S.a r.l. as Auditor	G	Mgmt	For	For
8.	Approve Remuneration Report	G	Mgmt	For	For

Blended Rationale: .

Array Technologies, Inc.

Meeting Date: 20/05/2025

Country: USA

Ticker: ARRY

Record Date: 26/03/2025

Meeting Type: Annual

Array Technologies, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jayanthi (Jay) Iyengar	G	Mgmt	For	For
1.2	Elect Director Tracy Jokinen	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Arrow Electronics, Inc.

Meeting Date: 06/05/2025 **Country:** USA **Ticker:** ARW
Record Date: 10/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director William F. Austen	G	Mgmt	For	For
1.2	Elect Director Lawrence (Liren) Chen	G	Mgmt	For	For
1.3	Elect Director Steven H. Gunby	G	Mgmt	For	For
1.4	Elect Director Gail E. Hamilton	G	Mgmt	For	For
1.5	Elect Director Michael D. Hayford	G	Mgmt	For	For
1.6	Elect Director Andrew C. Kerin	G	Mgmt	For	For
1.7	Elect Director Sean J. Kerins	G	Mgmt	For	For
1.8	Elect Director Carol P. Lowe	G	Mgmt	For	For
1.9	Elect Director Mary T. McDowell	G	Mgmt	For	For
1.10	Elect Director Gerry P. Smith	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Adopt Simple Majority Vote	G	SH	Against	For

Blended Rationale: [SF-S0311-001] Supermajority vote requirement serves as an entrenchment device for management.

Arthur J. Gallagher & Co.

Meeting Date: 13/05/2025

Country: USA

Ticker: AJG

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sherry Barrat	G	Mgmt	For	For
1b	Elect Director Deborah Caplan	G	Mgmt	For	For
1c	Elect Director Teresa Clarke	G	Mgmt	For	For
1d	Elect Director John Coldman	G	Mgmt	For	For
1e	Elect Director Richard Harries	G	Mgmt	For	For
1f	Elect Director Pat Gallagher	G	Mgmt	For	For
1g	Elect Director David Johnson	G	Mgmt	For	For
1h	Elect Director Chris Miskel	G	Mgmt	For	For
1i	Elect Director Ralph Nicoletti	G	Mgmt	For	For
1j	Elect Director Norman Rosenthal	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Artis Real Estate Investment Trust

Meeting Date: 27/05/2025

Country: Canada

Ticker: AX.UN

Record Date: 07/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Trustees at Six	G	Mgmt	For	For
2a	Elect Trustee Samir Manji	G	Mgmt	For	For
2b	Elect Trustee Heather-Anne Irwin	G	Mgmt	For	For
2c	Elect Trustee Jacqueline Moss	G	Mgmt	For	For
2d	Elect Trustee Ben Rodney	G	Mgmt	For	For
2e	Elect Trustee Mike Shaikh	G	Mgmt	For	For
2f	Elect Trustee Lis Wigmore	G	Mgmt	For	For
3	Approve Deloitte LLP as Auditors and Authorize Trustees to Fix Their Remuneration	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Artis Real Estate Investment Trust

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Arvinas, Inc.

Meeting Date: 25/06/2025 Country: USA Ticker: ARVN
Record Date: 28/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Linda Bain	G	Mgmt	For	For
1.2	Elect Director John Houston	G	Mgmt	For	For
1.3	Elect Director Laurie Smaldone Alsup	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Aryzta AG

Meeting Date: 30/04/2025 Country: Switzerland Ticker: ARYN
Record Date: Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Sustainability Report	E, S	Mgmt	For	For
1.3	Approve Remuneration Report	G	Mgmt	For	For
2	Approve Treatment of Net Loss	G	Mgmt	For	For
3	Approve Discharge of Board of Directors	G	Mgmt	For	For
4.1.1	Reelect Urs Jordi as Director and Board Chair	G	Mgmt	For	For
4.1.2	Reelect Cornelia Gehrig as Director	G	Mgmt	For	For
4.1.3	Reelect Heiner Kamps as Director	G	Mgmt	For	For
4.1.4	Reelect Alejandro Zaragueeta as Director	G	Mgmt	For	For

Aryzta AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.1.5	Reelect Helene Weber-Dubi as Director	G	Mgmt	For	For
4.2.1	Reappoint Cornelia Gehrig as Member of the Compensation Committee	G	Mgmt	For	For
4.2.2	Reappoint Heiner Kamps as Member of the Compensation Committee	G	Mgmt	For	For
4.2.3	Reappoint Helene Weber-Dubi as Member of the Compensation Committee	G	Mgmt	For	For
4.3	Ratify Ernst & Young AG as Auditors	G	Mgmt	For	For
4.4	Designate Patrick O'Neill as Independent Proxy	G	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million	G	Mgmt	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 12 Million	G	Mgmt	For	For
6.1	Approve CHF 0.66 Ordinary Share Capital Increase without Preemptive Rights, if Item 6.2 is Approved	G	Mgmt	For	For
6.2	Approve 40:1 Reverse Stock Split	G	Mgmt	For	For
6.3	Approve Creation of Capital Band within the Upper Limit of CHF 21.8 Million and the Lower Limit of CHF 17.9 Million with or without Exclusion of Preemptive Rights, if Items 6.1 and 6.2 are Approved	G	Mgmt	For	For
7	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

AS ONE Corp.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 7476

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Iuchi, Takuji	G	Mgmt	For	For
1.2	Elect Director Yamada, Kazuhito	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

AS ONE Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Hara, Toshiki	G	Mgmt	For	For
1.4	Elect Director Nishikawa, Keisuke	G	Mgmt	For	For
1.5	Elect Director Odaki, Kazuhiko	G	Mgmt	For	For
1.6	Elect Director Nakakoji, Kumiyo	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Suzuki, Kazutaka	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
2.2	Elect Director and Audit Committee Member Kanai, Michiko	G	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Miura, Yuko	G	Mgmt	For	For
3	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

Asahi Kasei Corp.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 3407

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kobori, Hideki	G	Mgmt	For	For
1.2	Elect Director Kudo, Koshiro	G	Mgmt	For	For
1.3	Elect Director Kuse, Kazushi	G	Mgmt	For	For
1.4	Elect Director Horie, Toshiyasu	G	Mgmt	For	For
1.5	Elect Director Kawase, Masatsugu	G	Mgmt	For	For
1.6	Elect Director Okamoto, Tsuyoshi	G	Mgmt	For	For
1.7	Elect Director Maeda, Yuko	G	Mgmt	For	For
1.8	Elect Director Matsuda, Chieko	G	Mgmt	For	For
1.9	Elect Director Yamashita, Yoshinori	G	Mgmt	For	For
2.1	Appoint Statutory Auditor Ideguchi, Hiroki	G	Mgmt	For	For
2.2	Appoint Statutory Auditor Mochizuki, Akemi	G	Mgmt	For	For
3	Approve Compensation Ceiling for Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Asbury Automotive Group, Inc.

Meeting Date: 13/05/2025

Country: USA

Ticker: ABG

Record Date: 26/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Thomas J. Reddin	G	Mgmt	For	For
1.2	Elect Director Joel Alsfine	G	Mgmt	For	For
1.3	Elect Director William D. Fay	G	Mgmt	For	For
1.4	Elect Director David W. Hult	G	Mgmt	For	For
1.5	Elect Director Juanita T. James	G	Mgmt	For	For
1.6	Elect Director Philip F. Maritz	G	Mgmt	For	For
1.7	Elect Director Maureen F. Morrison	G	Mgmt	For	For
1.8	Elect Director Shamla Naidoo	G	Mgmt	For	For
1.9	Elect Director Bridget Ryan-Berman	G	Mgmt	For	For
1.10	Elect Director Hilliard C. Terry, III	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Adopt Simple Majority Vote	G	SH	Against	Against

Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.

Ascendis Pharma A/S

Meeting Date: 27/05/2025

Country: Denmark

Ticker: ASND

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders		Mgmt		
1	Elect Lars Luthjohan as Chair of Meeting	G	Mgmt	For	For
2	Receive Company Activity Report	G	Mgmt		
3	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Ascendis Pharma A/S

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Treatment of Net Loss	G	Mgmt	For	For
5.1	Reelect Albert Cha as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5.2	Reelect Lars Holtug as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5.3	Reelect Jan Moller Mikkelsen as Director	G	Mgmt	For	For
5.4	Reelect Lisa Jane Morrison as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5.5	Reelect William Carl Fairey Jr as Director	G	Mgmt	For	For
5.6	Reelect Siham Imani as Director	G	Mgmt	For	For
6	Ratify Deloitte as Auditor	G	Mgmt	For	For
7.a	Approve Creation of DKK 3.8 Million Pool of Capital without Preemptive Rights	G	Mgmt	For	For
7.b	Approve Issuance of Warrants to Board Members	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0500-001] NEDs receive options on the same terms and conditions as executives.</i>					
7.c	Amend Articles Re: Board-Related	G	Mgmt	For	For

Ascom Holding AG

Meeting Date: 16/04/2025

Country: Switzerland

Ticker: ASCN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Accept Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	For
4	Approve Non-Financial Report	E, S	Mgmt	For	For
5	Approve Allocation of Income and Dividends of CHF 0.10 per Share	G	Mgmt	For	For
6	Approve Discharge of Board of Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Ascom Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.1	Amend Corporate Purpose	G	Mgmt	For	For
7.2	Amend Articles Re: Board of Directors Term of Office	G	Mgmt	For	For
8.1.a	Reelect Valentin Rueda as Director	G	Mgmt	For	For
8.1.b	Reelect Nicole Tschudi as Director	G	Mgmt	For	For
8.1.c	Reelect Laurent Dubois as Director	G	Mgmt	For	For
8.1.d	Reelect Juerg Fedier as Director	G	Mgmt	For	For
8.1.e	Reelect Monika Kruesi as Director	G	Mgmt	For	For
8.1.f	Reelect Michael Reitermann as Director	G	Mgmt	For	For
8.2	Reelect Valentin Rueda as Board Chair	G	Mgmt	For	For
8.3.a	Reappoint Nicole Tschudi as Member of the Compensation and Nomination Committee	G	Mgmt	For	For
8.3.b	Reappoint Laurent Dubois as Member of the Compensation and Nomination Committee	G	Mgmt	For	For
8.3.c	Reappoint Monika Kruesi as Member of the Compensation and Nomination Committee	G	Mgmt	For	For
8.4	Ratify KPMG as Auditors	G	Mgmt	For	For
8.5	Designate Franz Mueller as Independent Proxy	G	Mgmt	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 560,000	G	Mgmt	For	For
9.2.a	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1.2 Million	G	Mgmt	For	For
9.2.b	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	G	Mgmt	For	For
9.2.c	Approve Long-Term Incentive Remuneration of Executive Committee in the Amount of CHF 500,000	G	Mgmt	For	For
10	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

ASE Technology Holding Co., Ltd.

Meeting Date: 25/06/2025

Country: Taiwan

Ticker: 3711

Record Date: 25/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTOR VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect CHANG DAN YAO DANIELLE, with ID NO.A900951XXX, as Non-Independent Director	G	Mgmt	For	For
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	G	Mgmt	For	For

Aselsan Elektronik Sanayi ve Ticaret AS

Meeting Date: 29/05/2025

Country: Turkey

Ticker: ASELS.E

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting and Elect Presiding Council of Meeting	G	Mgmt	For	For
2	Accept Board Report	G	Mgmt	For	For
3	Accept Audit Report	G	Mgmt	For	For
4	Accept Financial Statements	G	Mgmt	For	For
5	Approve Discharge of Board	G	Mgmt	For	For
6	Approve Allocation of Income	G	Mgmt	For	For
7	Elect Directors	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
8	Approve Director Remuneration	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Aselsan Elektronik Sanayi ve Ticaret AS

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Ratify External Auditors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
10	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	G	Mgmt		
11	Receive Information on the Report Regarding the Conditions of the Transactions Made in 2024 with the Presidency of Defense Industries	G	Mgmt		
12	Approve Upper Limit of Donations for 2025	S	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
13	Approve Upper Limit of Sponsorships for 2025	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
14	Receive Information in Accordance with Article 1.3.6 of Capital Market Board Corporate Governance Principles	G	Mgmt		
15	Wishes	G	Mgmt		

ASGN Incorporated

Meeting Date: 12/06/2025

Country: USA

Ticker: ASGN

Record Date: 16/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Brian J. Callaghan	G	Mgmt	For	For
1.2	Elect Director Theodore S. Hanson	G	Mgmt	For	For
1.3	Elect Director Maria R. Hawthorne	G	Mgmt	For	For
1.4	Elect Director Edwin A. Sheridan, IV	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

ASGN Incorporated

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Ashtead Group Plc

Meeting Date: 10/06/2025 **Country:** United Kingdom **Ticker:** AHT
Record Date: 06/06/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Introduction of a New Holding Company	G	Mgmt	For	For
2	Approve Capital Reduction by Cancelling and Extinguishing the Scheme Shares	G	Mgmt	For	For
3	Authorise Issue of Equity Pursuant to the Scheme	G	Mgmt	For	For
4	Amend Articles of Association	G	Mgmt	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	G	Mgmt	For	For
6	Approve Re-registration of the Company as a Private Company Limited by the Name of Ashtead Group Limited	G	Mgmt	For	For
7	Adopt New Articles of Association	G	Mgmt	For	For

Ashtead Group Plc

Meeting Date: 10/06/2025 **Country:** United Kingdom **Ticker:** AHT
Record Date: 06/06/2025 **Meeting Type:** Court

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Court Meeting		Mgmt		
1	Approve Scheme of Arrangement	G	Mgmt	For	For

Ashtead Technology Holdings Plc

Meeting Date: 22/05/2025

Country: United Kingdom

Ticker: AT

Record Date: 20/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For
4	Re-elect Ingrid Stewart as Director	G	Mgmt	For	For
5	Re-elect Anthony Durrant as Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
6	Re-elect Thomas Hamborg-Thomsen as Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
7	Re-elect Allan Pirie as Director	G	Mgmt	For	For
8	Re-elect William Shannon as Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
9	Re-elect Jean Cahuzac as Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
10	Elect Kristin Faerovik as Director	G	Mgmt	For	For
11	Reappoint BDO LLP as Auditors	G	Mgmt	For	For
12	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
13	Authorise Issue of Equity	G	Mgmt	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Asia Cement Corp.

Meeting Date: 28/05/2025

Country: Taiwan

Ticker: 1102

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For

Asia Vital Components Co., Ltd.

Meeting Date: 06/06/2025

Country: Taiwan

Ticker: 3017

Record Date: 07/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect SHEN, CHING HANG, a Representative of ZING HE INVESTMENT CO., LTD., with SHAREHOLDER NO.0044418, as Non-independent Director	G	Mgmt	For	For
4.2	Elect ONO RYOJI, a Representative of FURUKAWA ELECTRIC CO., LTD., with SHAREHOLDER NO.0000682, as Non-independent Director	G	Mgmt	For	For
4.3	Elect KAWABATA KENYA, a Representative of FURUKAWA ELECTRIC CO., LTD., with SHAREHOLDER NO.0000682 as Non-independent Director	G	Mgmt	For	For
4.4	Elect KATOH SHIN, a Representative of FURUKAWA ELECTRIC CO., LTD., with SHAREHOLDER NO.0000682, as Non-independent Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Asia Vital Components Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.5	Elect KITANOYA, ATSUSHI, with SHAREHOLDER NO.1945100XXX as Non-independent Director	G	Mgmt	For	For
4.6	Elect CHEN, YI CHEN, a Representative of CHENG LI INVESTMENT CO., LTD., with SHAREHOLDER NO.0288748, as Non-independent Director	G	Mgmt	For	For
4.7	Elect HUANG, CHIU MO, a Representative of XIANYAN INVESTMENT CO., LTD., with SHAREHOLDER NO.0318941, as Non-independent Director	G	Mgmt	For	For
4.8	Elect UENG JOSEPH CHEHCHUNG, with SHAREHOLDER NO.U120038XXX as Independent Director	G	Mgmt	For	For
4.9	Elect LIN, TZU YUN, with SHAREHOLDER NO.A227742XXX as Independent Director	G	Mgmt	For	For
4.10	Elect CHENG, CHUN JEN, with SHAREHOLDER NO.0062693 as Independent Director	G	Mgmt	For	For
4.11	Elect CHEN, REN HER, with SHAREHOLDER NO.Q121118XXX as Independent Director	G	Mgmt	For	For
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	G	Mgmt	For	Against

Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.

ASM International NV

Meeting Date: 12/05/2025 **Country:** Netherlands **Ticker:** ASM
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1.	Open Meeting	G	Mgmt		
2.	Receive Report of Management Board (Non-Voting)	G	Mgmt		
3.a.	Approve Remuneration Report	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

ASM International NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.b.	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
3.c.	Approve Dividends	G	Mgmt	For	For
4.a.	Approve Discharge of Management Board	G	Mgmt	For	For
4.b.	Approve Discharge of Supervisory Board	G	Mgmt	For	For
5.	Reelect Verhagen to Management Board	G	Mgmt	For	For
6.a.	Reelect Van der Meer Mohr to Supervisory Board	G	Mgmt	For	For
6.b.	Reelect Sanchez to Supervisory Board	G	Mgmt	For	For
6.c.	Reelect Kahle-Galonske to Supervisory Board	G	Mgmt	For	For
7.a.	Appoint EY Accountants B.V. as Assurance Provider for Sustainability Reporting for the Financial Year 2025	G	Mgmt	For	For
7.b.	Ratify EY Accountants B.V. as Auditors	G	Mgmt	For	For
7.c.	Appoint EY Accountants B.V. as Assurance Provider for Sustainability Reporting for the Financial Year 2026	G	Mgmt	For	For
8.a.	Grant Board Authority to Issue Shares	G	Mgmt	For	For
8.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
9.	Authorize Repurchase of Shares	G	Mgmt	For	For
10.	Other Business (Non-Voting)	G	Mgmt		
11.	Close Meeting	G	Mgmt		

ASMedia Technology Inc.

Meeting Date: 13/06/2025

Country: Taiwan

Ticker: 5269

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

ASMedia Technology Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve the Company's Plan to Amend the Participation in the Issuance of Global Depositary Receipts Through a Capital Increase by Cash and Issuance of New Shares	G	Mgmt	For	For
4	Approve Amendments to Articles of Association	G	Mgmt	For	For
5	Approve Issuance of Restricted Stocks	G	Mgmt	For	Against

Blended Rationale: [SF-M0500-011] Shareholders would be able to better assess the proposed option scheme if the company offered greater disclosure/evidence on clear performance criteria for granting and/or vesting.

ASML Holding NV

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

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

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

ASML Holding NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8c	Discuss Composition of the Supervisory Board	G	Mgmt		
9a	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	G	Mgmt	For	For
9b	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	G	Mgmt	For	For
10a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	G	Mgmt	For	For
10b	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
12	Authorize Cancellation of Ordinary Shares	G	Mgmt	For	For
13	Other Business (Non-Voting)	G	Mgmt		
14	Close Meeting	G	Mgmt		

ASMPT Limited

Meeting Date: 07/05/2025

Country: Cayman Islands

Ticker: 522

Record Date: 30/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Approve Special Dividend	G	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

ASMPT Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Elect Hichem M'Saad as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence</i>					
9	Elect Paulus Antonius Henricus Verhagen as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence</i>					
10	Elect Koh Meng Meng Wendy as Director	G	Mgmt	For	For
11	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For

ASR Nederland NV

Meeting Date: 21/05/2025 **Country:** Netherlands **Ticker:** ASRNL
Record Date: 23/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1.	Open Meeting	G	Mgmt		
2.a.	Receive Report of Executive Board (Non-Voting)	G	Mgmt		
2.b.	Receive Report of Supervisory Board (Non-Voting)	G	Mgmt		
2.c.	Discussion on Company's Corporate Governance Structure	G	Mgmt		
2.d.	Approve Remuneration Report	G	Mgmt	For	For
3.a.	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
3.b.	Receive Explanation on Company's Reserves and Dividend Policy	G	Mgmt		
3.c.	Approve Dividends	G	Mgmt	For	For
4.a.	Approve Discharge of Executive Board	G	Mgmt	For	For
4.b.	Approve Discharge of Supervisory Board	G	Mgmt	For	For
5.a.	Grant Board Authority to Issue Shares	G	Mgmt	For	For
5.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For

ASR Nederland NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.c.	Authorize Repurchase of Shares	G	Mgmt	For	For
6.a.	Approve Cancellation of Shares	G	Mgmt	For	For
7.a.	Announce Intention of the Supervisory Board to Reappoint Ewout Hollegien as Member of the Executive Board	G	Mgmt		
8.	Allow Questions	G	Mgmt		
9.	Close Meeting	G	Mgmt		

Assa Abloy AB

Meeting Date: 23/04/2025

Country: Sweden

Ticker: ASSA.B

Record Date: 11/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive President's Report	G	Mgmt		
8.a	Receive Financial Statements and Statutory Reports	G	Mgmt		
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	G	Mgmt		
8.c	Receive Board's Report	G	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9.b	Approve Allocation of Income and Dividends of SEK 5.90 Per Share	G	Mgmt	For	For
9.c	Approve Discharge of Board and President	G	Mgmt	For	For
10	Determine Number of Members (7) and Deputy Members (0) of Board	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Assa Abloy AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
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	G	Mgmt	For	For
11.b	Approve Remuneration of Auditors	G	Mgmt	For	For
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	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
13	Ratify Ernst & Young as Auditors	G	Mgmt	For	For
14	Approve Remuneration Report	G	Mgmt	For	For
15	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
16	Approve Performance Share Matching Plan LTI 2025 for Senior Executives and Key Employees	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
17	Close Meeting	G	Mgmt		

Assicurazioni Generali SpA

Meeting Date: 23/04/2025 **Country:** Italy **Ticker:** G
Record Date: 10/04/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
	Management Proposals		Mgmt		

Assicurazioni Generali SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1b	Approve Allocation of Income	G	Mgmt	For	For
2a	Fix Number of Directors	G	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates		Mgmt		
2b.1	Slate 1 Submitted by Mediobanca	G	SH	None	For
	<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>				
2b.2	Slate 2 Submitted by VM 2006 Srl	G	SH	None	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
2b.3	Slate 3 Submitted by Institutional Investors (Assogestioni)	G	SH	None	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
	Approve Remuneration of Directors - Choose One of the Following Proposals		Mgmt		
2c.1	Approve Fees Proposed by the Board of Directors	G	Mgmt	For	For
2c.2	Approve Fees Proposed by VM 2006 Srl	G	SH	None	Against
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				
	Shareholder Proposal Submitted by VM 2006 Srl		Mgmt		
3a	Appoint Annalisa Firmani as Alternate Internal Statutory Auditor	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
	Management Proposals		Mgmt		
4a	Approve Remuneration Policy	G	Mgmt	For	For
4b	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
5a	Approve Group Long Term Incentive Plan	G	Mgmt	For	For
5b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	G	Mgmt	For	For
6a	Authorize Share Repurchase Program	G	Mgmt	For	For
	Extraordinary Business		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Assicurazioni Generali SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6b	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	G	Mgmt	For	For
7a	Amend Company Bylaws Re: Article 9.1	G	Mgmt	For	For

Associated Banc-Corp

Meeting Date: 29/04/2025 **Country:** USA **Ticker:** ASB
Record Date: 07/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director R. Jay Gerken	G	Mgmt	For	For
1.2	Elect Director Judith P. Greffin	G	Mgmt	For	For
1.3	Elect Director Michael J. Haddad	G	Mgmt	For	For
1.4	Elect Director Andrew J. Harmening	G	Mgmt	For	For
1.5	Elect Director Robert A. Jeffe	G	Mgmt	For	For
1.6	Elect Director Rodney Jones-Tyson	G	Mgmt	For	For
1.7	Elect Director Eileen A. Kamerick	G	Mgmt	For	For
1.8	Elect Director Gale E. Klappa	G	Mgmt	For	For
1.9	Elect Director Kristen M. Ludgate	G	Mgmt	For	For
1.10	Elect Director Cory L. Nettles	G	Mgmt	For	For
1.11	Elect Director Owen J. Sullivan	G	Mgmt	For	For
1.12	Elect Director Karen T. van Lith	G	Mgmt	For	For
1.13	Elect Director John (Jay) B. Williams	G	Mgmt	For	For
2	Approve Omnibus Stock Plan	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Assurant, Inc.

Meeting Date: 21/05/2025 **Country:** USA **Ticker:** AIZ
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Elaine D. Rosen	G	Mgmt	For	For
1b	Elect Director Rajiv Basu	G	Mgmt	For	For
1c	Elect Director J. Braxton Carter	G	Mgmt	For	For
1d	Elect Director Keith W. Demmings	G	Mgmt	For	For
1e	Elect Director Harriet Edelman	G	Mgmt	For	For
1f	Elect Director Sari Granat	G	Mgmt	For	For
1g	Elect Director Debra J. Perry	G	Mgmt	For	For
1h	Elect Director Ognjen (Ogi) Redzic	G	Mgmt	For	For
1i	Elect Director Paul J. Reilly	G	Mgmt	For	For
1j	Elect Director Kevin M. Warren	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	G	Mgmt	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Officers	G	Mgmt	For	For
6	Amend Certificate of Incorporation to Implement Miscellaneous Changes	G	Mgmt	For	For
7	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Assured Guaranty Ltd.

Meeting Date: 02/05/2025 **Country:** Bermuda **Ticker:** AGO
Record Date: 07/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mark C. Batten	G	Mgmt	For	For

Assured Guaranty Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Francisco L. Borges	G	Mgmt	For	For
1c	Elect Director Dominic J. Frederico	G	Mgmt	For	For
1d	Elect Director Bonnie L. Howard	G	Mgmt	For	For
1e	Elect Director Thomas W. Jones	G	Mgmt	For	For
1f	Elect Director Alan J. Kreczko	G	Mgmt	For	For
1g	Elect Director Yukiko Omura	G	Mgmt	For	For
1h	Elect Director Lorin P.T. Radtke	G	Mgmt	For	For
1i	Elect Director Courtney C. Shea	G	Mgmt	For	For
1j	Elect Director Antonio Ursano, Jr.	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4aa	Elect Robert A. Bailenson as Director of Assured Guaranty Re Ltd.	G	Mgmt	For	For
4ab	Elect Gary F. Burnet as Director of Assured Guaranty Re Ltd.	G	Mgmt	For	For
4ac	Elect Ling Chow as Director of Assured Guaranty Re Ltd.	G	Mgmt	For	For
4ad	Elect Stephen Donnarumma as Director of Assured Guaranty Re Ltd.	G	Mgmt	For	For
4ae	Elect Dominic J. Frederico as Director of Assured Guaranty Re Ltd.	G	Mgmt	For	For
4af	Elect Darrin G. Futter as Director of Assured Guaranty Re Ltd.	G	Mgmt	For	For
4ag	Elect Jorge A. Gana as Director of Assured Guaranty Re Ltd.	G	Mgmt	For	For
4ah	Elect Holly L. Horn as Director of Assured Guaranty Re Ltd.	G	Mgmt	For	For
4ai	Elect Benjamin G. Rosenblum as Director of Assured Guaranty Re Ltd.	G	Mgmt	For	For
4aj	Elect Walter A. Scott as Director of Assured Guaranty Re Ltd.	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Assured Guaranty Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4B	Ratify PricewaterhouseCoopers LLP as Auditor of Assured Guaranty Re Ltd.	G	Mgmt	For	For

Astec Industries, Inc.

Meeting Date: 25/04/2025 **Country:** USA **Ticker:** ASTE
Record Date: 27/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Tracey H. Cook	G	Mgmt	For	For
1.2	Elect Director Mary L. Howell	G	Mgmt	For	For
1.3	Elect Director Linda I. Knoll	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For

Astellas Pharma, Inc.

Meeting Date: 19/06/2025 **Country:** Japan **Ticker:** 4503
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Yasukawa, Kenji	G	Mgmt	For	For
1.2	Elect Director Okamura, Naoki	G	Mgmt	For	For
1.3	Elect Director Sugita, Katsuyoshi	G	Mgmt	For	For
1.4	Elect Director Tanaka, Takashi	G	Mgmt	For	For
1.5	Elect Director Sakurai, Eriko	G	Mgmt	For	For
1.6	Elect Director Miyazaki, Masahiro	G	Mgmt	For	For
1.7	Elect Director Ono, Yoichi	G	Mgmt	For	For
1.8	Elect Director Andreas Busch	G	Mgmt	For	For
1.9	Elect Director Mark Enyedy	G	Mgmt	For	For

Astellas Pharma, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Elect Director and Audit Committee Member Akiyama, Rie	G	Mgmt	For	For
3	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For

Astera Labs, Inc.

Meeting Date: 05/06/2025 **Country:** USA **Ticker:** ALAB
Record Date: 15/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jitendra Mohan	G	Mgmt	For	For
1.2	Elect Director Stefan Dyckerhoff	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
1.3	Elect Director Bethany Mayer	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Aston Martin Lagonda Global Holdings Plc

Meeting Date: 07/05/2025 **Country:** United Kingdom **Ticker:** AML
Record Date: 02/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
3	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
4	Re-elect Lawrence Stroll as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence.</i>					

Aston Martin Lagonda Global Holdings Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Elect Adrian Hallmark as Director	G	Mgmt	For	For
6	Re-elect Doug Lafferty as Director	G	Mgmt	For	For
7	Re-elect Sir Nigel Boardman as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>					
8	Elect Vicky Jarman as Director	G	Mgmt	For	For
9	Re-elect Natalie Massenet as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
10	Re-elect Marigay McKee as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>					
11	Re-elect Anne Stevens as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
12	Re-elect Jean Tomlin as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>					
13	Re-elect Ahmed Al-Subaey as Director	G	Mgmt	For	For
14	Re-elect Cyrus Jilla as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>					
15	Re-elect Daniel Li as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
16	Re-elect Michael de Picciotto as Director	G	Mgmt	For	For

Aston Martin Lagonda Global Holdings Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
17	Re-elect Franz Reiner as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence. [RU-M0201-028]</i> <i>Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>					
18	Re-elect Scott Robertson as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence. [RU-M0201-028]</i> <i>Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>					
19	Reappoint Ernst & Young LLP as Auditors	G	Mgmt	For	For
20	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
21	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
22	Authorise Issue of Equity	G	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
25	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Aston Martin Lagonda Global Holdings Plc

Meeting Date: 07/05/2025 **Country:** United Kingdom **Ticker:** AML
Record Date: 02/05/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Waiver of Rule 9 of the Takeover Code	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0629-001] Creeping control without paying a premium.</i></p>					

Astrana Health, Inc.

Meeting Date: 11/06/2025 **Country:** USA **Ticker:** ASTH
Record Date: 22/04/2025 **Meeting Type:** Annual

Astrana Health, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kenneth Sim	G	Mgmt	For	For
1.2	Elect Director Thomas S. Lam	G	Mgmt	For	For
1.3	Elect Director Mitchell W. Kitayama	G	Mgmt	For	For
1.4	Elect Director David G. Schmidt	G	Mgmt	For	For
1.5	Elect Director Linda Marsh	G	Mgmt	For	For
1.6	Elect Director John Chiang	G	Mgmt	For	For
1.7	Elect Director Matthew Mazdyasni	G	Mgmt	For	For
1.8	Elect Director J. Lorraine Estradas	G	Mgmt	For	For
1.9	Elect Director Weili Dai	G	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-006] Nominee has demonstrated a pattern of poor meeting attendance.</i>					
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

AstraZeneca PLC

Meeting Date: 11/04/2025 **Country:** United Kingdom **Ticker:** AZN
Record Date: 09/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Dividends	G	Mgmt	For	For
3	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
5a	Re-elect Michel Demare as Director	G	Mgmt	For	For
5b	Re-elect Pascal Soriot as Director	G	Mgmt	For	For

AstraZeneca PLC

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5c	Re-elect Aradhana Sarin as Director	G	Mgmt	For	For
5d	Re-elect Philip Broadley as Director	G	Mgmt	For	For
5e	Re-elect Euan Ashley as Director	G	Mgmt	For	For
5f	Elect Birgit Conix as Director	G	Mgmt	For	For
5g	Elect Rene Haas as Director	G	Mgmt	For	For
5h	Elect Karen Knudsen as Director	G	Mgmt	For	For
5i	Re-elect Diana Layfield as Director	G	Mgmt	For	For
5j	Re-elect Anna Manz as Director	G	Mgmt	For	For
5k	Re-elect Sheri McCoy as Director	G	Mgmt	For	For
5l	Re-elect Tony Mok as Director	G	Mgmt	For	For
5m	Re-elect Nazneen Rahman as Director	G	Mgmt	For	For
5n	Re-elect Marcus Wallenberg as Director	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
8	Authorise Issue of Equity	G	Mgmt	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
11	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

ASUSTek Computer, Inc.

Meeting Date: 28/05/2025

Country: Taiwan

Ticker: 2357

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect TSUNG-TANG, JONNEY SHIH with SHAREHOLDER NO.00000071 as Non-independent Director	G	Mgmt	For	For
4.2	Elect SHIH-CHANG, TED HSU with SHAREHOLDER NO.00000004 as Non-independent Director	G	Mgmt	For	For
4.3	Elect CHIANG-SHENG, JONATHAN TSENG with SHAREHOLDER NO.00025370 as Non-independent Director	G	Mgmt	For	For
4.4	Elect HSIEN-YUEN, SY HSU with SHAREHOLDER NO.00000116 as Non-independent Director	G	Mgmt	For	For
4.5	Elect SU-PIN, SAMSON HU with SHAREHOLDER NO.00255368 as Non-independent Director	G	Mgmt	For	For
4.6	Elect YEN-CHENG, ERIC CHEN with SHAREHOLDER NO.00000135 as Non-independent Director	G	Mgmt	For	For
4.7	Elect MIN-CHIEH, JOE HSIEH with SHAREHOLDER NO.00000388 as Non-independent Director	G	Mgmt	For	For
4.8	Elect YU-CHIA, JACKIE HSU with SHAREHOLDER NO.00067474 as Non-independent Director	G	Mgmt	For	For
4.9	Elect TZE-KAING, YANG with SHAREHOLDER NO.A102241XXX as Non-independent Director	G	Mgmt	For	For
4.10	Elect HSING-CHUAN, SANDY HU WEI with SHAREHOLDER NO.00000008 as Non-independent Director	G	Mgmt	For	For
4.11	Elect RUEY-SHAN, ANDY GUO with SHAREHOLDER NO.A123090XXX as Independent Director	G	Mgmt	For	For
4.12	Elect HUI-CHIN, AUDREY CHOU TSENG with SHAREHOLDER NO.A220289XXX as Independent Director	G	Mgmt	For	For

ASUSTek Computer, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.13	Elect LEE-FENG,CHIEN with SHAREHOLDER NO.G120041XXX as Independent Director	G	Mgmt	For	For
4.14	Elect SHYAN-YUAN,LEE with SHAREHOLDER NO.R121505XXX as Independent Director	G	Mgmt	For	For
4.15	Elect SHUEN-ZEN,LIU with SHAREHOLDER NO.A123194XXX as Independent Director	G	Mgmt	For	For

AT&T Inc.

Meeting Date: 15/05/2025 **Country:** USA **Ticker:** T
Record Date: 17/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Scott T. Ford	G	Mgmt	For	For
1.2	Elect Director William E. Kennard	G	Mgmt	For	For
1.3	Elect Director Stephen J. Luczo	G	Mgmt	For	For
1.4	Elect Director Marissa A. Mayer	G	Mgmt	For	For
1.5	Elect Director Michael B. McCallister	G	Mgmt	For	For
1.6	Elect Director Beth E. Mooney	G	Mgmt	For	For
1.7	Elect Director Matthew K. Rose	G	Mgmt	For	For
1.8	Elect Director John T. Stankey	G	Mgmt	For	For
1.9	Elect Director Cynthia B. Taylor	G	Mgmt	For	For
1.10	Elect Director Luis A. Ubiñas	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Atacadao SA

Meeting Date: 25/04/2025 **Country:** Brazil **Ticker:** CRFB3
Record Date: **Meeting Type:** Extraordinary Shareholders

Atacadao SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve the Corporate Reorganization Proposal for the Unification of the Shareholder Bases of the Company and Carrefour S.A. and the Waiver of the Requirement to List MergerSub in the Novo Mercado Segment of B3	G	Mgmt	For	For
2	Ratify Appointment of Independent Firms, Approve Independent Firms Appraisals, Approve First Amendment to the Agreement for the Acquisition of the Company's Shares by MergerSub, Approve Acquisition, and Authorize Board to Execute Operation	G	Mgmt	For	For
3	Amend Article 5 to Reflect Changes in Capital and Consolidate Bylaws	G	Mgmt	For	For
4	Authorize Capitalization of Reserves Without Issuance of Shares and Amend Article 5 Accordingly and Consolidate Bylaws	G	Mgmt	For	For

Atacadao SA

Meeting Date: 29/04/2025

Country: Brazil

Ticker: CRFB3

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Accept Management Statements for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
3	Approve Allocation of Income and Dividends	G	Mgmt	For	For

Atacadao SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Fix Number of Directors at 13	G	Mgmt	For	For
5	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	For
6	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
7	Approve Classification of Vania Maria Lima Neves, Claudia Filipa Henriques de Almeida e Silva Matos Sequeira, and Alexandre Arie Szapiro as Independent Directors	G	Mgmt	For	For
8	Approve Remuneration of Company's Management	G	Mgmt	For	For
9	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	G	Mgmt	None	For
10.1	Elect Directors (Slate 1 Proposed by Company's Management)	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification</i>					
10.2	Elect Directors (Slate 2 Proposed by Tempo Capital Principal Fundo de Investimento Financeiro de Acoes - Responsabilidade Limitada)	G	SH	None	Against
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
11	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	G	Mgmt	None	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
	If Voting FOR on Item 12, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.		Mgmt		

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below? Slate 1	G	Mgmt	None	For
13.1	Percentage of Votes to Be Assigned - Elect Alexandre Pierre Alain Bompard as Director <i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>	G	Mgmt	None	Abstain
13.2	Percentage of Votes to Be Assigned - Elect Laurent Charles Rene Vallee as Director <i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>	G	Mgmt	None	Abstain
13.3	Percentage of Votes to Be Assigned - Elect Elodie Vanessa Ziegler Perthuisot as Director <i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>	G	Mgmt	None	Abstain
13.4	Percentage of Votes to Be Assigned - Elect Matthieu Dominique Marie Malige as Director <i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>	G	Mgmt	None	Abstain
13.5	Percentage of Votes to Be Assigned - Elect Stephane Samuel Maquaire as Director <i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>	G	Mgmt	None	Abstain
13.6	Percentage of Votes to Be Assigned - Elect Carine Isabelle Kraus as Director <i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>	G	Mgmt	None	Abstain
13.7	Percentage of Votes to Be Assigned - Elect Jerome Alexis Louis Nanty as Director <i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>	G	Mgmt	None	Abstain
13.8	Percentage of Votes to Be Assigned - Elect Flavia Buarque de Almeida as Director <i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>	G	Mgmt	None	Abstain

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13.9	Percentage of Votes to Be Assigned - Elect Marcelo D'Arienzo as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
13.10	Percentage of Votes to Be Assigned - Elect Eduardo Pongracz Rossi as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
13.11	Percentage of Votes to Be Assigned - Elect Vania Maria Lima Neves as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
13.12	Percentage of Votes to Be Assigned - Elect Claudia Filipa Henriques de Almeida e Silva Matos Sequeira as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
13.13	Percentage of Votes to Be Assigned - Elect Alexandre Arie Szapiro as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
13.14	Slate 2		Mgmt		
13.14	Percentage of Votes to Be Assigned - Elect Alexandre Pierre Alain Bompard as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
13.15	Percentage of Votes to Be Assigned - Elect Laurent Charles Rene Vallee as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
13.16	Percentage of Votes to Be Assigned - Elect Elodie Vanessa Ziegler Perthuisot as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13.17	Percentage of Votes to Be Assigned - Elect Matthieu Dominique Marie Malige as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
13.18	Percentage of Votes to Be Assigned - Elect Stephane Samuel Maquaire as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
13.19	Percentage of Votes to Be Assigned - Elect Carine Isabelle Kraus as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
13.20	Percentage of Votes to Be Assigned - Elect Jerome Alexis Louis Nanty as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
13.21	Percentage of Votes to Be Assigned - Elect Flavia Buarque de Almeida as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
13.22	Percentage of Votes to Be Assigned - Elect Marcelo D'Arienzo as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
13.23	Percentage of Votes to Be Assigned - Elect Eduardo Pongracz Rossi as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
13.24	Percentage of Votes to Be Assigned - Elect Vania Maria Lima Neves as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
13.25	Percentage of Votes to Be Assigned - Elect Claudia Filipa Henriques de Almeida e Silva Matos Sequeira as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					

Atacadao SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13.26	Percentage of Votes to Be Assigned - Elect Ricardo Reisen de Pinho as Independent Director	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					
14	Elect Andre Leal Faoro as Fiscal Council Member and Fernanda Castelliano Pina as Alternate Appointed by Minority Shareholder	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					

Atacadao SA

Meeting Date: 29/04/2025 **Country:** Brazil **Ticker:** CRFB3
Record Date: **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Article 10	G	Mgmt	For	For
2	Consolidate Bylaws	G	Mgmt	For	For
3	Approve Agreement to Absorb Cotabest Informacao e Tecnologia S.A.	G	Mgmt	For	For
4	Ratify Apsis Consultoria Empresarial Ltda. as Independent Firm to Appraise Proposed Transaction	G	Mgmt	For	For
5	Approve Independent Firm's Appraisal	G	Mgmt	For	For
6	Approve Absorption of Cotabest Informacao e Tecnologia S.A.	G	Mgmt	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Atara Biotherapeutics, Inc.

Meeting Date: 10/06/2025 **Country:** USA **Ticker:** ATRA
Record Date: 15/04/2025 **Meeting Type:** Annual

Atara Biotherapeutics, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director AnhCo Nguyen	G	Mgmt	For	For
1b	Elect Director Matthew K. Fust	G	Mgmt	For	For
1c	Elect Director Gregory A. Ciongoli	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Atea ASA

Meeting Date: 29/04/2025

Country: Norway

Ticker: ATEA

Record Date: 22/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chair of Meeting	G	Mgmt	For	For
2	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
3	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
4	Receive President's Report	G	Mgmt		
5	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
6	Approve Dividends of NOK 7 Per Share	G	Mgmt	For	For
7	Approve Remuneration of Auditors	G	Mgmt	For	For
8.1	Approve Remuneration of Chair of the Board	G	Mgmt	For	For
8.2	Approve Remuneration of Members Elected by the Shareholders	G	Mgmt	For	For
8.3	Approve Remuneration of Members Elected by the Employees	G	Mgmt	For	For
8.4	Approve Remuneration of Head of Audit Committee	G	Mgmt	For	For

Atea ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.5	Approve Remuneration of Other Members of the Audit Committee	G	Mgmt	For	For
9	Approve Remuneration of Nominating Committee	G	Mgmt	For	For
10.1	Elect Karl Martin Stang as Member of the Nomination Committee	G	Mgmt	For	For
10.2	Elect Kristin Omreng as Member of the Nomination Committee	G	Mgmt	For	For
11	Approve Remuneration Statement (Advisory Vote)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
12	Approve Company's Corporate Governance Statement	G	Mgmt	For	For
13	Approve Creation of NOK 11 Million Pool of Capital without Preemptive Rights	G	Mgmt	For	For
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For

ATI Inc.

Meeting Date: 16/05/2025 **Country:** USA **Ticker:** ATI
Record Date: 17/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Leroy M. Ball, Jr.	G	Mgmt	For	For
1.2	Elect Director Carolyn Corvi	G	Mgmt	For	For
1.3	Elect Director Robert S. Wetherbee	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Atlas Arteria

Meeting Date: 15/05/2025 **Country:** Australia **Ticker:** ALX
Record Date: 13/05/2025 **Meeting Type:** Annual

Atlas Arteria

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agendas of Atlas Arteria Limited (ATLAX)		Mgmt		
2a	Elect David Bartholomew as Director	G	Mgmt	For	For
2b	Elect Jean-Georges Malcor as Director	G	Mgmt	For	For
2c	Elect Danny Elia as Director	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	For
4	Approve Grant of Performance Rights to Hugh Wehby Under Atlas Arteria's Long Term Incentive Plan	G	Mgmt	For	For
5	Approve Amendments to ATLAX Constitution	G	Mgmt	For	For
	Annual Meeting Agendas of Atlas Arteria International Limited (ATLIX)		Mgmt		
2	Appoint Deloitte Touche Tohmatsu as Auditor of ATLIX and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3a	Elect Debra Goodin as Director	G	Mgmt	For	For
3b	Elect Andrew Cook as Director	G	Mgmt	For	For
4	Approve Amendment of ATLIX Bye-Laws	G	Mgmt	For	For

Atlas Copco AB

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

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	G	Mgmt	For	For
2	Prepare and Approve List of Shareholders	G	Mgmt	For	For
3	Approve Agenda of Meeting	G	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For

Atlas Copco AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Receive CEO's Report	G	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8.b1	Approve Discharge of Jumana Al Sibai	G	Mgmt	For	For
8.b2	Approve Discharge of Johan Forssell	G	Mgmt	For	For
8.b3	Approve Discharge of Helene Mellquist	G	Mgmt	For	For
8.b4	Approve Discharge of Anna Ohlsson-Leijon	G	Mgmt	For	For
8.b5	Approve Discharge of Mats Rahmstrom	G	Mgmt	For	For
8.b6	Approve Discharge of Vagner Rego	G	Mgmt	For	For
8.b7	Approve Discharge of Gordon Riske	G	Mgmt	For	For
8.b8	Approve Discharge of Karin Radstrom	G	Mgmt	For	For
8.b9	Approve Discharge of Hans Straberg	G	Mgmt	For	For
8.b10	Approve Discharge of Peter Wallenberg Jr	G	Mgmt	For	For
8.b11	Approve Discharge of Mikael Bergstedt	G	Mgmt	For	For
8.b12	Approve Discharge of Helena Hemstrom	G	Mgmt	For	For
8.b13	Approve Discharge of Benny Larsson	G	Mgmt	For	For
8.b14	Approve Discharge of CEO Vagner Rego	G	Mgmt	For	For
8.c	Approve Allocation of Income and Dividends of SEK 3.00 Per Share	G	Mgmt	For	For
8.d	Approve Record Date for Dividend Payment	G	Mgmt	For	For
9.a	Determine Number of Members (9) and Deputy Members of Board (0)	G	Mgmt	For	For
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
10.a1	Reelect Juman Al Sibai as Director	G	Mgmt	For	For
10.a2	Reelect Johan Forssell as Director	G	Mgmt	For	For
10.a3	Reelect Helene Mellquist as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10.a4	Reelect Anna Ohlsson-Leijon as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
10.a5	Reelect Vagner Rego as Director	G	Mgmt	For	For
10.a6	Reelect Gordon Riske as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
10.a7	Reelect Karin Radstrom as Director	G	Mgmt	For	For
10.a8	Reelect Hans Straberg as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
10.a9	Reelect Peter Wallenberg Jr as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
10.b	Reelect Hans Straberg as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
10.c	Ratify Ernst & Young as Auditors	G	Mgmt	For	For
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	G	Mgmt	For	For
11.b	Approve Remuneration of Auditors	G	Mgmt	For	For
12.a	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
12.b	Approve Stock Option Plan 2025 for Key Employees	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
13.a	Acquire Class A Shares Related to Personnel Option Plan	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0346-001] Proposed repurchase authority is excessive.</i>					

Atlas Copco AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13.b	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	G	Mgmt	For	For
13.c	Transfer Class A Shares Related to Personnel Option Plan for 2025	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0346-001] Proposed repurchase authority is excessive.</i>					
13.d	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	G	Mgmt	For	For
13.e	Sell Class A to Cover Costs in Relation to the Personnel Option Plans for 2018, 2019, 2020, 2021 and 2022	G	Mgmt	For	For
14	Close Meeting	G	Mgmt		

Atmus Filtration Technologies Inc.

Meeting Date: 20/05/2025 **Country:** USA **Ticker:** ATMU
Record Date: 26/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director R. Edwin Bennett	G	Mgmt	For	For
1b	Elect Director Stephen E. Macadam	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Declassify the Board of Directors	G	Mgmt	For	For
5	Eliminate Supermajority Vote Requirement	G	Mgmt	For	For
6	Eliminate Legacy Parent Provisions	G	Mgmt	For	For

ATRESMEDIA Corporacion de Medios de Comunicacion SA

Meeting Date: 29/04/2025 **Country:** Spain **Ticker:** A3M
Record Date: 24/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For
1.2	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
1.3	Approve Allocation of Income and Dividends	G	Mgmt	For	For
1.4	Approve Discharge of Board	G	Mgmt	For	For
2	Renew Appointment of KPMG Auditores as Auditor	G	Mgmt	For	For
3.1	Reelect Rosa Maria Lleal Tost as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
3.2	Reelect Beatriz Roger Torres as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
3.3	Ratify Appointment of and Elect Nicola Drago as Director	G	Mgmt	For	For
3.4	Ratify Appointment of and Elect David Larramendy as Director	G	Mgmt	For	For
3.5	Elect Estefania Knuth Marten as Director	G	Mgmt	For	For
3.6	Elect Almudena Martorell Cafranga as Director	G	Mgmt	For	For
3.7	Fix Number of Directors at 14	G	Mgmt	For	For
4.1	Amend Articles Re: Board Composition and Board Committees	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0106-001] The company did not provide a rationale for the amendments.</i>					
4.2	Approve Restated Articles of Association	G	Mgmt	For	For
5	Authorize Share Repurchase Program	G	Mgmt	For	For
6	Authorize Issuance of Non-Convertible Bonds/Debentures and/or Other Debt Securities up to EUR 300 Million	G	Mgmt	For	For
7	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 300 Million with Exclusion of Preemptive Rights up to 20 Percent of Capital	G	Mgmt	For	For

ATRESMEDIA Corporacion de Medios de Comunicacion SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Amend Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i>					
9	Advisory Vote on Remuneration Report	G	Mgmt	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
11	Receive Amendments to Board of Directors Regulations	G	Mgmt		

AtriCure, Inc.

Meeting Date: 19/05/2025 **Country:** USA **Ticker:** ATRC
Record Date: 27/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Michael H. Carrel	G	Mgmt	For	For
1b	Elect Director Regina E. Groves	G	Mgmt	For	For
1c	Elect Director B. Kristine Johnson	G	Mgmt	For	For
1d	Elect Director Shlomo Nachman	G	Mgmt	For	For
1e	Elect Director Karen N. Prange	G	Mgmt	For	For
1f	Elect Director Deborah H. Telman	G	Mgmt	For	For
1g	Elect Director Sven A. Wehrwein	G	Mgmt	For	For
1h	Elect Director Robert S. White	G	Mgmt	For	For
1i	Elect Director Maggie Yuen	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
5	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Attendo AB

Meeting Date: 07/05/2025 **Country:** Sweden **Ticker:** ATT
Record Date: 28/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive CEO's Report	G	Mgmt		
8	Receive Financial Statements and Statutory Reports	G	Mgmt		
9	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 1.20 Per Share	G	Mgmt	For	For
11.1	Approve Discharge of Ulf Mattsson	G	Mgmt	For	For
11.2	Approve Discharge of Catarina Fagerholm	G	Mgmt	For	For
11.3	Approve Discharge of Tobias Lonnevall	G	Mgmt	For	For
11.4	Approve Discharge of Suvi-Anne Siimes	G	Mgmt	For	For
11.5	Approve Discharge of Per Josefsson	G	Mgmt	For	For
11.6	Approve Discharge of Nora F. Larssen	G	Mgmt	For	For
11.7	Approve Discharge of Antti Ylikorkala	G	Mgmt	For	For
11.8	Approve Discharge of Katarina Nirhammar	G	Mgmt	For	For
11.9	Approve Discharge of Alf Goransson	G	Mgmt	For	For
11.10	Approve Discharge of Martin Tiveus	G	Mgmt	For	For
12.a	Determine Number of Members (8) and Deputy Members (0) of Board	G	Mgmt	For	For
12.b	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13.a	Approve Remuneration of Directors in the Amount of SEK 1.08 Million for Chair and SEK 380,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
13.b	Approve Remuneration of Auditors	G	Mgmt	For	For
14.a	Reelect Ulf Mattsson (Chair) as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
14.b	Reelect Catarina Fagerholm as Director	G	Mgmt	For	For
14.c	Reelect Tobias Lonnevall as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
14.d	Reelect Suvi-Anne Siimes as Director	G	Mgmt	For	For
14.e	Reelect Per Josefsson as Director	G	Mgmt	For	For
14.f	Reelect Nora F. Larssen as Director	G	Mgmt	For	For
14.g	Reelect Antti Ylikorkala as Director	G	Mgmt	For	For
14.h	Elect Hugo Lewne as New Director	G	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	G	Mgmt	For	For
16.a	Approve Stock Option Plan 2025 for Key Employeeess	G	Mgmt	For	For
16.b	Approve Equity Plan Financing Through Acquisition and Transfer of Shares	G	Mgmt	For	For
16.c	Approve Transfer of Shares to Participants	G	Mgmt	For	For
16.d	Approve Alternative Equity Plan Financing Through Equity Swap Agreement with Third Party	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
17.a	Approve Long-Term Performance Based Incentive Program LTI 2025 for Key Employees	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
17.b	Approve Equity Plan Financing Through Acquisition and Transfer of Shares	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
17.c	Approve Transfer of Shares to Participants	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
17.d	Approve Alternative Equity Plan Financing Through Equity Swap Agreement with Third Party	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
18	Approve Remuneration Report	G	Mgmt	For	For
19.a	Approve SEK 49,210.48049 Reduction in Share Capital via Share Cancellation	G	Mgmt	For	For
19.b	Approve Capitalization of Reserves of SEK 49,210.48049 for a Bonus Issue	G	Mgmt	For	For
20	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	G	Mgmt	For	For
21	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
22.a	Authorize Warrant Repurchase Program (Series 2020)	G	Mgmt	For	For
22.b	Authorize Reissuance of Repurchased Warrants	G	Mgmt	For	For
22.c	Approve Acceptance of Cash Consideration	G	Mgmt	For	For

Attendo AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
23.a	Authorize Warrant Repurchase Program (Series 2022)	G	Mgmt	For	For
23.b	Authorize Reissuance of Repurchased Warrants	G	Mgmt	For	For
23.c	Approve Acceptance of Cash Consideration	G	Mgmt	For	For
24.a	Authorize Warrant Repurchase Program (Series 2023)	G	Mgmt	For	For
24.b	Authorize Reissuance of Repurchased Warrants	G	Mgmt	For	For
24.c	Approve Acceptance of Cash Consideration	G	Mgmt	For	For
25.a	Authorize Warrant Repurchase Program (Series 2024)	G	Mgmt	For	For
25.b	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	For
25.c	Approve Acceptance of Cash Consideration	G	Mgmt	For	For
26.a	Elect Peter Hofvenstam (Chair) as Member of Nominating Committee	G	Mgmt	For	For
26.b	Elect Niklas Antman as Member of Nominating Committee	G	Mgmt	For	For
26.c	Elect Anssi Soila as Member of Nominating Committee	G	Mgmt	For	For
26.d	Elect Bo Bortemark as Member of Nominating Committee	G	Mgmt	For	For
27	Close Meeting	G	Mgmt		

AUO Corp.

Meeting Date: 28/05/2025

Country: Taiwan

Ticker: 2409

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
1.1	Elect Shuang-Lang Paul (Shuang-Lang (Paul) Peng) with SHAREHOLDER NO.00000086 as Non-independent Director	G	Mgmt	For	Against

Blended Rationale: [SF-M0201-127] Chair of the Nomination Committee is not independent.

AUO Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Frank Ko, a Representative of AUO Foundation with SHAREHOLDER NO.01296297 as Non-independent Director	G	Mgmt	For	For
1.3	Elect Han-Chou Joe (Han-Chou (Joe) Huang), a Representative of Qisda Corporation with SHAREHOLDER NO.00000001 as Non-independent Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Vote against for serving on over an excessive number of public company boards which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
1.4	Elect Chuang-Chuang Tsai, a Representative of Ming Hua Investment Company Limited with SHAREHOLDER NO.00526659 as Non-independent Director	G	Mgmt	For	For
1.5	Elect Jang-Lin John (Jang-Lin (John) Chen) with SHAREHOLDER NO.S100242XXX as Independent Director	G	Mgmt	For	For
1.6	Elect Chiu-ling Lu with SHAREHOLDER NO.R221548XXX as Independent Director	G	Mgmt	For	For
1.7	Elect Cathy Han with SHAREHOLDER NO.E220500XXX as Independent Director	G	Mgmt	For	For
1.8	Elect Tzu-Ting Huang with SHAREHOLDER NO.00096548 as Independent Director	G	Mgmt	For	For
1.9	Elect Yen-Hsi Lin with SHAREHOLDER NO.A221878XXX as Independent Director	G	Mgmt	For	For
2	Approve Business Report and Financial Statements	G	Mgmt	For	For
3	Approve Statement of Profit and Loss Appropriation	G	Mgmt	For	For
4	Approve Amendments to Articles of Association	G	Mgmt	For	For
5	Approve to Lift Non-competition Restrictions on Board Members	G	Mgmt	For	For

Aurora Innovation, Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: AUR

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Chris Urmson	G	Mgmt	For	For
1b	Elect Director Sterling Anderson	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1c	Elect Director John Donahoe	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Aurubis AG

Meeting Date: 03/04/2025

Country: Germany

Ticker: NDA

Record Date: 12/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.50 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2022/23	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0260-001] Concerns with the level of oversight provided by the management board.</i>					
4	Approve Discharge of Management Board for Fiscal Year 2023/24	G	Mgmt	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2022/23	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0261-001] Concerns with the level of oversight provided by the supervisory board.</i>					
6	Approve Discharge of Supervisory Board for Fiscal Year 2023/24	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					

Aurubis AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024/25 and for the Review of Interim Financial Reports for the Fiscal year 2025/26	G	Mgmt	For	For
8	Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2024/25	G	Mgmt	For	For
9	Approve Remuneration of Supervisory Board	G	Mgmt	For	For
10	Approve Remuneration Report	G	Mgmt	For	For

Auto1 Group SE

Meeting Date: 04/06/2025

Country: Germany

Ticker: AG1

Record Date: 13/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [LN-M0550-001] Remuneration arrangements are poorly structured. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>					
4.1	Ratify KPMG AG as Auditors for Fiscal Year 2025	G	Mgmt	For	For
4.2	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for Fiscal 2025	G	Mgmt	For	For
4.3	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements Until the 2026 AGM	G	Mgmt	For	For
5	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					

Auto1 Group SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
7	Approve Stock Option Plan for Key Employees; Approve Creation of EUR 6.2 Million Pool of Conditional Capital to Guarantee Conversion Rights	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2.8 Billion; Approve Creation of EUR 43.9 Million Pool of Capital to Guarantee Conversion Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					

Autodesk, Inc.

Meeting Date: 18/06/2025 **Country:** USA **Ticker:** ADSK

Record Date: 22/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Andrew Anagnost	G	Mgmt	For	For
1b	Elect Director Karen Blasing	G	Mgmt	For	For
1c	Elect Director John T. Cahill	G	Mgmt	For	For
1d	Elect Director Reid French	G	Mgmt	For	For
1e	Elect Director Ayanna Howard	G	Mgmt	For	For
1f	Elect Director Blake Irving	G	Mgmt	For	For
1g	Elect Director Ram R. Krishnan	G	Mgmt	For	For
1h	Elect Director Stephen Milligan	G	Mgmt	For	For
1i	Elect Director Rami Rahim	G	Mgmt	For	For
1j	Elect Director Stacy J. Smith	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Autodesk, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Autohome Inc.

Meeting Date: 27/06/2025 Country: Cayman Islands Ticker: 2518
Record Date: 02/06/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Meeting for ADR Holders Elect Song Yang as Director	G	Mgmt	For	For

Autoliv, Inc.

Meeting Date: 08/05/2025 Country: USA Ticker: ALV
Record Date: 12/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mikael Bratt	G	Mgmt	For	For
1.2	Elect Director Laurie Brlas	G	Mgmt	For	For
1.3	Elect Director Jan Carlson	G	Mgmt	For	For
1.4	Elect Director Leif Johansson	G	Mgmt	For	For
1.5	Elect Director Adriana Karaboutis	G	Mgmt	For	For
1.6	Elect Director Franz-Josef Kortum	G	Mgmt	For	For
1.7	Elect Director Frederic Lissalde	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
1.8	Elect Director Xiaozhi Liu	G	Mgmt	For	For
1.9	Elect Director Gustav Lundgren	G	Mgmt	For	For
1.10	Elect Director Martin Lundstedt	G	Mgmt	For	For
1.11	Elect Director Thaddeus J. 'Ted' Senko	G	Mgmt	For	For

Autoliv, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst and Young AB as Auditors	G	Mgmt	For	For

AutoNation, Inc.

Meeting Date: 23/04/2025 Country: USA Ticker: AN
Record Date: 03/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rick L. Burdick	G	Mgmt	For	For
1b	Elect Director Claire Bennett	G	Mgmt	For	For
1c	Elect Director David B. Edelson	G	Mgmt	For	For
1d	Elect Director Robert R. Grusky	G	Mgmt	For	For
1e	Elect Director Norman K. Jenkins	G	Mgmt	For	For
1f	Elect Director Lisa Lutoff-Perlo	G	Mgmt	For	For
1g	Elect Director Michael Manley	G	Mgmt	For	For
1h	Elect Director G. Mike Mikan	G	Mgmt	For	For
1i	Elect Director Jacqueline A. Travisano	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Report on Political Contributions	S	SH	Against	For

Blended Rationale: [SF-S0809-002] We recognize the Company's efforts to date, but believe that supporting the proposal may accelerate company's progress on material political activities/lobbying issues [DC-D0000-011] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.

5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	S	SH	Against	Against
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Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures

AvalonBay Communities, Inc.

Meeting Date: 21/05/2025 Country: USA Ticker: AVB
Record Date: 21/03/2025 Meeting Type: Annual

AvalonBay Communities, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Glyn F. Aeppel	G	Mgmt	For	For
1b	Elect Director Terry S. Brown	G	Mgmt	For	For
1c	Elect Director Ronald L. Havner, Jr.	G	Mgmt	For	For
1d	Elect Director Stephen P. Hills	G	Mgmt	For	For
1e	Elect Director Christopher B. Howard	G	Mgmt	For	For
1f	Elect Director Richard J. Lieb	G	Mgmt	For	For
1g	Elect Director Nnenna Lynch	G	Mgmt	For	For
1h	Elect Director Charles E. Mueller, Jr.	G	Mgmt	For	For
1i	Elect Director Timothy J. Naughton	G	Mgmt	For	For
1j	Elect Director Benjamin W. Schall	G	Mgmt	For	For
1k	Elect Director Susan Swanezy	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Avanos Medical, Inc.

Meeting Date: 24/04/2025

Country: USA

Ticker: AVNS

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Gary D. Blackford	G	Mgmt	For	For
1b	Elect Director Lisa Egbunu-Davis	G	Mgmt	For	For
1c	Elect Director Indrani L. Franchini	G	Mgmt	For	For
1d	Elect Director Patrick J. O'Leary	G	Mgmt	For	For
1e	Elect Director Julie Shimer	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Avanos Medical, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Avantor, Inc.

Meeting Date: 08/05/2025 **Country:** USA **Ticker:** AVTR
Record Date: 14/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Juan Andres	G	Mgmt	For	For
1b	Elect Director John Carethers	G	Mgmt	For	For
1c	Elect Director Lan Kang	G	Mgmt	For	For
1d	Elect Director Dame Louise Makin	G	Mgmt	For	For
1e	Elect Director Joseph Massaro	G	Mgmt	For	For
1f	Elect Director Mala Murthy	G	Mgmt	For	For
1g	Elect Director Jonathan Peacock	G	Mgmt	For	For
1h	Elect Director Michael Severino	G	Mgmt	For	For
1i	Elect Director Michael Stubblefield	G	Mgmt	For	For
1j	Elect Director Gregory Summe	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Avanza Bank Holding AB

Meeting Date: 24/04/2025 **Country:** Sweden **Ticker:** AZA
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For

Avanza Bank Holding AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Resolution Regarding Video Recording of the General Meeting	G	Mgmt	For	For
5	Approve Agenda of Meeting	G	Mgmt	For	For
6	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
7	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
8	Receive President's Report	G	Mgmt		
9	Receive Financial Statements and Statutory Reports	G	Mgmt		
10.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
10.b	Approve Allocation of Income and Dividends of SEK 11.75 Per Share	G	Mgmt	For	For
10c1	Approve Discharge of Magnus Dybeck	G	Mgmt	For	For
10c2	Approve Discharge of Julia Haglind	G	Mgmt	For	For
10c3	Approve Discharge of Jonas Hagstromer	G	Mgmt	For	For
10c4	Approve Discharge of Sven Hagstromer	G	Mgmt	For	For
10c5	Approve Discharge of John Hedberg	G	Mgmt	For	For
10c6	Approve Discharge of Linda Hellstrom	G	Mgmt	For	For
10c7	Approve Discharge of Johan Roos	G	Mgmt	For	For
10c8	Approve Discharge of Leemon Wu	G	Mgmt	For	For
10c9	Approve Discharge of Lisa Aberg	G	Mgmt	For	For
10c10	Approve Discharge of Catharina Eklof	G	Mgmt	For	For
10c11	Approve Discharge of Sofia Sundstrom	G	Mgmt	For	For
10c12	Approve Discharge of Hans Toll	G	Mgmt	For	For
10c13	Approve Discharge of CEO Gustaf Unger	G	Mgmt	For	For
10c14	Approve Discharge of Former CEO Gunnar Olsson	G	Mgmt	For	For
11	Determine Number of Members (9) and Deputy Members (0) of Board	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Avanza Bank Holding AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12.1	Approve Remuneration of Directors in the Amount of SEK 531,000 For Each Director Except Sven Hagstromer (Chair), Jonas Hagstromer, John Hedberg (Vice Chair) and Magnus Dybeck	G	Mgmt	For	For
12.2	Approve Remuneration of Directors in the Amount of SEK 425,000 For Each Director Sven Hagstromer (Chair), Jonas Hagstromer, John Hedberg (Vice Chair) and Magnus Dybeck	G	Mgmt	For	For
12.3	Approve Remuneration for Chair of the Audit, Risk and Capital Committee	G	Mgmt	For	For
12.4	Approve Remuneration for the Audit, Risk and Capital Committee	G	Mgmt	For	For
12.5	Approve Remuneration for the Credit Committee	G	Mgmt	For	For
12.6	Approve Remuneration for the Remuneration Committee	G	Mgmt	For	For
12.7	Approve Remuneration for the IT Committee	G	Mgmt	For	For
13	Approve Remuneration of Auditors	G	Mgmt	For	For
14.1	Reelect Magnus Dybeck as Director	G	Mgmt	For	For
14.2	Reelect Julia Haglind as Director	G	Mgmt	For	For
14.3	Reelect Jonas Hagstromer as Director	G	Mgmt	For	For
14.4	Reelect Sven Hagstromer as Director	G	Mgmt	For	For
14.5	Reelect John Hedberg as Director	G	Mgmt	For	For
14.6	Reelect Linda Hellstrom as Director	G	Mgmt	For	For
14.7	Reelect Johan Roos as Director	G	Mgmt	For	For
14.8	Reelect Leemon Wu as Director	G	Mgmt	For	For
14.9	Reelect Lisa Aberg as Director	G	Mgmt	For	For
15.1	Reelect Sven Hagstromer as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
15.2	Reelect John Hedberg as Vice Chair	G	Mgmt	For	For
16	Ratify KPMG as Auditor	G	Mgmt	For	For

Avanza Bank Holding AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
17.a	Authorize Share Repurchase Program	G	Mgmt	For	For
17.b	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	For
18	Approve Issuance of up to 10 Percent of the Company's Share Capital without Preemptive Rights	G	Mgmt	For	For
19.a	Approve Repurchase of Warrants	G	Mgmt	For	For
19.b	Approve Creation of SEK 300,000 Pool of Capital without Preemptive Rights	G	Mgmt	For	For
20	Approve Incentive Program 2025/2028 for Employees	G	Mgmt	For	For
21	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
22	Approve Remuneration Report	G	Mgmt	For	For
23	Close Meeting	G	Mgmt		

Avery Dennison Corporation

Meeting Date: 24/04/2025

Country: USA

Ticker: AVY

Record Date: 24/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Bradley A. Alford	G	Mgmt	For	For
1b	Elect Director Mitchell R. Butier	G	Mgmt	For	For
1c	Elect Director Ward H. Dickson	G	Mgmt	For	For
1d	Elect Director Andres A. Lopez	G	Mgmt	For	For
1e	Elect Director Maria Fernanda Mejia	G	Mgmt	For	For
1f	Elect Director Francesca Reverberi	G	Mgmt	For	For
1g	Elect Director Patrick T. Siewert	G	Mgmt	For	For
1h	Elect Director Deon M. Stander	G	Mgmt	For	For
1i	Elect Director William R. Wagner	G	Mgmt	For	For

Blended Rationale: .

Avery Dennison Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Submit Severance Agreement to Shareholder Vote	G	SH	Against	Against

Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors

Avex, Inc.

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 7860
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Matsura, Masato	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-021] AGAINST directors responsible for company's poor ROE/ROA performance.</i>					
1.2	Elect Director Kuroiwa, Katsumi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-021] AGAINST directors responsible for company's poor ROE/ROA performance.</i>					
1.3	Elect Director Hayashi, Shinji	G	Mgmt	For	For
1.4	Elect Director Kenjo, Toru	G	Mgmt	For	For
1.5	Elect Director Takiguchi, Yurina	G	Mgmt	For	For
2	Elect Alternate Director and Audit Committee Member Iida, Naoki	G	Mgmt	For	For

AviChina Industry & Technology Company Limited

Meeting Date: 20/05/2025 **Country:** China **Ticker:** 2357
Record Date: 29/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board	G	Mgmt	For	Against
<i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For

AviChina Industry & Technology Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Audited Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution Plan and Distribution of Final Dividend	G	Mgmt	For	For
5	Approve of Wuyige Certified Public Accountants LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Other Business by Way of Ordinary Resolution	G	Mgmt	For	Against

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
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Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion

8	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
9	Other Business by Way of Special Resolution	G	Mgmt	For	Against

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Avidity Biosciences, Inc.

Meeting Date: 10/06/2025 **Country:** USA **Ticker:** RNA
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Arthur A. Levin	G	Mgmt	For	For
1.2	Elect Director Simona Skerjanec	G	Mgmt	For	For
1.3	Elect Director Tamar Thompson	G	Mgmt	For	Withhold
<p><i>Blended Rationale: 1 - [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified. 2 - [SF-M0201-005] Vote against for failure of the nom/gov committee to take action with respect to substantial votes against one or more directors last year. 3 - [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>					
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Avidity Biosciences, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against

Blended Rationale: 1- [LN-M0500-001] Incentive arrangements are poorly structured.2- [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.

Avient Corporation

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** AVNT
Record Date: 18/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert E. Abernathy	G	Mgmt	For	For
1.2	Elect Director Richard H. Fearon	G	Mgmt	For	For
1.3	Elect Director Gregory J. Goff	G	Mgmt	For	For
1.4	Elect Director Neil Green	G	Mgmt	For	For
1.5	Elect Director William R. Jellison	G	Mgmt	For	For
1.6	Elect Director Ashish K. Khandpur	G	Mgmt	For	For
1.7	Elect Director Sandra Beach Lin	G	Mgmt	For	For
1.8	Elect Director Kim Ann Mink	G	Mgmt	For	For
1.9	Elect Director Ernest Nicolas	G	Mgmt	For	For
1.10	Elect Director Kerry J. Preete	G	Mgmt	For	For
1.11	Elect Director Patricia Verduin	G	Mgmt	For	For
1.12	Elect Director William A. Wulfsohn	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Avista Corporation

Meeting Date: 08/05/2025 **Country:** USA **Ticker:** AVA
Record Date: 07/03/2025 **Meeting Type:** Annual

Avista Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Julie A. Bentz	G	Mgmt	For	For
1b	Elect Director Donald C. Burke	G	Mgmt	For	For
1c	Elect Director Kevin B. Jacobsen	G	Mgmt	For	For
1d	Elect Director Rebecca A. Klein	G	Mgmt	For	For
1e	Elect Director Sena M. Kwawu	G	Mgmt	For	For
1f	Elect Director Scott H. Maw	G	Mgmt	For	For
1g	Elect Director Scott L. Morris	G	Mgmt	For	For
1h	Elect Director Jeffrey L. Philipps	G	Mgmt	For	For
1i	Elect Director Heather L. Rosentrater	G	Mgmt	For	For
1j	Elect Director Heidi B. Stanley	G	Mgmt	For	For
1k	Elect Director Janet D. Widmann	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Aviva Plc

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

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

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Climate-Related Financial Disclosure	E	Mgmt	For	For
4	Approve Final Dividend	G	Mgmt	For	For
5	Elect Cheryl Agius as Director	G	Mgmt	For	For
6	Elect Neil Morrison as Director	G	Mgmt	For	For
7	Re-elect George Culmer as Director	G	Mgmt	For	For
8	Re-elect Amanda Blanc as Director	G	Mgmt	For	For
9	Re-elect Charlotte Jones as Director	G	Mgmt	For	For
10	Re-elect Andrea Blance as Director	G	Mgmt	For	For
11	Re-elect Ian Clark as Director	G	Mgmt	For	For
12	Re-elect Patrick Flynn as Director	G	Mgmt	For	For
13	Re-elect Shonaid Jemmett-Page as Director	G	Mgmt	For	For
14	Re-elect Mohit Joshi as Director	G	Mgmt	For	For
15	Re-elect Pippa Lambert as Director	G	Mgmt	For	For
16	Re-elect Jim McConville as Director	G	Mgmt	For	For
17	Re-elect Michael Mire as Director	G	Mgmt	For	For
18	Reappoint Ernst & Young LLP as Auditors	G	Mgmt	For	For
19	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
20	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
21	Authorise Issue of Equity	G	Mgmt	For	For
22	Authorise Issue of Equity in Relation to Any Issuance of SII Instruments and Conversion of the Direct Line RT1s	G	Mgmt	For	For

Aviva Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
23	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	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	G	Mgmt	For	For
25	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
26	Authorise Market Purchase of 8 3/4 % Preference Shares	G	Mgmt	For	For
27	Authorise Market Purchase of 8 3/8 % Preference Shares	G	Mgmt	For	For
28	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Avolta AG

Meeting Date: 14/05/2025

Country: Switzerland

Ticker: AVOL

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Non-Financial Report	E, S	Mgmt	For	For
1.3	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 1.00 per Share from Capital Contribution Reserves	G	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
4	Approve Creation of Capital Band within the Upper Limit of CHF 805.8 Million and the Lower Limit of CHF 659.3 Million with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
5.1	Reelect Juan Carretero as Director and Board Chair	G	Mgmt	For	For
5.2.1	Reelect Alessandro Benetton as Director	G	Mgmt	For	For
5.2.2	Reelect Heekyung Jo Min as Director	G	Mgmt	For	For

Avolta AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.2.3	Reelect Sami Kahale as Director	G	Mgmt	For	For
5.2.4	Reelect Enrico Laghi as Director	G	Mgmt	For	For
5.2.5	Reelect Luis Camino as Director	G	Mgmt	For	For
5.2.6	Reelect Joaquin Cabrera as Director	G	Mgmt	For	For
5.2.7	Reelect Ranjan Sen as Director	G	Mgmt	For	For
5.2.8	Reelect Mary Guilfoile as Director	G	Mgmt	For	For
5.2.9	Reelect Eugenia Ulasewicz as Director	G	Mgmt	For	For
5.3.1	Elect Bruno Chiomento as Director	G	Mgmt	For	For
5.3.2	Elect Jeanne Jackson as Director	G	Mgmt	For	For
6.1	Reappoint Enrico Laghi as Member of the Compensation Committee	G	Mgmt	For	For
6.2	Reappoint Luis Camino as Member of the Compensation Committee	G	Mgmt	For	For
6.3	Reappoint Joaquin Cabrera as Member of the Compensation Committee	G	Mgmt	For	For
6.4	Reappoint Eugenia Ulasewicz as Member of the Compensation Committee	G	Mgmt	For	For
7	Ratify Deloitte AG as Auditors	G	Mgmt	For	For
8	Designate Altenburger Ltd legal + tax as Independent Proxy	G	Mgmt	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 10.6 Million	G	Mgmt	For	For
9.2	Approve Remuneration of Executive Committee in the Amount of CHF 37 Million	G	Mgmt	For	For
10	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

AXA SA

Meeting Date: 24/04/2025

Country: France

Ticker: CS

Record Date: 22/04/2025

Meeting Type: Annual/Special

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

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

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
29	Amend Article 14 of Bylaws Re: Written Consultation	G	Mgmt	For	For

Axalta Coating Systems Ltd.

Meeting Date: 04/06/2025 **Country:** Bermuda **Ticker:** AXTA
Record Date: 10/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jan A. Bertsch	G	Mgmt	For	For
1.2	Elect Director William M. Cook	G	Mgmt	For	For
1.3	Elect Director Tyrone M. Jordan	G	Mgmt	For	For
1.4	Elect Director Deborah J. Kissire	G	Mgmt	For	For
1.5	Elect Director Rakesh Sachdev	G	Mgmt	For	For
1.6	Elect Director Samuel L. Smolik	G	Mgmt	For	For
1.7	Elect Director Kevin M. Stein	G	Mgmt	For	For
1.8	Elect Director Chris Villavarayan	G	Mgmt	For	For
1.9	Elect Director Mary S. Zappone	G	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Axcelis Technologies, Inc.

Meeting Date: 07/05/2025 **Country:** USA **Ticker:** ACLS
Record Date: 17/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Tzu-Yin ("TY") Chiu	G	Mgmt	For	For

Blended Rationale: .

Axcelis Technologies, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Gregory B. Graves	G	Mgmt	For	For
1.3	Elect Director John T. Kurtzweil	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.4	Elect Director Russell J. Low	G	Mgmt	For	For
1.5	Elect Director Jeanne Quirk	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.6	Elect Director Necip Sayiner	G	Mgmt	For	For
1.7	Elect Director Thomas St. Dennis	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.8	Elect Director Jorge Titinger	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Axiata Group Berhad

Meeting Date: 28/05/2025 **Country:** Malaysia **Ticker:** 6888
Record Date: 21/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Ramlah Nik Mahmood as Director	G	Mgmt	For	For
2	Elect David Robert Dean as Director	G	Mgmt	For	For
3	Elect Maya Hari as Director	G	Mgmt	For	For
4	Elect Amrit Kaur Kaur Singh as Director	G	Mgmt	For	For
5	Elect Farid Mohamed Sani as Director	G	Mgmt	For	For
6	Elect Colin John Patrick Forth as Director	G	Mgmt	For	For
7	Approve Directors' Fees and Benefits Payable to NEC and NEDs	G	Mgmt	For	For
8	Approve Payment of Fees and Benefits Payable by the Subsidiaries to the NEDs	G	Mgmt	For	For

Axiata Group Berhad

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
10	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions	G	Mgmt	For	For

Axis Capital Holdings Limited

Meeting Date: 16/05/2025 **Country:** Bermuda **Ticker:** AXS
Record Date: 14/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Anne Melissa Dowling	G	Mgmt	For	For
1.2	Elect Director Stanley Galanski	G	Mgmt	For	For
1.3	Elect Director Henry Smith	G	Mgmt	For	For
1.4	Elect Director Vincent Tizzio	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Deloitte Ltd., Hamilton, Bermuda as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Axon Enterprise, Inc.

Meeting Date: 29/05/2025 **Country:** USA **Ticker:** AXON
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Erika Ayers Badan	G	Mgmt	For	For
1B	Elect Director Adriane Brown	G	Mgmt	For	For
1C	Elect Director Julie Anne Cullivan	G	Mgmt	For	For
1D	Elect Director Michael Garnreiter	G	Mgmt	For	For

Axon Enterprise, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1E	Elect Director Caitlin Kalinowski	G	Mgmt	For	For
1F	Elect Director Matthew McBrady	G	Mgmt	For	For
1G	Elect Director Hadi Partovi	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
1H	Elect Director Graham Smith	G	Mgmt	For	For
1I	Elect Director Patrick Smith	G	Mgmt	For	For
1J	Elect Director Jeri Williams	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>					
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Axsome Therapeutics, Inc.

Meeting Date: 06/06/2025 **Country:** USA **Ticker:** AXSM
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Director Roger Jeffs	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Approve Omnibus Stock Plan	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Aya Gold & Silver Inc.

Meeting Date: 20/06/2025 **Country:** Canada **Ticker:** AYA
Record Date: 05/05/2025 **Meeting Type:** Annual

Aya Gold & Silver Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Annie Torkia Lagace	G	Mgmt	For	For
1.2	Elect Director Benoit La Salle	G	Mgmt	For	For
1.3	Elect Director Jurgen Hambrecht	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-001] Nominee serves as chair of the remuneration committee, which is responsible for poorly structured arrangements.</i>					
1.4	Elect Director Eloise Martin	G	Mgmt	For	For
1.5	Elect Director Ghislane Guedira Bennouna	G	Mgmt	For	For
1.6	Elect Director John Burzynski	G	Mgmt	For	For
1.7	Elect Director Robert Taub	G	Mgmt	For	For
1.8	Elect Director Yves Grou	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					

Ayala Corporation

Meeting Date: 25/04/2025 **Country:** Philippines **Ticker:** AC
Record Date: 11/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Minutes of Previous Meeting	G	Mgmt	For	For
2	Ratify Acts of the Board of Directors and Officers	G	Mgmt	For	For
3	Approve Revised Employee Stock Ownership (ESOWN) Plan	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
	Elect 7 Directors by Cumulative Voting		Mgmt		
4.1	Elect Jaime Augusto Zobel de Ayala as Director	G	Mgmt	For	For
4.2	Elect Cezar P. Consing as Director	G	Mgmt	For	For

Ayala Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.3	Elect Fernando Zobel de Ayala as Director	G	Mgmt	For	For
4.4	Elect Delfin L. Lazaro as Director	G	Mgmt	For	For
4.5	Elect Rizalina G. Mantaring as Director	G	Mgmt	For	For
4.6	Elect Chua Sock Koong as Director	G	Mgmt	For	For
4.7	Elect Emmanuel P. Maceda as Director	G	Mgmt	For	For
5	Elect SyCip Gorres Velayo & Co. as External Auditor and Fix Its Remuneration	G	Mgmt	For	For
6	Approve Audited Financial Statements and Noting of Annual Report	G	Mgmt	For	For
7	Approve Other Matters	G	Mgmt	For	Against

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Ayala Land, Inc.

Meeting Date: 24/04/2025

Country: Philippines

Ticker: ALI

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Minutes of Previous Meeting	G	Mgmt	For	For
2	Ratify Acts of the Board of Directors and Officers	G	Mgmt	For	For
3	Approve Amendment to the Seventh Article of the Articles of Incorporation to Decrease the Authorized Capital Stock	G	Mgmt	For	For
4	Approve ALI Performance Shares Plan	G	Mgmt	For	For
	Elect 9 Directors by Cumulative Voting		Mgmt		
5.1	Elect Jaime Augusto Zobel de Ayala as Director	G	Mgmt	For	For
5.2	Elect Cezar P. Consing as Director	G	Mgmt	For	For
5.3	Elect Anna Ma. Margarita B. Dy as Director	G	Mgmt	For	For
5.4	Elect Fernando Zobel de Ayala as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Ayala Land, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.5	Elect Mariana Beatriz E. Zobel de Ayala as Director	G	Mgmt	For	For
5.6	Elect Daniel Gabriel M. Montecillo as Director	G	Mgmt	For	For
5.7	Elect Cesar V. Purisima as Director	G	Mgmt	For	For
5.8	Elect Rex Ma. A. Mendoza as Director	G	Mgmt	For	For
5.9	Elect Surendra M. Menon as Director	G	Mgmt	For	For
6	Elect External Auditors and Fix Its Remuneration	G	Mgmt	For	For
7	Approve Audited Financial Statements, Including Noting of Annual Report	G	Mgmt	For	For
8	Approve Other Matters	G	Mgmt	For	Against

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Azbil Corp.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 6845

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 13	G	Mgmt	For	For
2.1	Elect Director Yamamoto, Kiyohiro	G	Mgmt	For	For
2.2	Elect Director Yokota, Takayuki	G	Mgmt	For	For
2.3	Elect Director Katsuta, Hisaya	G	Mgmt	For	For
2.4	Elect Director Nagahama, Mitsuhiro	G	Mgmt	For	For
2.5	Elect Director Anne Ka Tse Hung	G	Mgmt	For	For
2.6	Elect Director Yoshikawa, Shigeaki	G	Mgmt	For	For
2.7	Elect Director Miura, Tomoyasu	G	Mgmt	For	For
2.8	Elect Director Ichikawa, Sachiko	G	Mgmt	For	For
2.9	Elect Director Yoshida, Hiroshi	G	Mgmt	For	For
2.10	Elect Director Nakatani, Satoko	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Meeting Date: 30/04/2025

Country: Italy

Ticker: AZM

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
	Management Proposals		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
	Shareholder Proposals Submitted by Timone Fiduciaria Srl		Mgmt		
3.1	Fix Number of Directors	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
3.2	Fix Board Terms for Directors	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
	Appoint Directors (Slate Election) - Choose One of the Following Slates		Mgmt		
3.3.1	Slate 1 Submitted by Timone Fiduciaria Srl	G	SH	None	For
	<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>				
3.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	G	SH	None	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
	Shareholder Proposals Submitted by Timone Fiduciaria Srl		Mgmt		
3.4	Elect Pietro Giuliani as Board Chair	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
3.5	Approve Remuneration of Directors	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates		Mgmt		
4.1.1	Slate 1 Submitted by Timone Fiduciaria Srl	G	SH	None	For
	<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>				

Azimut Holding SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	G	SH	None	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.2	Appoint Chairman of Internal Statutory Auditors	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
	Shareholder Proposal Submitted by Timone Fiduciaria Srl		Mgmt		
4.3	Approve Internal Auditors' Remuneration	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
	Management Proposals		Mgmt		
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
6.1	Approve Remuneration Policy	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
6.2	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
7	Approve 2025-2027 Medium to Long-Term Incentive Plan	G	Mgmt	For	For

Azrieli Group Ltd.

Meeting Date: 27/04/2025

Country: Israel

Ticker: AZRG

Record Date: 30/03/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Employment Terms of Ron Avidan, Incoming CEO	G	Mgmt	For	For
2	Approve Grant of Options to Ron Avidan, Incoming CEO	G	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	G	Mgmt	None	Against

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Azrieli Group Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney		Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	G	Mgmt	None	For

B&G Foods, Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: BGS

Record Date: 19/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director DeAnn L. Brunts	G	Mgmt	For	For
1.2	Elect Director Debra Martin Chase	G	Mgmt	For	For
1.3	Elect Director Kenneth C. "Casey" Keller	G	Mgmt	For	For
1.4	Elect Director Charles F. Marcy	G	Mgmt	For	For
1.5	Elect Director Robert D. Mills	G	Mgmt	For	For
1.6	Elect Director Dennis M. Mullen	G	Mgmt	For	For
1.7	Elect Director Cheryl M. Palmer	G	Mgmt	For	For
1.8	Elect Director Alfred Poe	G	Mgmt	For	For
1.9	Elect Director Stephen C. Sherrill	G	Mgmt	For	For
1.10	Elect Director David L. Wenner	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

B2Gold Corp.

Meeting Date: 19/06/2025

Country: Canada

Ticker: BTO

Record Date: 22/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Directors at Ten	G	Mgmt	For	For
2.1	Elect Director Kelvin Dushnisky	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
2.2	Elect Director Clive Johnson	G	Mgmt	For	For
2.3	Elect Director Gregory (Greg) Barnes	G	Mgmt	For	For
2.4	Elect Director Kevin Bullock	G	Mgmt	For	For
2.5	Elect Director Liane Kelly	G	Mgmt	For	For
2.6	Elect Director Jerry Korpan	G	Mgmt	For	For
2.7	Elect Director Thabile Makgala	G	Mgmt	For	For
2.8	Elect Director DCS (Basie) Maree	G	Mgmt	For	For
2.9	Elect Director Lisa Pankratz	G	Mgmt	For	For
2.10	Elect Director Robin Weisman	G	Mgmt	For	For
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

B3 SA-Brasil, Bolsa, Balcao

Meeting Date: 24/04/2025

Country: Brazil

Ticker: B3SA3

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

B3 SA-Brasil, Bolsa, Balcao

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Fix Number of Directors at 11	G	Mgmt	For	For
4	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
5	Elect Directors	G	Mgmt	For	For
6	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	G	Mgmt	None	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
	If Voting FOR on Item 7, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.		Mgmt		
7	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	G	Mgmt	None	For
8.1	Percentage of Votes to Be Assigned - Elect Andre Guilherme Cazzaniga Maciel as Independent Director	G	Mgmt	None	For
8.2	Percentage of Votes to Be Assigned - Elect Caio Ibrahim David as Independent Director	G	Mgmt	None	For
8.3	Percentage of Votes to Be Assigned - Elect Claudia de Souza Ferris as Independent Director	G	Mgmt	None	For
8.4	Percentage of Votes to Be Assigned - Elect Claudia Farkouh Prado as Independent Director	G	Mgmt	None	For
8.5	Percentage of Votes to Be Assigned - Elect Claudia Politanski as Independent Director	G	Mgmt	None	For
8.6	Percentage of Votes to Be Assigned - Elect Cristina Anne Betts as Independent Director	G	Mgmt	None	For

B3 SA-Brasil, Bolsa, Balcao

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.7	Percentage of Votes to Be Assigned - Elect Florian Bartunek as Independent Director	G	Mgmt	None	For
8.8	Percentage of Votes to Be Assigned - Elect Jose de Menezes Berenguer Neto as Independent Director	G	Mgmt	None	For
8.9	Percentage of Votes to Be Assigned - Elect Mauricio Machado de Minas as Independent Director	G	Mgmt	None	For
8.10	Percentage of Votes to Be Assigned - Elect Pedro Paulo Giubbina Lorenzini as Independent Director	G	Mgmt	None	For
8.11	Percentage of Votes to Be Assigned - Elect Rachel Ribeiro Horta as Independent Director	G	Mgmt	None	For
9	Approve Remuneration of Company's Management	G	Mgmt	For	For
10	Elect Fiscal Council Members	G	Mgmt	For	For
11	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	G	Mgmt	None	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
12	Approve Remuneration of Fiscal Council Members	G	Mgmt	For	For
13	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	G	Mgmt	None	For

B3 SA-Brasil, Bolsa, Balcao

Meeting Date: 24/04/2025

Country: Brazil

Ticker: B3SA3

Record Date:

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Article 3 Re: Corporate Purpose	G	Mgmt	For	For
2	Amend Articles 5 and 8	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

B3 SA-Brasil, Bolsa, Balcão

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Amend Article 16	G	Mgmt	For	For
4	Amend Articles 29 and 30	G	Mgmt	For	For
5	Amend Article 37	G	Mgmt	For	For
6	Amend Article 54	G	Mgmt	For	For
7	Amend Articles 45 and 53	G	Mgmt	For	For
8	Amend Article 57	G	Mgmt	For	For
9	Amend Article 77	G	Mgmt	For	For
10	Amend Articles	G	Mgmt	For	For
11	Consolidate Bylaws	G	Mgmt	For	For
12	Amend Restricted Stock Plan	G	Mgmt	For	For

Blended Rationale: .

Bachem Holding AG

Meeting Date: 30/04/2025

Country: Switzerland

Ticker: BANB

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale:</i> [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</p>					
1.3	Approve Sustainability Report	E, S	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 0.43 per Share and CHF 0.42 per Share from Capital Contribution Reserves	G	Mgmt	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 750,000	G	Mgmt	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 2.9 Million	G	Mgmt	For	For

Bachem Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.1	Reelect Kuno Sommer as Director and Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
5.2	Reelect Nicole Hoetzer as Director	G	Mgmt	For	For
5.3	Reelect Helma Wennemers as Director	G	Mgmt	For	For
5.4	Reelect Steffen Lang as Director	G	Mgmt	For	For
5.5	Reelect Alex Faessler as Director	G	Mgmt	For	For
5.6	Elect Simon Fedele as Director	G	Mgmt	For	For
6.1	Reappoint Kuno Sommer as Member of the Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
6.2	Reappoint Nicole Hoetzer as Member of the Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
6.3	Reappoint Alex Faessler as Member of the Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
7	Ratify Forvis Mazars SA as Auditors	G	Mgmt	For	For
8	Designate Paul Wiesli as Independent Proxy	G	Mgmt	For	For
9	Transact Other Business (Voting)	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>					

Badger Meter, Inc.

Meeting Date: 25/04/2025

Country: USA

Ticker: BMI

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Todd A. Adams	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Badger Meter, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Kenneth C. Bockhorst	G	Mgmt	For	For
1.3	Elect Director Henry F. Brooks	G	Mgmt	For	For
1.4	Elect Director Melanie K. Cook	G	Mgmt	For	For
1.5	Elect Director Xia Liu	G	Mgmt	For	For
1.6	Elect Director James W. McGill	G	Mgmt	For	For
1.7	Elect Director Tessa M. Myers	G	Mgmt	For	For
1.8	Elect Director James F. Stern	G	Mgmt	For	For
1.9	Elect Director Glen E. Tellock	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

BAIC BluePark New Energy Technology Co., Ltd.

Meeting Date: 03/04/2025

Country: China

Ticker: 600733

Record Date: 27/03/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Completion and Change of Raised Funds Investment Projects, Adjustment of the Amount of Raised Funds Investment Projects	G	Mgmt	For	For
2	Elect Liu Guanqiao as Non-independent Director	G	Mgmt	For	For
3	Approve Signing of Financial Services Framework Agreement and Related Party Transaction	G	Mgmt	For	Against

Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks

BAIC BluePark New Energy Technology Co., Ltd.

Meeting Date: 30/05/2025

Country: China

Ticker: 600733

Record Date: 26/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Financial Statements	G	Mgmt	For	For
3	Approve Unrecovered Losses Exceed One-third of the Total Paid-up Share Capital	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Internal Control Evaluation Report	G	Mgmt	For	For
6	Approve Report of the Board of Directors	G	Mgmt	For	For
7	Approve Report of the Independent Directors	G	Mgmt	For	For
8	Approve Report of the Board of Supervisors	G	Mgmt	For	For
9	Approve Company's Eligibility for Issuance of Shares to Specific Targets	G	Mgmt	For	For
	APPROVE PLAN ON ISSUANCE OF SHARES TO SPECIFIC TARGETS		Mgmt		
10.1	Approve Issue Type and Par Value	G	Mgmt	For	For
10.2	Approve Issue Manner and Issue Time	G	Mgmt	For	For
10.3	Approve Target Subscribers and Subscription Method	G	Mgmt	For	For
10.4	Approve Pricing Reference Date, Issue Price and Pricing Basis	G	Mgmt	For	For
10.5	Approve Issue Size	G	Mgmt	For	For
10.6	Approve Lock-up Period	G	Mgmt	For	For
10.7	Approve Amount and Usage of Raised Funds	G	Mgmt	For	For
10.8	Approve Listing Location	G	Mgmt	For	For
10.9	Approve Distribution Arrangement of Undistributed Earnings	G	Mgmt	For	For
10.10	Approve Resolution Validity Period	G	Mgmt	For	For
11	Approve Plan on Issuance of Shares to Specific Targets	G	Mgmt	For	For
12	Approve Demonstration Analysis Report in Connection to Issuance of Shares to Specific Targets	G	Mgmt	For	For

BAIC BluePark New Energy Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Approve Feasibility Analysis Report on the Use of Proceeds	G	Mgmt	For	For
14	Approve Related Party Transactions in Connection to Issuance of Shares to Specific Targets	G	Mgmt	For	For
15	Approve Signing of Conditional Subscription Agreement with BAIC Group	G	Mgmt	For	For
16	Approve Signing of Conditional Subscription Agreement with Foton Motor	G	Mgmt	For	For
17	Approve Shareholder Dividend Return Plan	G	Mgmt	For	For
18	Approve Impact of Dilution of Current Returns on Major Financial Indicators and the Relevant Measures to be Taken	G	Mgmt	For	For
19	Approve Commitment from Directors, Senior Management, Controlling Shareholders and Actual Controllers Regarding Counter-dilution Measures in Connection to the Private Placement	G	Mgmt	For	For
20	Approve Authorization of the Board to Handle Matters Related to Issuance of Shares to Specific Targets	G	Mgmt	For	For
21	Approve White Wash Waiver	G	Mgmt	For	For
22	Approve Report on the Usage of Previously Raised Funds	G	Mgmt	For	For

Baker Hughes Company

Meeting Date: 20/05/2025

Country: USA

Ticker: BKR

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director W. Geoffrey Beattie	G	Mgmt	For	For
1.2	Elect Director Abdulaziz M. Al Gudaimi	G	Mgmt	For	For
1.3	Elect Director Gregory D. Brenneman	G	Mgmt	For	For
1.4	Elect Director Cynthia B. Carroll	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Baker Hughes Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Michael R. Dumais	G	Mgmt	For	For
1.6	Elect Director Shirley A. Edwards	G	Mgmt	For	For
1.7	Elect Director Ilham Kadri *Withdrawn Resolution*	G	Mgmt		
1.8	Elect Director John G. Rice	G	Mgmt	For	For
1.9	Elect Director Lorenzo Simonelli	G	Mgmt	For	For
1.10	Elect Director Mohsen M. Sohi	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Bakkafrost P/F

Meeting Date: 30/04/2025

Country: Faroe Islands

Ticker: BAKKA

Record Date: 23/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chair of Meeting	G	Mgmt	For	For
2	Approve Report of Board	G	Mgmt	For	For
3	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
4	Approve Allocation of Income and Dividends of DKK 8.44 Per Share	G	Mgmt	For	For
5.1	Reelect Gudrid Hojgaard as Director	G	Mgmt	For	For
5.2	Reelect Annika Frederiksberg as Director	G	Mgmt	For	For
5.3	Reelect Einar Wathne as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5.4	Reelect Teitur Samuelsen as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5.5	Reelect Alf-Helge Aarskog as Director	G	Mgmt	For	For
6	Reelect Runi M. Hansen (Chair) as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Bakkafrost P/F

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Remuneration of Directors in the Amount of DKK 532,000 for Chair and DKK 266,000 for Other Directors; Approve Remuneration of Accounting Committee	G	Mgmt	For	For
8.1	Reelect Leif Eriksrod as Member of Election Committee	G	Mgmt	For	For
8.2	Reelect Eydun Rasmussen as Member of Election Committee	G	Mgmt	For	For
8.3	Reelect Gunnar i Lida (Chair) as Member of Election Committee	G	Mgmt	For	For
9	Approve Remuneration of Election Committee	G	Mgmt	For	For
10	Ratify P/F Januar as Auditors	G	Mgmt	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
12.1	Approve Creation of DKK 5.9 Million Pool of Capital without Preemptive Rights; Amend Articles Accordingly	G	Mgmt	For	For
12.2	Authorize Share Repurchase Program	G	Mgmt	For	For
12.3	Amend Articles Re: Board Members Election	G	Mgmt	For	For

Balchem Corporation

Meeting Date: 18/06/2025 **Country:** USA **Ticker:** BCPC
Record Date: 21/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Theodore L. Harris	G	Mgmt	For	For
1b	Elect Director Monica Vicente	G	Mgmt	For	For
1c	Elect Director Matthew Wineinger	G	Mgmt	For	For
2	Ratify RSM US LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Meeting Date: 08/05/2025

Country: United Kingdom

Ticker: BBY

Record Date: 06/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
3	Approve Final Dividend	G	Mgmt	For	For
4	Re-elect Charles Allen, Lord of Kensington as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
5	Re-elect Gabrielle Costigan as Director	G	Mgmt	For	For
6	Re-elect Anne Drinkwater as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
7	Re-elect Louise Hardy as Director	G	Mgmt	For	For
8	Re-elect Philip Harrison as Director	G	Mgmt	For	For
9	Re-elect Robert MacLeod as Director	G	Mgmt	For	For
10	Re-elect Barbara Moorhouse as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11	Re-elect Leo Quinn as Director	G	Mgmt	For	For
12	Elect Rudolph Wynter as Director	G	Mgmt	For	For
13	Reappoint KPMG LLP as Auditors	G	Mgmt	For	For
14	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For

Balfour Beatty Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
16	Authorise Issue of Equity	G	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Ball Corporation

Meeting Date: 30/04/2025 Country: USA Ticker: BALL
 Record Date: 20/02/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director John A. Bryant	G	Mgmt	For	For
1b	Elect Director Michael J. Cave	G	Mgmt	For	For
1c	Elect Director Aaron M. Erter	G	Mgmt	For	For
1d	Elect Director Daniel W. Fisher	G	Mgmt	For	For
1e	Elect Director Dune E. Ives	G	Mgmt	For	For
1f	Elect Director Cynthia A. Niekamp	G	Mgmt	For	For
1g	Elect Director Todd A. Penegor	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1h	Elect Director Cathy D. Ross	G	Mgmt	For	For
1i	Elect Director Betty J. Sapp	G	Mgmt	For	For
1j	Elect Director Stuart A. Taylor, II	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Articles of Incorporation to Eliminate Default Board Size	G	Mgmt	For	For

Ballard Power Systems Inc.

Meeting Date: 04/06/2025

Country: Canada

Ticker: BLDP

Record Date: 07/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Kathy Bayless	G	Mgmt	For	For
1B	Elect Director Michael Chen	G	Mgmt	For	For
1C	Elect Director Jacqueline A. Dedo	G	Mgmt	For	For
1D	Elect Director Douglas P. Hayhurst	G	Mgmt	For	For
1E	Elect Director Randy MacEwen	G	Mgmt	For	For
1F	Elect Director Hubertus M. Muehlhaeuser	G	Mgmt	For	For
1G	Elect Director Marty Neese	G	Mgmt	For	For
1H	Elect Director James Roche	G	Mgmt	For	For
1I	Elect Director Yingbo Wang	G	Mgmt	For	For
1J	Elect Director Janet Woodruff	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Baloise Holding AG

Meeting Date: 25/04/2025

Country: Switzerland

Ticker: BALN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	For
1.3	Approve Non-Financial Report	E, S	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 8.10 per Share	G	Mgmt	For	For
4.1.a	Reelect Thomas von Planta as Director and Board Chair	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Baloise Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.1.b	Reelect Christoph Maeder as Director	G	Mgmt	For	For
4.1.c	Reelect Maya Bundt as Director	G	Mgmt	For	For
4.1.d	Reelect Guido Fuerer as Director	G	Mgmt	For	For
4.1.e	Reelect Karin Diedenhofen as Director	G	Mgmt	For	For
4.1.f	Reelect Markus Neuhaus as Director	G	Mgmt	For	For
4.1.g	Reelect Marie-Noelle Venturi-Zen-Ruffinen as Director	G	Mgmt	For	For
4.1.h	Elect Andre Helfenstein as Director	G	Mgmt	For	For
4.1.i	Elect Robert Schuchna as Director	G	Mgmt	For	For
4.1.j	Elect Vincent Vandendael as Director	G	Mgmt	For	For
4.2.1	Appoint Maya Bundt as Member of the Compensation Committee	G	Mgmt	For	For
4.2.2	Reappoint Karin Diedenhofen as Member of the Compensation Committee	G	Mgmt	For	For
4.2.3	Reappoint Christoph Maeder as Member of the Compensation Committee	G	Mgmt	For	For
4.2.4	Appoint Vincent Vandendael as Member of the Compensation Committee	G	Mgmt	For	For
4.3	Designate Christophe Sarasin as Independent Proxy	G	Mgmt	For	For
4.4	Ratify Ernst & Young AG as Auditors	G	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	G	Mgmt	For	For
5.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.4 Million	G	Mgmt	For	For
5.2.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.6 Million	G	Mgmt	For	For
6.1	Additional Voting Instructions - Shareholder Proposals (Voting)	G	Mgmt	None	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Baloise Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Baloise Holding AG

Meeting Date: 23/05/2025 **Country:** Switzerland **Ticker:** BALN
Record Date: **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement with Helvetia Holding AG	G	Mgmt	For	For
2.1	Additional Voting Instructions - Shareholder Proposals (Voting)	G	Mgmt	None	Abstain
2.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Banc of California, Inc.

Meeting Date: 07/05/2025 **Country:** USA **Ticker:** BANC
Record Date: 14/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director James A. "Conan" Barker	G	Mgmt	For	For
1b	Elect Director Paul R. Burke	G	Mgmt	For	For
1c	Elect Director Mary A. Curran	G	Mgmt	For	For
1d	Elect Director John M. Eggemeyer	G	Mgmt	For	For
1e	Elect Director Shannon F. Eusey	G	Mgmt	For	For
1f	Elect Director Richard J. Lashley	G	Mgmt	For	For

Banc of California, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Susan E. Lester	G	Mgmt	For	For
1h	Elect Director Joseph J. Rice	G	Mgmt	For	For
1i	Elect Director Todd Schell	G	Mgmt	For	For
1j	Elect Director Vania E. Schlogel	G	Mgmt	For	For
1k	Elect Director Andrew Thau	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
1l	Elect Director Jared M. Wolff	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>					
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Banca Generali SpA

Meeting Date: 17/04/2025

Country: Italy

Ticker: BGN

Record Date: 08/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Allocation of Income	G	Mgmt	For	For
2	Approve Remuneration Policy	G	Mgmt	For	For
3	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
4	Approve Fixed-Variable Compensation Ratio	G	Mgmt	For	For
5	Amend 2024 Long Term Incentive Plan	G	Mgmt	For	For
6	Approve 2025 Long Term Incentive Plan	G	Mgmt	For	For
7	Approve Plan Based on Financial Instruments	G	Mgmt	For	For

Banca Generali SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the 2025 Long Term Incentive Plan and the Plan Based on Financial Instruments	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
1.1	Amend Company Bylaws Re: Article 18	G	Mgmt	For	For
1.2	Amend Company Bylaws Re: Article 22	G	Mgmt	For	For
1.3	Amend Company Bylaws	G	Mgmt	For	For

Banca Monte dei Paschi di Siena SpA

Meeting Date: 17/04/2025 Country: Italy Ticker: BMPS
 Record Date: 08/04/2025 Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Allocation of Income and Dividend Distribution	G	Mgmt	For	For
2.1	Approve Remuneration Policy	G	Mgmt	For	For
2.2	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
3	Approve 2025 Incentive System Based on Phantom Shares	G	Mgmt	For	For
4.1	Elect Alessandro Caltagirone as Director	G	Mgmt	For	For
4.2	Elect Elena De Simone as Director	G	Mgmt	For	For
4.3	Elect Marcella Panucci as Director	G	Mgmt	For	For
4.4	Elect Francesca Paramico Renzulli as Director	G	Mgmt	For	For
4.5	Elect Barbara Tadolini as Director	G	Mgmt	For	For
	Extraordinary Business		Mgmt		

Banca Monte dei Paschi di Siena SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Capital Increase without Preemptive Rights in Connection with the Acquisition of Mediobanca - Banca di Credito Finanziario SpA	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.</i>					
2.i	Amend Company Bylaws Re: Article 14	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
2.ii	Amend Company Bylaws Re: Article 15	G	Mgmt	For	For

Banca Popolare di Sondrio SpA

Meeting Date: 30/04/2025

Country: Italy

Ticker: BPSO

Record Date: 17/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1b	Approve Allocation of Income	G	Mgmt	For	For
2a1	Approve Remuneration Policy	G	Mgmt	For	For
2a2	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
2b	Approve Compensation Plan	G	Mgmt	For	For
2c	Approve Long-Term Compensation Plan	G	Mgmt	For	For
2d	Authorize Reissuance of Repurchased Shares to Service the Compensation Plans	G	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates		Mgmt		
3.1	Slate 1 Submitted by Institutional Investors	G	SH	None	Against
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
3.2	Slate 2 Submitted by 8 Shareholders	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					
4	Approve Remuneration of Directors	G	Mgmt	For	For
	Extraordinary Business		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Banca Popolare di Sondrio SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Company Bylaws Re: Article 49	G	Mgmt	For	For

BancFirst Corporation

Meeting Date: 22/05/2025

Country: USA

Ticker: BANF

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director F. Ford Drummond	G	Mgmt	For	For
1.2	Elect Director Joseph Ford	G	Mgmt	For	For
1.3	Elect Director David R. Harlow	G	Mgmt	For	For
1.4	Elect Director Kimberly Ingram	G	Mgmt	For	For
1.5	Elect Director Mautra Staley Jones	G	Mgmt	For	For
1.6	Elect Director Bill G. Lance	G	Mgmt	For	For
1.7	Elect Director Dave R. Lopez	G	Mgmt	For	For
1.8	Elect Director William Scott Martin	G	Mgmt	For	For
1.9	Elect Director Tom H. McCasland, III	G	Mgmt	For	For
1.10	Elect Director David E. Rainbolt	G	Mgmt	For	For
1.11	Elect Director Leslie J. Rainbolt	G	Mgmt	For	For
1.12	Elect Director Robin Roberson	G	Mgmt	For	For
1.13	Elect Director Darryl W. Schmidt	G	Mgmt	For	For
1.14	Elect Director Natalie Shirley	G	Mgmt	For	For
1.15	Elect Director Michael K. Wallace	G	Mgmt	For	For
1.16	Elect Director Gregory G. Wedel	G	Mgmt	For	For
1.17	Elect Director G. Rainey Williams, Jr.	G	Mgmt	For	For
2	Ratify Forvis Mazars, LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Banco BPM SpA

Meeting Date: 30/04/2025

Country: Italy

Ticker: BAMI

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3.1	Approve Remuneration Policy	G	Mgmt	For	For
3.2	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
4.1	Approve 2025 Short-Term Incentive Plan	G	Mgmt	For	For
4.2	Approve 2025-2027 Long-Term Incentive Plan	G	Mgmt	For	For
5	Approve Severance Payments Policy	G	Mgmt	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the Compensation Plans	G	Mgmt	For	For

Banco Comercial Portugues SA

Meeting Date: 22/05/2025

Country: Portugal

Ticker: BCP

Record Date: 15/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Individual and Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholder.</i>					
4	Ratify Co-option of Esmeralda da Silva Santos Dourado as Director	G	Mgmt	For	For
5	Update Dividends Policy	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Banco Comercial Portugues SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Update Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structure.</i>					
7	Update Selection and Evaluation Policy of Members of Board of Directors, Supervisory Board, and Key Function Holders	G	Mgmt	For	For
8	Approve Reduction in Share Capital and Amend Article 4 Accordingly	G	Mgmt	For	For
9	Authorize Capitalization of Special Reserve Without Issuance of Shares and Amend Article 4 Accordingly	G	Mgmt	For	For
10	Amend Article 27	G	Mgmt	For	For
11	Authorize Repurchase and Reissuance of Shares and Bonds	G	Mgmt	For	For

Banco de Credito e Inversiones SA

Meeting Date: 09/04/2025

Country: Chile

Ticker: BCI

Record Date: 03/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
a	Approve Financial Statements and Statutory Reports	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
b	Approve Allocation of Income and Dividends of CLP 1,110 Per Share	G	Mgmt	For	For
c	Elect Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
d	Approve Remuneration of Directors	G	Mgmt	For	For
e	Approve Remuneration and Budget of Directors' Committee	G	Mgmt	For	For
f	Appoint Auditors	G	Mgmt	For	For
g	Designate Risk Assessment Companies	G	Mgmt	For	For
h	Receive Directors' Committee Report	G	Mgmt	For	For
i	Receive Report Regarding Related-Party Transactions	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Banco de Credito e Inversiones SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
j	Designate Newspaper to Publish Meeting Announcements	G	Mgmt	For	For
k	Other Business	G	Mgmt	For	Against

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Banco do Brasil SA

Meeting Date: 30/04/2025 **Country:** Brazil **Ticker:** BBAS3
Record Date: **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles	G	Mgmt	For	For
2	Amend Article 57	G	Mgmt	For	For
3	Add Article 65	G	Mgmt	For	For
4	In the Event of a Second Call, Can the Voting Instructions Contained in this Proxy Card Be Considered Valid for the Second Call?	G	Mgmt	None	For

Banco do Brasil SA

Meeting Date: 30/04/2025 **Country:** Brazil **Ticker:** BBAS3
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Selma Cristina Alves Siqueira as Director	G	Mgmt	For	For
1.2	Elect Tarciana Paula Gomes Medeiros as Director	G	Mgmt	For	For
1.3	Elect Anelize Lenzi Ruas de Almeida as Director	G	Mgmt	For	Against

Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification

Banco do Brasil SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Elisa Vieira Leonel as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification</i>				
1.5	Elect Fabio Franco Barbosa Fernandes as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.6	Elect Marcio Luiz de Albuquerque Oliveira as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2.1	Elect Fernando Florencio Campos as Director Appointed by Minority Shareholder	G	SH	None	For
	<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>				
2.2	Elect Valmir Pedro Rossi as Director Appointed by Minority Shareholder	G	SH	None	For
	<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>				
3	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
	If Voting FOR on Item 4, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.		Mgmt		
4	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
5.1	Percentage of Votes to Be Assigned - Elect Tarciana Paula Gomes Medeiros as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				

Banco do Brasil SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.2	Percentage of Votes to Be Assigned - Elect Anelize Lenzi Ruas de Almeida as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
5.3	Percentage of Votes to Be Assigned - Elect Elisa Vieira Leonel as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
5.4	Percentage of Votes to Be Assigned - Elect Fabio Franco Barbosa Fernandes as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
5.5	Percentage of Votes to Be Assigned - Elect Marcio Luiz de Albuquerque Oliveira as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
5.6	Percentage of Votes to Be Assigned - Elect Fernando Florencio Campos as Independent Director	G	SH	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
5.7	Percentage of Votes to Be Assigned - Elect Valmir Pedro Rossi as Independent Director	G	SH	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
6.1	Elect Bernard Appy as Fiscal Council Member	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
6.2	Elect Tatiana Rosito as Fiscal Council Member	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
6.3	Elect Renato da Motta Andrade Neto as Fiscal Council Member and Paulo Moreira Marques as Alternate	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
7.1	Elect Andriei Jose Beber as Fiscal Council Member and Antonio Emilio Bastos de Aguiar Freire as Alternate Appointed by Minority Shareholder	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Banco do Brasil SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.2	Elect Joao Vicente Silva Machado as Fiscal Council Member and Marcus Vinicius Codeceira Lopes Ferreira as Alternate Appointed by Minority Shareholder	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					
8	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
9	Approve Allocation of Income and Dividends	G	Mgmt	For	For
10	Approve Remuneration of Company's Management	G	Mgmt	For	For
11	Approve Remuneration of Fiscal Council Members	G	Mgmt	For	For
12	Approve Remuneration of Audit Committee Members	G	Mgmt	For	For
13	Approve Remuneration of Risk and Capital Committee Members	G	Mgmt	For	For
14	Approve Remuneration of People, Remuneration, and Eligibility Committee Members	G	Mgmt	For	For
15	Approve Remuneration of Technology and Innovation Committee Members	G	Mgmt	For	For
16	Approve Remuneration of Corporate Sustainability Committee Members	G	Mgmt	For	For
17	In the Event of a Second Call, Can the Voting Instructions Contained in this Proxy Card Be Considered Valid for the Second Call?	G	Mgmt	None	For

Banco Itau Chile

Meeting Date: 24/04/2025

Country: Chile

Ticker: ITAUCL

Record Date: 16/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		

Banco Itau Chile

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Approve Allocation of Income and Dividends of CLP 522.27 per Share	G	Mgmt	For	For
3	Appoint Auditors and Risk Assessment Companies	G	Mgmt	For	For
4	Ratify Gabriel Amado de Moura and Kevin Cowan Logan as Directors	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
5	Approve Remuneration of Directors, Audit Committee and Directors' Committee; Approve their Budget	G	Mgmt	For	For
6	Receive Report Regarding Related-Party Transactions	G	Mgmt	For	For
7	Receive Report from Directors' Committee and Audit Committee	G	Mgmt	For	For
8	Other Business	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>					

Banco Santander Chile

Meeting Date: 22/04/2025

Country: Chile

Ticker: BSANTANDER

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3	Approve Remuneration of Directors	G	Mgmt	For	For
4	Appoint Auditors	G	Mgmt	For	For

Banco Santander Chile

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Designate Risk Assessment Companies	G	Mgmt	For	For
6	Approve Remuneration and Budget of Directors' Committee and Audit Committee; Receive Directors and Audit Committee's Report	G	Mgmt	For	For
7	Receive Report Regarding Related-Party Transactions	G	Mgmt	For	For
8	Other Business	G	Mgmt	For	Against

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Banco Santander SA

Meeting Date: 03/04/2025

Country: Spain

Ticker: SAN

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For
1B	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
1C	Approve Discharge of Board	G	Mgmt	For	For
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3A	Fix Number of Directors at 15	G	Mgmt	For	For
3B	Reelect Luis Isasi Fernandez de Bobadilla as Director	G	Mgmt	For	For
3C	Reelect Hector Blas Grisi Checa as Director	G	Mgmt	For	For
3D	Reelect Glenn Hogan Hutchins as Director	G	Mgmt	For	For
3E	Reelect Pamela Ann Walkden as Director	G	Mgmt	For	For
3F	Reelect Ana Botin-Sanz de Sautuola y O'Shea as Director	G	Mgmt	For	For
4	Renew Appointment of PricewaterhouseCoopers as Auditor	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Banco Santander SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Appoint PricewaterhouseCoopers Auditores as Verifiers for Sustainability Reporting	G	Mgmt	For	For
6A	Approve Reduction in Share Capital via Cancellation of Treasury Shares	G	Mgmt	For	For
6B	Approve Reduction in Share Capital via Cancellation of Treasury Shares	G	Mgmt	For	For
7A	Approve Remuneration Policy	G	Mgmt	For	For
7B	Approve Remuneration of Directors	G	Mgmt	For	For
7C	Fix Maximum Variable Compensation Ratio	G	Mgmt	For	For
7D	Approve Deferred Multiyear Objectives Variable Remuneration Plan	G	Mgmt	For	For
7E	Approve Buy-out Policy	G	Mgmt	For	For
7F	Advisory Vote on Remuneration Report	G	Mgmt	For	For
8	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Bancolombia SA

Meeting Date: 23/04/2025

Country: Colombia

Ticker: PFBCOLOM

Record Date:

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Verify Quorum	G	Mgmt		
2	Approve Meeting Agenda	G	Mgmt	For	For
3	Elect Meeting Approval Committee	G	Mgmt	For	For
4	Present Financial Statements as of Jun. 30, 2024	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i></p>					
5	Present Auditor's Report	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i></p>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Bancolombia SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Financial Statements as of Jun. 30, 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
7.1	Approve Merger by Absorption of Sociedad Beneficiaria BC Panama SAS	G	Mgmt	For	For
7.2	Approve Partial Spin-Off Agreement by Absorption of Banca de Inversion Bancolombia SA Corporacion Financiera by Bancolombia SA	G	Mgmt	For	For
7.3	Approve Partial Spin-Off Agreement by Absorption of Bancolombia SA by Grupo Cibest SA	G	Mgmt	For	For
8	Amend Board Election Regulations	G	Mgmt	For	For
9	Amend Articles	G	Mgmt	For	For
10	Elect Directors	G	Mgmt	For	For
11	Approve Remuneration of Directors	G	Mgmt	For	For
12	Approve Reallocation of Occasional Reserves and Approve Extraordinary Dividends	G	Mgmt	For	For

Bancolombia SA

Meeting Date: 23/04/2025

Country: Colombia

Ticker: PFBCELOM

Record Date:

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Holders of Preferential Shares without Voting Rights		Mgmt		
1	Approve Financial Statements as of Jun. 30, 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Approve Merger by Absorption of Sociedad Beneficiaria BC Panama SAS	G	Mgmt	For	For

Bancolombia SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Partial Spin-Off Agreement by Absorption of Banca de Inversion Bancolombia SA Corporacion Financiera by Bancolombia SA	G	Mgmt	For	For
4	Approve Partial Spin-Off Agreement by Absorption of Bancolombia SA by Grupo Cibest SA	G	Mgmt	For	For

Bandai Namco Holdings, Inc.

Meeting Date: 23/06/2025

Country: Japan

Ticker: 7832

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 60	G	Mgmt	For	For
2	Amend Articles to Amend Provisions on Number of Directors	G	Mgmt	For	For
3.1	Elect Director Kawaguchi, Masaru	G	Mgmt	For	For
3.2	Elect Director Asako, Yuji	G	Mgmt	For	For
3.3	Elect Director Momoji, Nobuhiko	G	Mgmt	For	For
3.4	Elect Director Tsuji, Takashi	G	Mgmt	For	For
3.5	Elect Director Fujita, Noriko	G	Mgmt	For	For
3.6	Elect Director Takenaka, Kazuhiro	G	Mgmt	For	For
3.7	Elect Director Udagawa, Nao	G	Mgmt	For	For
3.8	Elect Director Asanuma, Makoto	G	Mgmt	For	For
3.9	Elect Director Kawasaki, Hiroshi	G	Mgmt	For	For
3.10	Elect Director Shimada, Toshio	G	Mgmt	For	For
3.11	Elect Director Kawana, Koichi	G	Mgmt	For	For
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
5	Approve Performance Share Plan	G	Mgmt	For	For

Bandwidth Inc.

Meeting Date: 29/05/2025

Country: USA

Ticker: BAND

Record Date: 02/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director John C. Murdock	G	Mgmt	For	Withhold
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified. [SF-M0201-005] Vote against for failure of the nom/gov committee to take action with respect to substantial votes against one or more directors last year.</i></p>					
1.2	Elect Director Douglas A. Suriano	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0500-003] Plan permits repricing without shareholder approval. [SF-M0500-007] Plan contains an evergreen provision, which we believe is not in the best interests of shareholders.</i></p>					
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Bank Albilad

Meeting Date: 14/04/2025

Country: Saudi Arabia

Ticker: 1140

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business		Mgmt		
1	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
3	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
4	Ratify Auditors and Fix Their Remuneration for Q2, Q3 and Annual Statement of FY 2025 and Q1 of FY 2026	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
6	Authorize Increase of Company's Capital through Issuing of Bonus Shares by Capitalizing SAR 2,500 Million from Retained Earnings and Amend Article 7 of Bylaws	G	Mgmt	For	For
7.1	Elect Nasir Al Subayee as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
7.2	Elect Adeeb Abanumai as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
7.3	Elect Abdulazeez Al Oneezan as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
7.4	Elect Khalid Al Rajhi as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
7.5	Elect Nasir Al Nasir as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
7.6	Elect Mohammed Al Rajhi as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
7.7	Elect Haytham Al Fayiz as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
7.8	Elect Muath Al Huseeni as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
7.9	Elect Haytham Al Suheemi as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
7.10	Elect Muteab Al Quneesi as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
7.11	Elect Badr Al Rabeeah as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
7.12	Elect Ahmed Khoqeer as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
7.13	Elect Saih Al Khalaf as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					

Bank Albilad

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.14	Elect Zayd Al Quweez as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
7.15	Elect Mohammed Qassab as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
7.16	Elect Badr Al Issa as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
7.17	Elect Abdulazeez Al Bassam as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
7.18	Elect Mohammed Al Assaf as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
8	Authorize the Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2025	G	Mgmt	For	For
9	Approve Remuneration of Directors of SAR 3,200,000 for FY 2024	G	Mgmt	For	For
10	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	G	Mgmt	For	For
11	Approve Authorization of the Board Regarding Competing Business According to Paragraph 2 of Article 27 of Companies Law	G	Mgmt	For	For
12	Amend Article 19 of Bylaws Re: Board's Committees	G	Mgmt	For	For
13	Amend Audit Committee Charter	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
14	Amend Social Responsibility Policy	E, S	Mgmt	For	For

Bank Aljazira

Meeting Date: 28/04/2025

Country: Saudi Arabia

Ticker: 1020

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
2	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
3	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
4	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
5	Ratify Auditors and Fix Their Remuneration for Q2, Q3 and Annual Statement of FY 2025 and Q1 of FY 2026	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
6	Authorize Increase of Company's Capital through Issuing of Bonus Shares by Capitalizing SAR 2,562,500,000 from Legal Reserve and Retained Earnings and Amend Article 7 of Bylaws	G	Mgmt	For	For
7	Approve Remuneration of Directors of SAR 9,390,000 for FY 2024	G	Mgmt	For	For
8	Authorize Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2025	G	Mgmt	For	For
9	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	G	Mgmt	For	For
10	Allow Mohammed bin Dawoud to Be Involved with Other Competitor Companies	G	Mgmt	For	For
11	Allow Abdulazeez Al Rasheed to Be Involved with Other Competitor Companies	G	Mgmt	For	For
12	Approve Related Party Transactions with AlJazira Cooperative Takaful Company Re: Personal Dinar Insurance Policy	G	Mgmt	For	For
13	Approve Related Party Transactions with AlJazira Cooperative Takaful Company Re: Mortgage Insurance Policy	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Approve Related Party Transactions with AlJazira Cooperative Takaful Company Re: Group Life Insurance Policy	G	Mgmt	For	For
15	Approve Related Party Transactions with AlJazira Cooperative Takaful Company Re: Staff Credit Cover Policy	G	Mgmt	For	For
16	Approve Related Party Transactions with AlJazira Cooperative Takaful Company Re: Property All Risk	G	Mgmt	For	For
17	Approve Related Party Transactions with AlJazira Cooperative Takaful Company Re: Banker Blanket bond	G	Mgmt	For	For
18	Approve Related Party Transactions with AlJazira Cooperative Takaful Company Re: Directors and Officers Liability Insurance	G	Mgmt	For	For
19	Approve Related Party Transactions with AlJazira Cooperative Takaful Company Re: Return on time Deposits Investments	G	Mgmt	For	For
20	Approve Related Party Transactions with AlJazira Cooperative Takaful Company Re: Claims received	G	Mgmt	For	For
21	Approve Related Party Transactions with AlJazira Cooperative Takaful Company Re: Commission received	G	Mgmt	For	For
22	Approve Related Party Transactions with AlJazira Cooperative Takaful Company Re: Dividends received	G	Mgmt	For	For
23	Approve Related Party Transactions with AlJazira Cooperative Takaful Company Re: Profit on the Sukuks Issued by BAJ	G	Mgmt	For	For
24	Approve Related Party Transactions with AlJazira Cooperative Takaful Company Re: Purchase of MoF Sukuks through BAJ	G	Mgmt	For	For
25	Approve Related Party Transactions with AlJazira Cooperative Takaful Company Re: Additional Investment in AJT shares	G	Mgmt	For	For

Bank Aljazira

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
26	Approve Related Party Transactions with AlJazira Capital Company Re: Financing income earned on money market placements	G	Mgmt	For	For
27	Approve Related Party Transactions with AlJazira Capital Company Re: Return on Time and Call Deposit Investments	G	Mgmt	For	For
28	Approve Related Party Transactions with AlJazira Capital Company Re: Service Level Agreement	G	Mgmt	For	For
29	Approve Related Party Transactions with AlJazira Capital Company Re: Fees and Commission Income	G	Mgmt	For	For
30	Approve Related Party Transactions with AlJazira Capital Company Re: Custody Fee Expense	G	Mgmt	For	For
31	Approve Related Party Transactions with AlJazira Capital Company Re: Asset Management and Investment Advisory Fee	G	Mgmt	For	For
32	Approve Related Party Transactions with AlJazira Capital Company Re: Transaction advisory for Acquisition of Investments	G	Mgmt	For	For
33	Approve Related Party Transactions with AlJazira Capital Company Re: Rent and Building Related Expense	G	Mgmt	For	For

Bank Handlowy w Warszawie SA

Meeting Date: 27/06/2025

Country: Poland

Ticker: BHW

Record Date: 11/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Meeting Chairman	G	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5.1	Approve Financial Statements	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Bank Handlowy w Warszawie SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.2	Approve Consolidated Financial Statements	G	Mgmt	For	For
5.3	Approve Management Board Report on Company's and Group's Operations, and Non-Financial Information	G	Mgmt	For	For
5.4a	Approve Discharge of Elzbieta Swiatopelk-Czetwertynska (CEO)	G	Mgmt	For	For
5.4b	Approve Discharge of Natalia Bozek (Deputy CEO)	G	Mgmt	For	For
5.4c	Approve Discharge of Patrycjusz Wojcik (Deputy CEO)	G	Mgmt	For	For
5.4d	Approve Discharge of Maciej Kropidlowski (Deputy CEO)	G	Mgmt	For	For
5.4e	Approve Discharge of Andrzej Wilk (Deputy CEO)	G	Mgmt	For	For
5.4f	Approve Discharge of Barbara Sobala (Deputy CEO)	G	Mgmt	For	For
5.4g	Approve Discharge of Katarzyna Majewska (Deputy CEO)	G	Mgmt	For	For
5.4h	Approve Discharge of Ivan Vrhel (Management Board Member)	G	Mgmt	For	For
5.5	Approve Supervisory Board Report	G	Mgmt	For	For
5.6	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
5.7a	Approve Discharge of Slawomir Sikora (Supervisory Board Chairman)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
5.7b	Approve Discharge of Ignacio Gutierrez-Orrantia (Supervisory Board Deputy Chairman)	G	Mgmt	For	For
5.7c	Approve Discharge of Natalia Bozek (Supervisory Board Member)	G	Mgmt	For	For
5.7d	Approve Discharge of Fabio Lisanti (Supervisory Board Member)	G	Mgmt	For	For

Bank Handlowy w Warszawie SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.7e	Approve Discharge of Marek Kapuscinski (Supervisory Board Member)	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
5.7f	Approve Discharge of Andras Reiniger (Supervisory Board Member)	G	Mgmt	For	For
5.7g	Approve Discharge of Anna Rulkiewicz (Supervisory Board Member)	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5.7h	Approve Discharge of Barbara Smalska (Supervisory Board Member)	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5.7i	Approve Discharge of Silvia Carpitella (Supervisory Board Member)	G	Mgmt	For	For
5.7j	Approve Discharge of Helen Hale (Supervisory Board Member)	G	Mgmt	For	For
5.8	Approve Creation of Reserve Capital for Purposes of Dividend Payment	G	Mgmt	For	For
5.9	Approve Allocation of Income and Dividends of PLN 10.29 per Share	G	Mgmt	For	For
5.10	Approve Allocation of Income from Previous Years	G	Mgmt	For	For
5.11a	Amend Statute	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
5.11b	Amend Statute	G	Mgmt	For	For
5.12	Approve Performance Share Plan	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5.13	Approve Performance Share Plan	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					

Bank Handlowy w Warszawie SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.14	Approve Equity Plan Financing Through Share Repurchase Program; Approve Creation of Reserve Capital for Purposes of Share Repurchase Program	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
6	Close Meeting	G	Mgmt		

Bank of America Corporation

Meeting Date: 22/04/2025

Country: USA

Ticker: BAC

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sharon L. Allen	G	Mgmt	For	For
1b	Elect Director Jose (Joe) E. Almeida	G	Mgmt	For	For
1c	Elect Director Pierre J.P. de Weck	G	Mgmt	For	For
1d	Elect Director Arnold W. Donald	G	Mgmt	For	For
1e	Elect Director Linda P. Hudson	G	Mgmt	For	For
1f	Elect Director Monica C. Lozano	G	Mgmt	For	For
1g	Elect Director Maria N. Martinez	G	Mgmt	For	For
1h	Elect Director Brian T. Moynihan	G	Mgmt	For	For
1i	Elect Director Lionel L. Nowell, III	G	Mgmt	For	For
1j	Elect Director Denise L. Ramos	G	Mgmt	For	For
1k	Elect Director Clayton S. Rose	G	Mgmt	For	For
1l	Elect Director Michael D. White	G	Mgmt	For	For
1m	Elect Director Thomas D. Woods	G	Mgmt	For	For
1n	Elect Director Maria T. Zuber	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Bank of America Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Require More Director Nominations Than Open Seats	G	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					
6	Report on Board Oversight of Material Risks Related to Animal Welfare	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					
7	Report on Climate Lobbying	E, S	SH	Against	For
<i>Blended Rationale: [DC-D0000-011] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
8	Report on Clean Energy Supply Financing Ratio	E	SH	Against	For
<i>Blended Rationale: [DC-D0000-007] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					

Bank of China Limited

Meeting Date: 16/04/2025

Country: China

Ticker: 3988

Record Date: 14/04/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve General Mandate to Offer New Shares	G	Mgmt	For	For
2	Approve Eligibility of Bank of China Limited for the Offering of A-Shares to Specified Investors	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE PLAN OF THE OFFERING OF A-SHARES TO SPECIFIED INVESTORS		Mgmt		
3.1	Approve Type and Face Value of Securities to be Issued	G	Mgmt	For	For
3.2	Approve Method and Timing of this Offering	G	Mgmt	For	For
3.3	Approve Scale and Use of Proceeds	G	Mgmt	For	For
3.4	Approve Investor and Subscription Methods	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Bank of China Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.5	Approve Pricing Benchmark Date, Issue Price and Pricing Method	G	Mgmt	For	For
3.6	Approve Issuance Quantity	G	Mgmt	For	For
3.7	Approve Lock-up Period	G	Mgmt	For	For
3.8	Approve Listing Exchange	G	Mgmt	For	For
3.9	Approve Arrangement of Rolling Unallocated Profits Before Completion of this Offering	G	Mgmt	For	For
3.10	Approve Validity Period of the Resolution	G	Mgmt	For	For
4	Approve Validation and Analysis Report of Bank of China Limited's Offering of A-Shares to Specified Investors	G	Mgmt	For	For
5	Approve Feasibility Report on the Use of Proceeds from the Offering of A-Shares to Specified Investors	G	Mgmt	For	For
6	Approve Dilution of Immediate Returns From Bank of China Limited's Offering of A-Shares to Specified Investors, Mitigation Measures, and Commitments by Relevant Entities	G	Mgmt	For	For
7	Approve Signing Conditional Shares Subscription Agreement with Specified Investors	G	Mgmt	For	For
8	Approve Strategic Investment of the Ministry of Finance of the People's Republic of China in Bank of China Limited	G	Mgmt	For	For
9	Approve Shareholder Return Plan for the Next Three Years (2025-2027)	G	Mgmt	For	For
10	Authorize Board and Authorized Persons of the Board of Directors to Handle All Matters in Relation to the Offering of A-Shares to Specified Investors	G	Mgmt	For	For
11	Approve Profit Distribution Plan	G	Mgmt	For	For
12	Elect Liu Jin as Director	G	Mgmt	For	For
13	Approve Remuneration Distribution of External Supervisors	G	Mgmt	For	For

Meeting Date: 16/04/2025

Country: China

Ticker: 3988

Record Date: 10/04/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve General Mandate to Offer New Shares	G	Mgmt	For	For
2	Approve Eligibility of Bank of China Limited for the Offering of A-Shares to Specified Investors	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE PLAN OF THE OFFERING OF A-SHARES TO SPECIFIED INVESTORS		Mgmt		
3.1	Approve Type and Face Value of Securities to be Issued	G	Mgmt	For	For
3.2	Approve Method and Timing of this Offering	G	Mgmt	For	For
3.3	Approve Scale and Use of Proceeds	G	Mgmt	For	For
3.4	Approve Investor and Subscription Methods	G	Mgmt	For	For
3.5	Approve Pricing Benchmark Date, Issue Price and Pricing Method	G	Mgmt	For	For
3.6	Approve Issuance Quantity	G	Mgmt	For	For
3.7	Approve Lock-up Period	G	Mgmt	For	For
3.8	Approve Listing Exchange	G	Mgmt	For	For
3.9	Approve Arrangement of Rolling Unallocated Profits before Completion of this Offering	G	Mgmt	For	For
3.10	Approve Validity Period of the Resolution	G	Mgmt	For	For
4	Approve Validation and Analysis Report of Bank of China Limited's Offering of A-Shares to Specified Investors	G	Mgmt	For	For
5	Approve Feasibility Report on the Use of Proceeds from the Offering of A-Shares to Specified Investors	G	Mgmt	For	For

Bank of China Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Dilution of Immediate Returns From Bank of China Limited's Offering of A-Shares to Specified Investors, Mitigation Measures, and Commitments by Relevant Entities	G	Mgmt	For	For
7	Approve Signing Conditional Shares Subscription Agreement with Specified Investors	G	Mgmt	For	For
8	Approve Strategic Investment of the Ministry of Finance of the People's Republic of China in Bank of China Limited	G	Mgmt	For	For
9	Approve Shareholder Return Plan for the Next Three Years (2025-2027)	G	Mgmt	For	For
10	Authorize Board and Authorized Persons of the Board of Directors to Handle All Matters in Relation to the Offering of A-Shares to Specified Investors	G	Mgmt	For	For
11	Approve Profit Distribution Plan	G	Mgmt	For	For
12	Elect Liu Jin as Director	G	Mgmt	For	For
13	Approve Remuneration Distribution of External Supervisors	G	Mgmt	For	For

Bank of China Limited

Meeting Date: 27/06/2025

Country: China

Ticker: 3988

Record Date: 20/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Work Report of the Board of Directors	G	Mgmt	For	For
2	Approve Work Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Financial Report	G	Mgmt	For	For
4	Approve Fixed Asset Investment Budget	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Bank of China Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Ernst & Young Hua Ming LLP (Special General Partnership) as Domestic Auditor and External Auditor of Internal Control Audit and Ernst & Young as International Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Elect Ko Margaret as Director	G	Mgmt	For	Against
<i>Blended Rationale: Director serves on too many boards.</i>					
7	Elect Woo Chin Wan Raymond as Director	G	Mgmt	For	For
8	Approve Year 2025-2026 Financial Bond Issuance Plan	G	Mgmt	For	For
9	Amend Articles of Association	G	Mgmt	For	For
10	Amend Procedural Rules for the Shareholders' Meeting	G	Mgmt	For	For
11	Amend Procedural Rules for the Board of Directors	G	Mgmt	For	For
12	Approve Dissolution of the Board of Supervisors	G	Mgmt	For	For

Bank of China Limited

Meeting Date: 27/06/2025

Country: China

Ticker: 3988

Record Date: 19/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Work Report of the Board of Directors	G	Mgmt	For	For
2	Approve Work Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Financial Report	G	Mgmt	For	For
4	Approve Fixed Asset Investment Budget	G	Mgmt	For	For
5	Approve Ernst & Young Hua Ming LLP (Special General Partnership) as Domestic Auditor and External Auditor of Internal Control Audit and Ernst & Young as International Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Bank of China Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Elect Ko Margaret as Director	G	Mgmt	For	Against
<i>Blended Rationale: Director serves on too many boards.</i>					
7	Elect Woo Chin Wan Raymond as Director	G	Mgmt	For	For
8	Approve Year 2025-2026 Financial Bond Issuance Plan	G	Mgmt	For	For
9	Amend Articles of Association	G	Mgmt	For	For
10	Amend Procedural Rules for the Shareholders' Meeting	G	Mgmt	For	For
11	Amend Procedural Rules for the Board of Directors	G	Mgmt	For	For
12	Approve Dissolution of the Board of Supervisors	G	Mgmt	For	For

Bank of Communications Co., Ltd.

Meeting Date: 08/04/2025

Country: China

Ticker: 3328

Record Date: 03/04/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Financial Report	G	Mgmt	For	For
2	Approve Profit Distribution Plan	G	Mgmt	For	For

Bank of Communications Co., Ltd.

Meeting Date: 08/04/2025

Country: China

Ticker: 3328

Record Date: 02/04/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Financial Report	G	Mgmt	For	For
2	Approve Profit Distribution Plan	G	Mgmt	For	For

Bank of Communications Co., Ltd.

Meeting Date: 16/04/2025

Country: China

Ticker: 3328

Record Date: 10/04/2025

Meeting Type: Extraordinary
Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Satisfaction of the Bank of the Requirements for the Bank Qualifies to Issue A Shares to Specific Targets	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE A SHARE ISSUANCE PLAN TO SPECIFIC TARGETS		Mgmt		
2.1	Approve Type and Nominal Value of Securities to be Issued	G	Mgmt	For	For
2.2	Approve Method and Time of Issuance	G	Mgmt	For	For
2.3	Approve Scale and Use of Proceeds	G	Mgmt	For	For
2.4	Approve Target Subscribers and Subscription Method	G	Mgmt	For	For
2.5	Approve Pricing Benchmark Date, Issue Price and Pricing Principle	G	Mgmt	For	For
2.6	Approve Number of Shares to be Issued	G	Mgmt	For	For
2.7	Approve Lock-up Period	G	Mgmt	For	For
2.8	Approve Listing Venue	G	Mgmt	For	For
2.9	Approve Arrangement of Accumulated Undistributed Profits	G	Mgmt	For	For
2.10	Approve Validity Period of the Resolution	G	Mgmt	For	For
3	Approve Preliminary Proposal for the Bank's Issuance of A Shares to Specific Targets	G	Mgmt	For	For
4	Approve Discussion and Analysis Report on the Proposal of the Issuance of A Shares to Specific Targets	G	Mgmt	For	For
5	Approve Feasibility Analysis Report on the Use of Proceeds from the Issuance of A Shares to Specific Targets	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Bank of Communications Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Dilution of Current Return by the Issuance of A Shares to Specific Targets, Remedial Measures and Undertakings Made by the Relevant Entities in Respect of Such Measures	G	Mgmt	For	For
7	Approve Introduction of China National Tobacco Corporation and China Doublewin Investment Co., Ltd. as Strategic Investors	G	Mgmt	For	For
8	Approve Execution of Conditional Strategic Cooperation Agreement Between Bank and China National Tobacco Corporation and China Doublewin Investment Co., Ltd.	G	Mgmt	For	For
9	Approve Execution of Conditional Share Subscription Agreement Between the Bank and the Ministry of Finance of the People's Republic of China	G	Mgmt	For	For
10	Approve Execution of the Conditional Share Subscription Agreement Between the Bank and China National Tobacco Corporation and China Doublewin Investment Co., Ltd	G	Mgmt	For	For
11	Approve Related Party Transaction Concerning the Issuance of A Shares to Specific Targets	G	Mgmt	For	For
12	Approve Bank Not Required to Issue Report on the Use of Proceeds from the Previous Fund-Raising Activities	G	Mgmt	For	For
13	Approve Bank's Plan for Shareholder Dividend Returns for the Next Three Years (2025-2027)	G	Mgmt	For	For
14	Approve Exemption of Largest Shareholder from Increasing the Shareholding in the Bank Through Making an Offer	G	Mgmt	For	For
15	Approve Largest Shareholder's Application of the Whitewash Waiver Application From the Obligation on Making a General Offer	G	Mgmt	For	For
16	Authorize Board of Directors and Its Authorized Persons to Handle All Matters in Relation to the Issuance of A Shares to the Specific Targets	G	Mgmt	For	For

Bank of Communications Co., Ltd.

Meeting Date: 16/04/2025

Country: China

Ticker: 3328

Record Date: 14/04/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES		Mgmt		
	RESOLUTIONS IN RELATION TO THE A SHARE ISSUANCE PLAN TO SPECIFIC TARGETS		Mgmt		
1.1	Approve Type and Nominal Value of Securities to be Issued	G	Mgmt	For	For
1.2	Approve Method and Time of Issuance	G	Mgmt	For	For
1.3	Approve Scale and Use of Proceeds	G	Mgmt	For	For
1.4	Approve Target Subscribers and Subscription Method	G	Mgmt	For	For
1.5	Approve Pricing Benchmark Date, Issue Price and Pricing Principle	G	Mgmt	For	For
1.6	Approve Number of Shares to be Issued	G	Mgmt	For	For
1.7	Approve Lock-up Period	G	Mgmt	For	For
1.8	Approve Listing Venue	G	Mgmt	For	For
1.9	Approve Arrangement of Accumulated Undistributed Profits	G	Mgmt	For	For
1.10	Approve Validity Period of the Resolution	G	Mgmt	For	For
2	Approve Introduction of China National Tobacco Corporation and China Doublewin Investment Co., Ltd. as Strategic Investors	G	Mgmt	For	For
3	Approve Execution of Conditional Strategic Cooperation Agreement Between Bank and China National Tobacco Corporation and China Doublewin Investment Co., Ltd.	G	Mgmt	For	For
4	Approve Execution of Conditional Share Subscription Agreement Between the Bank and the Ministry of Finance of the People's Republic of China	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Bank of Communications Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Execution of the Conditional Share Subscription Agreement Between the Bank and China National Tobacco Corporation and China Doublewin Investment Co., Ltd	G	Mgmt	For	For
6	Approve Related Party Transaction Concerning the Issuance of A Shares to the Specific Targets	G	Mgmt	For	For
7	Authorize Board of Directors and Its Authorized Persons to Handle All Matters in Relation to the Issuance of A Shares to the Specific Targets	G	Mgmt	For	For

Bank of Communications Co., Ltd.

Meeting Date: 16/04/2025 **Country:** China **Ticker:** 3328
Record Date: 14/04/2025 **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Satisfaction of the Bank of the Requirements for the Bank Qualifies to Issue A Shares to Specific Targets	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE A SHARE ISSUANCE PLAN TO SPECIFIC TARGETS		Mgmt		
2.1	Approve Type and Nominal Value of Securities to be Issued	G	Mgmt	For	For
2.2	Approve Method and Time of Issuance	G	Mgmt	For	For
2.3	Approve Scale and Use of Proceeds	G	Mgmt	For	For
2.4	Approve Target Subscribers and Subscription Method	G	Mgmt	For	For
2.5	Approve Pricing Benchmark Date, Issue Price and Pricing Principle	G	Mgmt	For	For
2.6	Approve Number of Shares to be Issued	G	Mgmt	For	For
2.7	Approve Lock-up Period	G	Mgmt	For	For
2.8	Approve Listing Venue	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Bank of Communications Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.9	Approve Arrangement of Accumulated Undistributed Profits	G	Mgmt	For	For
2.10	Approve Validity Period of the Resolution	G	Mgmt	For	For
3	Approve Preliminary Proposal for the Bank's Issuance of A Shares to Specific Targets	G	Mgmt	For	For
4	Approve Discussion and Analysis Report on the Proposal of the Issuance of A Shares to Specific Targets	G	Mgmt	For	For
5	Approve Feasibility Analysis Report on the Use of Proceeds from the Issuance of A Shares to Specific Targets	G	Mgmt	For	For
6	Approve Dilution of Current Return by the Issuance of A Shares to Specific Targets, Remedial Measures and Undertakings Made by the Relevant Entities in Respect of Such Measures	G	Mgmt	For	For
7	Approve Introduction of China National Tobacco Corporation and China Doublewin Investment Co., Ltd. as Strategic Investors	G	Mgmt	For	For
8	Approve Execution of Conditional Strategic Cooperation Agreement Between Bank and China National Tobacco Corporation and China Doublewin Investment Co., Ltd.	G	Mgmt	For	For
9	Approve Execution of Conditional Share Subscription Agreement Between the Bank and the Ministry of Finance of the People's Republic of China	G	Mgmt	For	For
10	Approve Execution of the Conditional Share Subscription Agreement Between the Bank and China National Tobacco Corporation and China Doublewin Investment Co., Ltd	G	Mgmt	For	For
11	Approve Related Party Transaction Concerning the Issuance of A Shares to Specific Targets	G	Mgmt	For	For
12	Approve Bank Not Required to Issue Report on the Use of Proceeds from the Previous Fund-Raising Activities	G	Mgmt	For	For

Bank of Communications Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Approve Bank's Plan for Shareholder Dividend Returns for the Next Three Years (2025-2027)	G	Mgmt	For	For
14	Approve Exemption of Largest Shareholder from Increasing the Shareholding in the Bank Through Making an Offer	G	Mgmt	For	For
15	Approve Largest Shareholder's Application of the Whitewash Waiver Application From the Obligation on Making a General Offer	G	Mgmt	For	For
16	Authorize Board of Directors and Its Authorized Persons to Handle All Matters in Relation to the Issuance of A Shares to the Specific Targets	G	Mgmt	For	For

Bank of Communications Co., Ltd.

Meeting Date: 16/04/2025

Country: China

Ticker: 3328

Record Date: 10/04/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF A SHARES		Mgmt		
	RESOLUTIONS IN RELATION TO THE A SHARE ISSUANCE PLAN TO SPECIFIC TARGETS		Mgmt		
1.1	Approve Type and Nominal Value of Securities to be Issued	G	Mgmt	For	For
1.2	Approve Method and Time of Issuance	G	Mgmt	For	For
1.3	Approve Scale and Use of Proceeds	G	Mgmt	For	For
1.4	Approve Target Subscribers and Subscription Method	G	Mgmt	For	For
1.5	Approve Pricing Benchmark Date, Issue Price and Pricing Principle	G	Mgmt	For	For
1.6	Approve Number of Shares to be Issued	G	Mgmt	For	For
1.7	Approve Lock-up Period	G	Mgmt	For	For
1.8	Approve Listing Venue	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Bank of Communications Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.9	Approve Arrangement of Accumulated Undistributed Profits	G	Mgmt	For	For
1.10	Approve Validity Period of the Resolution	G	Mgmt	For	For
2	Approve Introduction of China National Tobacco Corporation and China Doublewin Investment Co., Ltd. as Strategic Investors	G	Mgmt	For	For
3	Approve Execution of Conditional Strategic Cooperation Agreement Between Bank and China National Tobacco Corporation and China Doublewin Investment Co., Ltd.	G	Mgmt	For	For
4	Approve Execution of Conditional Share Subscription Agreement Between the Bank and the Ministry of Finance of the People's Republic of China	G	Mgmt	For	For
5	Approve Execution of the Conditional Share Subscription Agreement Between the Bank and China National Tobacco Corporation and China Doublewin Investment Co., Ltd	G	Mgmt	For	For
6	Approve Related Party Transaction Concerning the Issuance of A Shares to the Specific Targets	G	Mgmt	For	For
7	Authorize Board of Directors and Its Authorized Persons to Handle All Matters in Relation to the Issuance of A Shares to the Specific Targets	G	Mgmt	For	For

Bank of Communications Co., Ltd.

Meeting Date: 27/06/2025

Country: China

Ticker: 3328

Record Date: 23/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		

Bank of Communications Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines. [DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Fixed Assets Investment Plan	G	Mgmt	For	For
4	Approve KPMG as International Auditor and KPMG Huazhen LLP as Domestic Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Amend Articles of Association	G	Mgmt	For	For
6	Approve Cancellation of Board of Supervisors	G	Mgmt	For	For

Bank of Communications Co., Ltd.

Meeting Date: 27/06/2025

Country: China

Ticker: 3328

Record Date: 23/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Report of the Board of Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines. [DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Fixed Assets Investment Plan	G	Mgmt	For	For
4	Approve KPMG as International Auditor and KPMG Huazhen LLP as Domestic Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Amend Articles of Association	G	Mgmt	For	For
6	Approve Cancellation of Board of Supervisors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Bank of Ireland Group Plc

Meeting Date: 22/05/2025

Country: Ireland

Ticker: BIRG

Record Date: 18/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2.	Approve Final Dividend	G	Mgmt	For	For
3.(a)	Re-elect Akshaya Bhargava as Director	G	Mgmt	For	For
3.(b)	Re-elect Giles Andrews as Director	G	Mgmt	For	For
3.(c)	Re-elect Ian Buchanan as Director	G	Mgmt	For	For
3.(d)	Re-elect Richard Goulding as Director	G	Mgmt	For	For
3.(e)	Re-elect Michele Greene as Director	G	Mgmt	For	For
3.(f)	Re-elect Myles O'Grady as Director	G	Mgmt	For	For
3.(g)	Re-elect Steve Pateman as Director	G	Mgmt	For	For
3.(h)	Re-elect Mark Spain as Director	G	Mgmt	For	For
3.(i)	Re-elect Margaret Sweeney as Director	G	Mgmt	For	For
4.	Ratify KPMG as Auditors	G	Mgmt	For	For
5.	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
6.	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For
7.	Approve Remuneration Report	G	Mgmt	For	For
8.	Approve Remuneration Policy	G	Mgmt	For	For
9.	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
10.	Authorise Issue of Equity	G	Mgmt	For	For
11.	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
12.	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
13.	Authorise Issue of Equity in Relation to Additional Tier 1 Contingent Equity Conversion Notes	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Bank of Ireland Group Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14.	Authorise Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Contingent Equity Conversion Notes	G	Mgmt	For	For

Bank of Jiangsu Co., Ltd.

Meeting Date: 23/05/2025 **Country:** China **Ticker:** 600919
Record Date: 16/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Evaluation Report of the Board of Supervisors on the Performance of Directors and Senior Management Members	G	Mgmt	For	For
4	Approve Performance Evaluation Report on Supervisors	G	Mgmt	For	For
5	Approve Financial Statements and Financial Budget	G	Mgmt	For	For
6	Approve Profit Distribution	G	Mgmt	For	For
7	Approve Authorization of the Board to Determine Interim Profit Distribution	G	Mgmt	For	For
8	Approve 2024 Related Party Transaction Report	G	Mgmt	For	For
9	Approve 2025 Related Party Transactions	G	Mgmt	For	For
10	Approve to Appoint Auditor	G	Mgmt	For	For
11	Approve Authorization for Issuance of Financial Bonds	G	Mgmt	For	For

Bank of Montreal

Meeting Date: 11/04/2025 **Country:** Canada **Ticker:** BMO
Record Date: 10/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director George A. Cope	G	Mgmt	For	For
1.2	Elect Director Janice M. Babiak	G	Mgmt	For	For
1.3	Elect Director Craig W. Broderick	G	Mgmt	For	For
1.4	Elect Director Hazel Claxton	G	Mgmt	For	For
1.5	Elect Director Diane L. Cooper	G	Mgmt	For	For
1.6	Elect Director Stephen Dent	G	Mgmt	For	For
1.7	Elect Director Martin S. Eichenbaum	G	Mgmt	For	For
1.8	Elect Director David E. Harquail	G	Mgmt	For	For
1.9	Elect Director Eric R. La Fleche	G	Mgmt	For	For
1.10	Elect Director Brian McManus	G	Mgmt	For	For
1.11	Elect Director Lorraine Mitchelmore	G	Mgmt	For	For
1.12	Elect Director Madhu Ranganathan	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.13	Elect Director Darryl White	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
	Shareholder Proposals		Mgmt		
1	SP 1: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	G	SH	Against	Against
<i>Blended Rationale: [SF-S4578-107] These issues are more properly addressed through uniform government regulations.</i>					
2	SP 2: Advisory Vote on Environmental Policies	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					
3	SP 3: Employee Language Skills Disclosure	G	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					
4	SP 4: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	S	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					

Bank of Montreal

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	SP 5: Annual Energy Supply Ratio Disclosure	E	SH	Against	For
<i>Blended Rationale: [DC-D0000-007] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
6	SP 6: Lobbying and Policy Influence Activities Disclosure	E, S	SH	Against	For
<i>Blended Rationale: [DC-D0000-011] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
7	SP 7: Executive Compensation Internal Pay Metrics Disclosure	G	SH	Against	Against
<i>Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.</i>					

Bank of Ningbo Co., Ltd.

Meeting Date: 19/05/2025 **Country:** China **Ticker:** 002142
Record Date: 14/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Annual Report	G	Mgmt	For	For
3	Approve Financial Statements and Financial Budget Plan	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve to Appoint Auditor	G	Mgmt	For	For
6	Approve Implementation of Related Party Transactions and Work Plan	G	Mgmt	For	For
7	Approve Report of the Board of Supervisors	G	Mgmt	For	For
8	Approve Duty Performance Evaluation Report of the Board of Directors and Directors	G	Mgmt	For	For
9	Approve Duty Performance Evaluation Report of the Board of Supervisors and Supervisors	G	Mgmt	For	For
10	Approve Duty Performance Evaluation Report of the Senior Management and Senior Management Members	G	Mgmt	For	For
11	Approve Capital Management Performance Evaluation Report	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Bank of the Philippine Islands

Meeting Date: 21/04/2025

Country: Philippines

Ticker: BPI

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Minutes of the Annual Meeting of the Stockholders	G	Mgmt	For	For
2	Ratify Acts of the Board of Directors and Officers	G	Mgmt	For	For
	Elect 15 Directors by Cumulative Voting		Mgmt		
3.1	Elect Jaime Augusto Zobel de Ayala as Director	G	Mgmt	For	Withhold
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence[SF-M0201-025] The nomination committee is not majority independent.[HK-M0201-012] Chair of Remuneration Committee not independent</i>					
3.2	Elect Cezar P. Consing as Director	G	Mgmt	For	Withhold
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence[SF-M0201-025] The nomination committee is not majority independent.</i>					
3.3	Elect Janet Guat Har Ang as Director	G	Mgmt	For	For
3.4	Elect Rene G. Banez as Director	G	Mgmt	For	For
3.5	Elect Karl Kendrick T. Chua as Director	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
3.6	Elect Wilfred T. Co as Director	G	Mgmt	For	For
3.7	Elect Restituto C. Cruz as Director	G	Mgmt	For	For
3.8	Elect Emmanuel S. de Dios as Director	G	Mgmt	For	For
3.9	Elect Jose Teodoro K. Limcaoco as Director	G	Mgmt	For	For
3.10	Elect Rizalina G. Mantaring as Director	G	Mgmt	For	For
3.11	Elect Mario Antonio V. Paner as Director	G	Mgmt	For	For
3.12	Elect Cesar V. Purisima as Director	G	Mgmt	For	Withhold
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence[SF-M0201-025] The nomination committee is not majority independent.</i>					
3.13	Elect Jaime Z. Urquijo as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Bank of the Philippine Islands

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.14	Elect Fernando Zobel de Ayala as Director	G	Mgmt	For	Withhold
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence</i>					
3.15	Elect Mariana Beatriz E. Zobel de Ayala as Director	G	Mgmt	For	For
4	Elect Isla Lipana & Co. as External Auditor and Fix Its Remuneration	G	Mgmt	For	For
5	Approve Audited Financial Statements and Noting of Annual Report	G	Mgmt	For	For
6	Approve Other Matters	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>					

BANK POLSKA KASA OPIEKI SA

Meeting Date: 24/04/2025 **Country:** Poland **Ticker:** PEO
Record Date: 08/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals		Mgmt		
1	Open Meeting	G	Mgmt		
2	Elect Meeting Chairman	G	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Receive Management Board Report on Company's and Group's Operations	G	Mgmt		
6	Receive Financial Statements	G	Mgmt		
7	Receive Consolidated Financial Statements	G	Mgmt		
8	Receive Management Board Proposal on Allocation of Income	G	Mgmt		
9	Receive Supervisory Board Reports	G	Mgmt		
10.1	Approve Management Board Report on Company's and Group's Operations	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

BANK POLSKA KASA OPIEKI SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10.2	Approve Financial Statements	G	Mgmt	For	For
10.3	Approve Consolidated Financial Statements	G	Mgmt	For	For
10.4	Approve Allocation of Income and Dividends of PLN 12.60 per Share	G	Mgmt	For	For
10.5	Approve Supervisory Board Report	G	Mgmt	For	For
10.6a	Approve Individual Suitability of Andrzej Klesyk (Supervisory Board Chairman)	G	Mgmt	For	For
10.6b	Approve Individual Suitability of Artur Nowak-Far (Supervisory Board Deputy Chairman)	G	Mgmt	For	For
10.6c	Approve Individual Suitability of Bartosz Grzeskowiak (Supervisory Board Deputy Chairman)	G	Mgmt	For	For
10.6d	Approve Individual Suitability of Krzysztof Czeszejko-Sochack (Supervisory Board Member)	G	Mgmt	For	For
10.6e	Approve Individual Suitability of Jacek Niescior (Supervisory Board Member)	G	Mgmt	For	For
10.6f	Approve Individual Suitability of Magdalena Joanna Dziejguc (Supervisory Board Deputy Chairwoman)	G	Mgmt	For	For
10.6g	Approve Individual Suitability of Mariusz Jaszczyk (Supervisory Board Member)	G	Mgmt	For	For
10.6h	Approve Individual Suitability of Radoslaw Niedzielski (Supervisory Board Member)	G	Mgmt	For	For
10.6i	Approve Individual Suitability of Witold Walkowiak (Supervisory Board Member)	G	Mgmt	For	For
10.6j	Approve Collective Suitability of Supervisory Board Members	G	Mgmt	For	For
10.7a	Approve Discharge of Leszek Skiba (CEO)	G	Mgmt	For	For
10.7b	Approve Discharge of Marcin Gadomski (Deputy CEO)	G	Mgmt	For	For
10.7c	Approve Discharge of Piotr Zborowski (Deputy CEO)	G	Mgmt	For	For
10.7d	Approve Discharge of Jerzy Kwiecinski (Deputy CEO)	G	Mgmt	For	For
10.7e	Approve Discharge of Magdalena Zmitrowicz (Deputy CEO)	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

BANK POLSKA KASA OPIEKI SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10.7f	Approve Discharge of Jaroslaw Fuchs (Deputy CEO)	G	Mgmt	For	For
10.7g	Approve Discharge of Wojciech Werochowski (Deputy CEO)	G	Mgmt	For	For
10.7h	Approve Discharge of Blazej Szczeki (Deputy CEO)	G	Mgmt	For	For
10.7i	Approve Discharge of Pawel Straczynski (Deputy CEO)	G	Mgmt	For	For
10.7j	Approve Discharge of Cezary Stypulkowski (Deputy CEO)	G	Mgmt	For	For
10.7k	Approve Discharge of Robert Sochacki (Deputy CEO)	G	Mgmt	For	For
10.7l	Approve Discharge of Dagmara Wojnar (Deputy CEO)	G	Mgmt	For	For
10.7m	Approve Discharge of Anna Wawrzynczak-Palynyczak (Deputy CEO)	G	Mgmt	For	For
10.7n	Approve Discharge of Marcin Zygmanski (Deputy CEO)	G	Mgmt	For	For
10.8a	Approve Discharge of Beata Kozłowska-Chyla (Supervisory Board Chairwoman)	G	Mgmt	For	For
10.8b	Approve Discharge of Malgorzata Sadurska (Supervisory Board Chairwoman)	G	Mgmt	For	For
10.8c	Approve Discharge of Stanislaw Ryszard Kaczoruk (Supervisory Board Secretary)	G	Mgmt	For	For
10.8d	Approve Discharge of Marcin Izdebski (Supervisory Board Member)	G	Mgmt	For	For
10.8e	Approve Discharge of Sabina Bigos-Jaworowska (Supervisory Board Member)	G	Mgmt	For	For
10.8f	Approve Discharge of Michal Kaszynski (Supervisory Board Member)	G	Mgmt	For	For
10.8g	Approve Discharge of Marian Majcher (Supervisory Board Member)	G	Mgmt	For	For
10.8h	Approve Discharge of Krzysztof Czeszejko-Sochacki (Supervisory Board Member)	G	Mgmt	For	For
10.8i	Approve Discharge of Jacek Niescier (Supervisory Board Member)	G	Mgmt	For	Against

Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly.

BANK POLSKA KASA OPIEKI SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10.8j	Approve Discharge of Radoslaw Niedzielski (Supervisory Board Member)	G	Mgmt	For	For
10.8k	Approve Discharge of Artur Nowak-Far (Supervisory Board Member)	G	Mgmt	For	For
10.8l	Approve Discharge of Magdalena Joanna Dziejguc (Supervisory Board Member)	G	Mgmt	For	For
10.8m	Approve Discharge of Witold Walkowiak (Supervisory Board Member)	G	Mgmt	For	For
10.8n	Approve Discharge of Robert Sochacki (Supervisory Board Member)	G	Mgmt	For	For
10.8o	Approve Discharge of Anna Wawrzynczak-Palyniczak (Supervisory Board Member)	G	Mgmt	For	For
10.8p	Approve Discharge of Bartosz Grzeskowiak (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i></p>					
10.8q	Approve Discharge of Artur Olech (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i></p>					
11	Approve Supervisory Board Report on Assessment of Remuneration Policy	G	Mgmt	For	For
12	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
13	Approve Assessment of Adequacy of Regulations on Supervisory Board	G	Mgmt	For	For
14	Receive Supervisory Board Report on Company's Compliance with Corporate Governance Principles for Supervised Institutions	G	Mgmt		
15.1	Amend Statute Re: Corporate Purpose	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

BANK POLSKA KASA OPIEKI SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15.2	Amend Statute Re: Management Board	G	Mgmt	For	For
15.3	Amend Statute Re: Management Board	G	Mgmt	For	For
15.4	Amend Statute Re: Auditor	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
15.5	Amend Statute Re: Corporate Purpose	G	Mgmt	For	For
	Shareholder Proposals Submitted by Bank PZU SA and PFR SA		Mgmt		
16.1	Recall Supervisory Board Member	G	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
16.2	Elect Supervisory Board Member	G	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
17	Approve Collective Suitability Assessment of Supervisory Board Members	G	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
	Management Proposals		Mgmt		
18	Close Meeting	G	Mgmt		

Banner Corporation

Meeting Date: 22/05/2025

Country: USA

Ticker: BANR

Record Date: 14/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ellen R.M. Boyer	G	Mgmt	For	For
1.2	Elect Director Connie R. Collingsworth	G	Mgmt	For	For
1.3	Elect Director Margot J. Copeland	G	Mgmt	For	For
1.4	Elect Director Mark J. Grescovich	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Banner Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Roberto R. Herencia	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board.</i></p>					
1.6	Elect Director David A. Klaue	G	Mgmt	For	For
1.7	Elect Director John R. Layman	G	Mgmt	For	For
1.8	Elect Director John C. Pedersen	G	Mgmt	For	For
1.9	Elect Director Kevin F. Riordan	G	Mgmt	For	For
1.10	Elect Director Terry S. Schwakopf	G	Mgmt	For	For
1.11	Elect Director Paul J. Walsh	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Ratify Moss Adams LLP as Auditors	G	Mgmt	For	For
5	Approve Qualified Employee Stock Purchase Plan	G	Mgmt	For	For

Banque Cantonale Vaudoise

Meeting Date: 08/05/2025

Country: Switzerland

Ticker: BCVN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Receive Executive Management Report (Non-Voting)	G	Mgmt		
3.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
3.2	Approve Non-Financial Report	E, S	Mgmt	For	For
4	Approve Allocation of Income and Dividends of CHF 4.40 per Share	G	Mgmt	For	For
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.4 Million	G	Mgmt	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.8 Million	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Banque Cantonale Vaudoise

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.3 Million	G	Mgmt	For	For
5.4	Approve Long-Term Variable Remuneration of Executive Committee in Form of 12,624 Shares	G	Mgmt	For	For
6	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
7.1	Reelect Pierre-Alain Urech as Director	G	Mgmt	For	For
7.2	Elect Sandra Hauser as Director	G	Mgmt	For	For
8	Designate Christophe Wilhelm as Independent Proxy	G	Mgmt	For	For
9	Ratify PricewaterhouseCoopers AG as Auditors	G	Mgmt	For	For
10	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Banque Saudi Fransi

Meeting Date: 14/05/2025

Country: Saudi Arabia

Ticker: 1050

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
2	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
3	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
4	Approve Dividends of SAR 0.50 per Share for Second Half of FY 2024 Bringing the Total of Distributed Dividends of SAR 1.50 per Share for FY 2024	G	Mgmt	For	For
5	Authorize Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2025	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Banque Saudi Fransi

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
7	Approve Remuneration of Directors of SAR 16,040,000 for FY 2024	G	Mgmt	For	For
8	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	G	Mgmt	For	For
9	Approve Authorization of the Board According to Paragraph 2 of Article 27 of Companies Law Regarding the Competing Activities Stipulated in Competing Business Standards Charter	G	Mgmt	For	For
10	Ratify Auditors and Fix Their Remuneration for Q2, Q3 and Annual Statement of FY 2025 and Q1 of FY 2026	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
11	Amend Nomination and Remuneration Committee Charter	G	Mgmt	For	For
12	Amend ESG Policy Framework	E, S	Mgmt	For	For
13	Amend Remuneration Policy of Senior Executive Management	G	Mgmt	For	For
14	Approve Related Party Transactions with ABANA Enterprise Group Re: Maintenance and Lease of Cash Counting Machines	G	Mgmt	For	For
15	Approve Related Party Transactions with Alkhaleej Training and Education Re: Manpower and Professional Services	G	Mgmt	For	For
16	Approve Related Party Transactions with Alkhaleej Training and Education Re: Rental of Call Center Desk	G	Mgmt	For	For
17	Approve Related Party Transactions with Burj Assila for Hotel Services Re: Hotel Services	G	Mgmt	For	For
18	Approve Related Party Transactions with Malathik Real Estate Investment Company Re: Car Parking	G	Mgmt	For	For
19	Approve Related Party Transactions with Panda Retail Company Re: Rent ATM Sites	G	Mgmt	For	For

Banque Saudi Fransi

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
20	Authorize Share Repurchase Program Up to 15,000,000 Shares to be Allocated for Employees Incentive Program and Authorize Board to Execute All Related Matters	G	Mgmt	For	For

Baoshan Iron & Steel Co., Ltd.

Meeting Date: 23/04/2025 **Country:** China **Ticker:** 600019
Record Date: 18/04/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Liu Baojun as Non-independent Director	G	Mgmt	For	For

Baoshan Iron & Steel Co., Ltd.

Meeting Date: 20/05/2025 **Country:** China **Ticker:** 600019
Record Date: 15/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution Plan for the Second Half of 2024	G	Mgmt	For	For
6	Approve Budget	G	Mgmt	For	For
7	Approve Related Party Transaction	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks</i>					
8	Approve Bond Issuance Quota Reserve and Issuance Plan	G	Mgmt	For	For
9	Approve Remuneration of Directors, Supervisors and Senior Management Members	G	Mgmt	For	For

Baoshan Iron & Steel Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Matters Relating to the Repurchase and Cancellation of Performance Shares Plan	G	Mgmt	For	For

Barclays PLC

Meeting Date: 07/05/2025 Country: United Kingdom Ticker: BARC
 Record Date: 02/05/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Remuneration Policy	G	Mgmt	For	For
4	Amend Long Term Incentive Plan	G	Mgmt	For	For
5	Elect Diony Lebot as Director	G	Mgmt	For	For
6	Elect Mary Mack as Director	G	Mgmt	For	For
7	Elect Brian Shea as Director	G	Mgmt	For	For
8	Re-elect Robert Berry as Director	G	Mgmt	For	For
9	Re-elect Anna Cross as Director	G	Mgmt	For	For
10	Re-elect Dawn Fitzpatrick as Director	G	Mgmt	For	For
11	Re-elect Mary Francis as Director	G	Mgmt	For	For
12	Re-elect Brian Gilvary as Director	G	Mgmt	For	For
13	Re-elect Nigel Higgins as Director	G	Mgmt	For	For
14	Re-elect Sir John Kingman as Director	G	Mgmt	For	For
15	Re-elect Marc Moses as Director	G	Mgmt	For	For
16	Re-elect Coimbatore Venkatakrisnan as Director	G	Mgmt	For	For
17	Re-elect Julia Wilson as Director	G	Mgmt	For	For
18	Reappoint KPMG LLP as Auditors	G	Mgmt	For	For

Barclays PLC

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
19	Authorise the Board Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
20	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
21	Authorise Issue of Equity	G	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
24	Authorise Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes	G	Mgmt	For	For
25	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes	G	Mgmt	For	For
26	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
27	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Barco NV

Meeting Date: 24/04/2025 **Country:** Belgium **Ticker:** BAR
Record Date: 10/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Receive Directors' and Auditors' Reports (Non-Voting)	G	Mgmt		
2	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.51 per Share	G	Mgmt	For	For
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	G	Mgmt		
4.1	Approve Remuneration Policy	G	Mgmt	For	Against

Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.

Barco NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.2	Approve Remuneration Report	G	Mgmt	For	For
5	Approve Discharge of Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
6	Approve Discharge of Auditors	G	Mgmt	For	For
7	Approve Remuneration of Directors	G	Mgmt	For	For
8	Appoint PwC, Permanently Represented by Mieke Van Leeuwe BV, for Sustainability Reporting and Approve Their Remuneration	G	Mgmt	For	For
9	Approve Financial Statements, Allocation of Income, and Discharge of Directors and Auditor of Barco Solutions BV	G	Mgmt	For	For

BASF SE

Meeting Date: 02/05/2025

Country: Germany

Ticker: BAS

Record Date: 25/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.25 per Share	G	Mgmt	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	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	G	Mgmt	For	For
5.b	Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

BASF SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Affiliation Agreement with BASF Agricultural Solutions Deutschland GmbH	G	Mgmt	For	For
8	Approve Remuneration Report	G	Mgmt	For	For

Basic-Fit NV

Meeting Date: 06/05/2025 **Country:** Netherlands **Ticker:** BFIT
Record Date: 08/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		
2	Receive Report of Management Board and Supervisory Board (Non-Voting)	G	Mgmt		
3(a)	Discussion on Company's Corporate Governance Structure	G	Mgmt		
3(b)	Approve Remuneration Report	G	Mgmt	For	For
3(c)	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
3(d)	Approve Discharge of Management Board	G	Mgmt	For	For
3(e)	Approve Discharge of Supervisory Board	G	Mgmt	For	For
3(f)	Discuss Dividend Policy	G	Mgmt		
4(a)	Elect Rob Schilder to Supervisory Board	G	Mgmt	For	For
4(b)	Reelect Hans Willemse to Supervisory Board	G	Mgmt	For	For
4(c)	Reelect Rob van der Heijden to Supervisory Board	G	Mgmt	For	For
5(a)	Grant Board Authority to Issue Shares	G	Mgmt	For	For
5(b)	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
6	Authorize Repurchase of Shares	G	Mgmt	For	For

Basic-Fit NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7(a)	Appoint PricewaterhouseCoopers Nederland NV as Assurance Provider for Sustainability Reporting for the Financial Year 2026	G	Mgmt	For	For
7(b)	Appoint EY as Assurance Provider for Sustainability Reporting for the Financial Year 2025	G	Mgmt	For	For
8	Close Meeting	G	Mgmt		

Basler AG

Meeting Date: 23/05/2025 **Country:** Germany **Ticker:** BSL
Record Date: 30/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5	Ratify Deloitte GmbH as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Elect Lennart Schulenburg to the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
7	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
8	Approve Management Board Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					

Basler AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Supervisory Board Remuneration Policy	G	Mgmt	For	For

Bath & Body Works, Inc.

Meeting Date: 05/06/2025

Country: USA

Ticker: BBWI

Record Date: 08/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sarah E. Nash	G	Mgmt	For	For
1.2	Elect Director Alessandro Bogliolo	G	Mgmt	For	For
1.3	Elect Director Gina R. Boswell *Withdrawn Resolution*	G	Mgmt		
1.4	Elect Director Lucy O. Brady	G	Mgmt	For	For
1.5	Elect Director Francis A. Hondal	G	Mgmt	For	For
1.6	Elect Director Danielle M. Lee	G	Mgmt	For	For
1.7	Elect Director Juan Rajlin	G	Mgmt	For	For
1.8	Elect Director Stephen D. Steinour	G	Mgmt	For	For
1.9	Elect Director J.K. Symancyk	G	Mgmt	For	For
1.10	Elect Director Steven E. Voskuil	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Bavarian Nordic A/S

Meeting Date: 09/04/2025

Country: Denmark

Ticker: BAVA

Record Date: 02/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	G	Mgmt		
2	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income	G	Mgmt	For	For

Bavarian Nordic A/S

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
5	Approve Discharge of Management and Board	G	Mgmt	For	For
6a	Reelect Luc Debruyne as Director	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
6b	Reelect Frank Verwiel as Director	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
6c	Reelect Anne Louise Eberhard as Director	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
6d	Reelect Heidi Hunter as Director	G	Mgmt	For	For
6e	Reelect Johan van Hoof as Director	G	Mgmt	For	For
6f	Reelect Montse Montaner as Director	G	Mgmt	For	For
7	Ratify KPMG as Auditors; Appoint KPMG as Authorized Sustainability Auditors	G	Mgmt	For	For
8a	Approve Creation of DKK 78.9 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 78.9 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 78.9 Million	G	Mgmt	For	For
8b	Approve Issuance of Convertible Notes without Preemptive Rights up to Aggregate Nominal Amount of DKK 78.9 Million	G	Mgmt	For	For
8c	Approve Issuance of Warrants for Key Employees; Approve Creation of DKK 20 Million Pool of Conditional Capital to Guarantee Conversion Rights	G	Mgmt	For	For

Bavarian Nordic A/S

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8d	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	G	Mgmt	For	For
8e	Approve Remuneration of Directors; Approve Committee Fees; Approve Meeting Fees	G	Mgmt	For	For
8f	Authorize Share Repurchase Program	G	Mgmt	For	For

BAWAG Group AG

Meeting Date: 04/04/2025 **Country:** Austria **Ticker:** BG
Record Date: 25/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 5.50 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
5	Approve Increase in Size of Supervisory Board to Eight Members	G	Mgmt	For	For
6.1	Elect Kim Fennebresque as Supervisory Board Member	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
6.2	Elect Tamara Kapeller as Supervisory Board Member	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
6.3	Elect Frederick Haddad as Supervisory Board Member	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
6.4	Elect Ahmed Saeed as Supervisory Board Member	G	Mgmt	For	For
6.5	Elect Robert Oudmajer as Supervisory Board Member	G	Mgmt	For	For
6.6	Elect Veronika von Heise-Rotenburg as Supervisory Board Member	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

BAWAG Group AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.7	Elect Pat McClanahan as Supervisory Board Member	G	Mgmt	For	For
6.8	Elect Tina Chan Reich as Supervisory Board Member	G	Mgmt	For	For
7	Ratify Deloitte Audit as Auditors and Auditor for Sustainability Reporting for Fiscal Year 2026	G	Mgmt	For	For
8	Approve Remuneration Report	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
9	Approve Remuneration Policy	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For

Baxter International Inc.

Meeting Date: 06/05/2025

Country: USA

Ticker: BAX

Record Date: 13/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director William A. Ampofo, II	G	Mgmt	For	For
1b	Elect Director Jeffrey A. Craig	G	Mgmt	For	For
1c	Elect Director Patricia B. Morrison	G	Mgmt	For	For
1d	Elect Director Stephen N. Oesterle	G	Mgmt	For	For
1e	Elect Director Stephen H. Rusckowski	G	Mgmt	For	For
1f	Elect Director Nancy M. Schlichting	G	Mgmt	For	For
1g	Elect Director Brent Shafer	G	Mgmt	For	For
1h	Elect Director Cathy R. Smith	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1i	Elect Director Amy A. Wendell	G	Mgmt	For	For
1j	Elect Director David S. Wilkes	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Baxter International Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Adopt Share Retention Policy For Senior Executives	G	SH	Against	Against

Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.

BayCurrent, Inc.

Meeting Date: 27/05/2025

Country: Japan

Ticker: 6532

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Abe, Yoshiyuki	G	Mgmt	For	For
1.2	Elect Director Kitakaze, Daisuke	G	Mgmt	For	For
1.3	Elect Director Ikehira, Kentaro	G	Mgmt	For	For
1.4	Elect Director Nakamura, Kosuke	G	Mgmt	For	For
1.5	Elect Director Shoji, Toshimune	G	Mgmt	For	For
1.6	Elect Director Sato, Shintaro	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Okuyama, Yoshitaka	G	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Kasuya, Yuichiro	G	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Fujimoto, Tetsuya	G	Mgmt	For	For
2.4	Elect Director and Audit Committee Member Midorikawa, Yoshie	G	Mgmt	For	For

Bayerische Motoren Werke AG (BMW)

Meeting Date: 14/05/2025

Country: Germany

Ticker: BMW

Record Date: 22/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 4.30 per Ordinary Share and EUR 4.32 per Preferred Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2024	G	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Martin Kimmich for Fiscal Year 2024	G	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Stefan Quandt for Fiscal Year 2024	G	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Stefan Schmid for Fiscal Year 2024	G	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Kurt Bock for Fiscal Year 2024	G	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Christiane Benner (until May 15, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Ulrich Bauer (from May 15, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Marc Bitzer for Fiscal Year 2024	G	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Bernhard Ebner (until May 15, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Rachel Empey for Fiscal Year 2024	G	Mgmt	For	For

Bayerische Motoren Werke AG (BMW)

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.11	Approve Discharge of Supervisory Board Member Heinrich Hiesinger for Fiscal Year 2024	G	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Johann Horn (until May 15, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Susanne Klatten for Fiscal Year 2024	G	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Jens Koehler for Fiscal Year 2024	G	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Gerhard Kurz (until Oct. 31, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Andre Mandl for Fiscal Year 2024	G	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Dominique Mohabeer for Fiscal Year 2024	G	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Michael Nikolaides (from Nov. 1, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Horst Ott (from May 15, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Anke Schaeferkordt for Fiscal Year 2024	G	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Christoph Schmidt for Fiscal Year 2024	G	Mgmt	For	For
4.22	Approve Discharge of Supervisory Board Member Vishal Sikka for Fiscal Year 2024	G	Mgmt	For	For
4.23	Approve Discharge of Supervisory Board Member Sibylle Wankel for Fiscal Year 2024	G	Mgmt	For	For

Bayerische Motoren Werke AG (BMW)

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.24	Approve Discharge of Supervisory Board Member Johanna Wenckebach (from May 15, 2024) for Fiscal Year 2024	G	Mgmt	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	G	Mgmt	For	For
5.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6.1	Elect Marc Bitzer to the Supervisory Board	G	Mgmt	For	For
6.2	Elect Rachel Empey to the Supervisory Board	G	Mgmt	For	For
6.3	Elect Nicolas Peter to the Supervisory Board	G	Mgmt	For	For
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
6.4	Elect Anke Schaeferkordt to the Supervisory Board	G	Mgmt	For	For
6.5	Elect Christoph Schmidt to the Supervisory Board	G	Mgmt	For	For
7	Approve Remuneration Report	G	Mgmt	For	For
8	Approve Remuneration Policy	G	Mgmt	For	For
9	Approve Remuneration of Supervisory Board	G	Mgmt	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2030	G	Mgmt	For	For
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For

BB Seguridade Participacoes SA

Meeting Date: 29/04/2025

Country: Brazil

Ticker: BBSE3

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain

BB Seguridade Participacoes SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3	Approve Remuneration of Company's Management	G	Mgmt	For	For
4	Approve Remuneration of Directors	G	Mgmt	For	For
5	Approve Remuneration of Fiscal Council Members	G	Mgmt	For	For
6	Approve Remuneration of Audit Committee	G	Mgmt	For	For
7	Approve Remuneration of Risk and Capital Committee	G	Mgmt	For	For
8	Approve Remuneration of the Independent Member of the Related Party Transactions Committee	G	Mgmt	For	For
9.1	Elect Kamillo Tononi Oliveira Silva as Director (Appointed by Banco do Brasil)	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
9.2	Elect Rosiane Barbosa Laviola as Director (Appointed by Banco do Brasil)	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
9.3	Elect Gilberto Lourenco da Aparecida as Independent Director (Appointed by Banco do Brasil)	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence.</i>					
9.4	Elect Andre Gustavo Borba Assumpcao Haui as Director (CEO of BB Seguridade)	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification</i>					
9.5	Elect Guilherme Santos Mello as Director (Appointed by Uniao)	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
9.6	Elect Marcos Rogerio de Souza as Director (Appointed by Uniao)	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

BB Seguridade Participacoes SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.7	Elect Maria Carolina Ferreira Lacerda as Independent Director as Minority Representative Under Majority Board Election	G	SH	None	For
	<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>				
	If Voting FOR on Item 10, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.		Mgmt		
10	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
11.1	Percentage of Votes to Be Assigned - Elect Kamillo Tononi Oliveira Silva as Director (Appointed by Banco do Brasil)	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
11.2	Percentage of Votes to Be Assigned - Elect Rosiane Barbosa Laviola as Director (Appointed by Banco do Brasil)	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
11.3	Percentage of Votes to Be Assigned - Elect Gilberto Lourenco da Aparecida as Independent Director (Appointed by Banco do Brasil)	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
11.4	Percentage of Votes to Be Assigned - Elect Andre Gustavo Borba Assumpcao Hai as Director (CEO of BB Seguridade)	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
11.5	Percentage of Votes to Be Assigned - Elect Guilherme Santos Mello as Director (Appointed by Uniao)	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

BB Seguridade Participacoes SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11.6	Percentage of Votes to Be Assigned - Elect Marcos Rogerio de Souza as Director (Appointed by Uniao)	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
11.7	Percentage of Votes to Be Assigned - Elect Maria Carolina Ferreira Lacerda as Independent Director as Minority Representative Under Majority Board Election	G	SH	None	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
12	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
13	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					

BB Seguridade Participacoes SA

Meeting Date: 29/04/2025

Country: Brazil

Ticker: BBSE3

Record Date:

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Chapter IV	G	Mgmt	For	For
2	Amend Chapter V	G	Mgmt	For	For
3	Amend Chapter VI	G	Mgmt	For	For
4	Amend Chapter VII	G	Mgmt	For	For
5	Amend Chapter X	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

BCE Inc.

Meeting Date: 08/05/2025

Country: Canada

Ticker: BCE

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mirko Bibic	G	Mgmt	For	For
1.2	Elect Director Robert P. Dexter	G	Mgmt	For	For
1.3	Elect Director Katherine Lee	G	Mgmt	For	For
1.4	Elect Director Monique F. Leroux	G	Mgmt	For	For
1.5	Elect Director Sheila A. Murray	G	Mgmt	For	For
1.6	Elect Director Gordon M. Nixon	G	Mgmt	For	For
1.7	Elect Director Louis P. Pagnutti	G	Mgmt	For	For
1.8	Elect Director Calin Rovinescu	G	Mgmt	For	For
1.9	Elect Director Karen Sheriff	G	Mgmt	For	For
1.10	Elect Director Jennifer Tory	G	Mgmt	For	For
1.11	Elect Director Louis Vachon	G	Mgmt	For	For
1.12	Elect Director Johan Wibergh	G	Mgmt	For	For
1.13	Elect Director Cornell Wright	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
4	SP 1: Disclosure of Language Fluency of Employees	G	SH	Against	Against
<i>Blended Rationale: The proposal is overly prescriptive and does not demonstrate a material link to long-term shareholder value</i>					
5	SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	G	SH	Against	Against
<i>Blended Rationale: The company provides virtual meetings that facilitate effective shareholder participation and transparency</i>					
6	SP 3: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	S	SH	Against	Against
<i>Blended Rationale: The company already has internal governance frameworks, and adopting external codes could unduly constrain its operational flexibility</i>					

BDO Unibank, Inc.

Meeting Date: 25/04/2025

Country: Philippines

Ticker: BDO

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve the Minutes of the Annual Stockholders' Meeting	G	Mgmt	For	For
2	Approve Audited Financial Statements	G	Mgmt	For	For
3	Approve and Ratify All Acts of the Board of Directors, Board Committees and Management During Their Terms of Office	G	Mgmt	For	For
	Elect 11 Directors by Cumulative Voting		Mgmt		
4.1	Elect Jones M. Castro, Jr. as Director	G	Mgmt	For	For
4.2	Elect Dioscoro I. Ramos as Director	G	Mgmt	For	Withhold
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence</i>					
4.3	Elect Teresita T. Sy as Director	G	Mgmt	For	Withhold
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence</i>					
4.4	Elect Josefina N. Tan as Director	G	Mgmt	For	For
4.5	Elect Nestor V. Tan as Director	G	Mgmt	For	For
4.6	Elect George T. Barcelon as Director	G	Mgmt	For	For
4.7	Elect Estela P. Bernabe as Director	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-034] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related investment risks and opportunities. [HK-M0201-013] Remuneration Committee without majority independence</i>					
4.8	Elect Vipul Bhagat as Director	G	Mgmt	For	For
4.9	Elect Franklin M. Drilon as Director	G	Mgmt	For	For
4.10	Elect Alfredo E. Pascual as Director	G	Mgmt	For	For
4.11	Elect Vicente S. Perez, Jr. as Director	G	Mgmt	For	For
5	Approve Allocation of Up to 2% of the Bank's Outstanding Primary Common Shares for Future Awards Under the Bank's Employee Stock Option Plan	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-011] The proposed option scheme does not have clear performance criteria for granting and/or vesting.</i>					

BDO Unibank, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Appoint Punongbayan & Araullo, Grant Thornton as External Auditor	G	Mgmt	For	For
7	Approve Other Matters	G	Mgmt	For	Against

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

BE Semiconductor Industries NV

Meeting Date: 23/04/2025

Country: Netherlands

Ticker: BESI

Record Date: 26/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		
2.a	Receive Report of Management Board (Non-Voting)	G	Mgmt		
2.b	Discussion on Company's Corporate Governance Structure	G	Mgmt		
3	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
4.a	Receive Explanation on Company's Reserves and Dividend Policy	G	Mgmt		
4.b	Approve Dividends	G	Mgmt	For	For
5.a	Approve Discharge of Management Board	G	Mgmt	For	For
5.b	Approve Discharge of Supervisory Board	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For

Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. the performance hurdles do not appear to be challenging. regarding the grant of a one-off award.

[SD-M0550-004] Based on disclosures,

[LN-M0550-004] Poor use of remuneration committee discretion

7.a	Reelect Elke Eckstein to Supervisory Board	G	Mgmt	For	For
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Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.

BE Semiconductor Industries NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.b	Reelect Laura Oliphant to Supervisory Board	G	Mgmt	For	For
<p><i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
8.a	Grant Board Authority to Issue Shares	G	Mgmt	For	For
8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
9	Authorize Repurchase of Shares	G	Mgmt	For	For
10	Approve Reduction in Share Capital through Cancellation of Shares	G	Mgmt	For	For
11	Appoint EY Accountants B.V. as Auditor for Sustainability Reporting	G	Mgmt	For	For
12	Other Business (Non-Voting)	G	Mgmt		
13	Close Meeting	G	Mgmt		

Beam Therapeutics Inc.

Meeting Date: 04/06/2025

Country: USA

Ticker: BEAM

Record Date: 08/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mark C. Fishman	G	Mgmt	For	For
1b	Elect Director Carole Ho	G	Mgmt	For	For
1c	Elect Director Kathleen E. Walsh	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Beazley Plc

Meeting Date: 22/04/2025

Country: United Kingdom

Ticker: BEZ

Record Date: 16/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Interim Dividends	G	Mgmt	For	For
4	Re-elect Rajesh Agrawal as Director	G	Mgmt	For	For
5	Re-elect Clive Bannister as Director	G	Mgmt	For	For
6	Re-elect Adrian Cox as Director	G	Mgmt	For	For
7	Re-elect Pierre-Olivier Desaulle as Director	G	Mgmt	For	For
8	Re-elect Nicola Hodson as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
9	Re-elect Carolyn Johnson as Director	G	Mgmt	For	For
10	Re-elect Fiona Muldoon as Director	G	Mgmt	For	For
11	Re-elect John Reizenstein as Director	G	Mgmt	For	For
12	Re-elect Cecilia Leuzinger as Director	G	Mgmt	For	For
13	Re-elect Robert Stuchbery as Director	G	Mgmt	For	For
14	Elect Barbara Jensen as Director	G	Mgmt	For	For
15	Reappoint EY as Auditors	G	Mgmt	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
17	Approve Savings-Related Share Option Plan for US Employees	G	Mgmt	For	For
18	Authorise Issue of Equity	G	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Meeting Date: 27/05/2025

Country: Germany

Ticker: BC8

Record Date: 05/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>					
5a	Ratify Deloitte GmbH as Auditors for Fiscal 2025 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025	G	Mgmt	For	For
5b	Ratify Deloitte GmbH as Auditor for the Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
7	Approve Creation of EUR 8.9 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 400 Million; Approve Creation of EUR 10 Million Pool of Capital to Guarantee Conversion Rights	G	Mgmt	For	For
9	Approve Affiliation Agreement with Bechtle Logistik & Service GmbH	G	Mgmt	For	For
10a	Approve Remuneration of Supervisory Board	G	Mgmt	For	For

Bechtle AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10b	Approve Supervisory Board Remuneration Policy	G	Mgmt	For	For

Befesa SA

Meeting Date: 19/06/2025 **Country:** Luxembourg **Ticker:** BFSA
Record Date: 05/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Receive Board's and Auditor's Reports	G	Mgmt		
2	Approve Consolidated Financial Statements	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Allocation of Income and Dividends	G	Mgmt	For	For
5	Approve Discharge of Directors	G	Mgmt	For	For
6	Approve Remuneration of Non-Executive Directors	G	Mgmt	For	For
7	Elect Javier Petit Asumendi as Non-Executive Director	G	Mgmt	For	For
8	Approve Remuneration Report	G	Mgmt	For	For
9	Approve Share Repurchase	G	Mgmt	For	For
10	Renew Appointment of KPMG as Auditor	G	Mgmt	For	For

Beiersdorf AG

Meeting Date: 17/04/2025 **Country:** Germany **Ticker:** BEI
Record Date: 26/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
5.a	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	G	Mgmt	For	For
5.b	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
7	Approve Remuneration Policy	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. Remuneration arrangements are poorly structured.</i>					<i>[LN-M0550-001]</i>
8	Approve Remuneration of Supervisory Board	G	Mgmt	For	For
9	Approve Creation of EUR 40 Million Pool of Authorized Capital I with Preemptive Rights	G	Mgmt	For	For
10	Approve Creation of EUR 25 Million Pool of Authorized Capital II with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
11	Approve Creation of EUR 25 Million Pool of Authorized Capital III with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
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	G	Mgmt	For	For
13	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For
14	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For

BeiGene Ltd.

Meeting Date: 28/04/2025

Country: Cayman Islands

Ticker: 6160

Record Date: 05/02/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Change Jurisdiction of Incorporation from Cayman Islands to Switzerland	G	Mgmt	For	For
2	Amend Articles of Association	G	Mgmt	For	For
3	Approve Ernst & Young AG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

BeiGene, Ltd.

Meeting Date: 21/05/2025

Country: Cayman Islands

Ticker: 6160

Record Date: 26/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Director Anthony C. Hooper	G	Mgmt	For	For
2	Elect Director Ranjeev Krishana	G	Mgmt	For	For
3	Elect Director Xiaodong Wang	G	Mgmt	For	For
4	Elect Director Qingqing Yi	G	Mgmt	For	For
5	Elect Director Shalini Sharp	G	Mgmt	For	For
6	Ratify Ernst & Young LLP, Ernst & Young and Ernst & Young Hua Ming LLP as Auditors	G	Mgmt	For	For
7	Authorize Board to Fix Remuneration of Auditors	G	Mgmt	For	For
8	Authorize the Board of Directors to Issue, Allot, or Deal with Unissued Ordinary Shares and/or American Depositary Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-MQ300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
9	Authorize Share Repurchase Program	G	Mgmt	For	For
10	Approve Connected Person Placing Authorization I	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
11	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

BeiGene, Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Adjourn Meeting	G	Mgmt	For	For

Beijer Ref AB

Meeting Date: 24/04/2025 Country: Sweden Ticker: BEIJ.B
 Record Date: 14/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Madeleine Rydberger as Chair of Meeting	G	Mgmt	For	For
2	Prepare and Approve List of Shareholders	G	Mgmt	For	For
3	Approve Agenda of Meeting	G	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
6	Receive CEO's Report	G	Mgmt		
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8.b	Approve Allocation of Income and Dividends of SEK 1.40 Per Share	G	Mgmt	For	For
8.c	Approve Remuneration Report	G	Mgmt	For	For
8.d.1	Approve Discharge of Kate Swann	G	Mgmt	For	For
8.d.2	Approve Discharge of Per Bertland	G	Mgmt	For	For
8.d.3	Approve Discharge of Nathalie Delbreuves	G	Mgmt	For	For
8.d.4	Approve Discharge of Albert Gustafsson	G	Mgmt	For	For
8.d.5	Approve Discharge of Kerstin Lindvall	G	Mgmt	For	For
8.d.6	Approve Discharge of Joen Magnusson	G	Mgmt	For	For
8.d.7	Approve Discharge of Frida Norrbom Sams	G	Mgmt	For	For
8.d.8	Approve Discharge of William Striebe	G	Mgmt	For	For
8.d.9	Approve Discharge of Christopher Norbye	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Beijer Ref AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Determine Number of Members (8) and Deputy Members of Board (0)	G	Mgmt	For	For
10	Approve Remuneration of Directors in the Amount of SEK 1.15 Million for Chair and SEK 550,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
11	Approve Remuneration of Auditors	G	Mgmt	For	For
12.a	Reelect Per Bertland as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence. [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
12.b	Reelect Nathalie Delbreuve as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
12.c	Reelect Albert Gustafsson as Director	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
12.d	Reelect Kerstin Lindvall as Director	G	Mgmt	For	For
12.e	Reelect Joen Magnusson as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence.</i>					
12.f	Reelect Frida Norrbom Sams as Director	G	Mgmt	For	For
12.g	Reelect William Striebe as Director	G	Mgmt	For	For
12.h	Reelect Kate Swann as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence.</i>					
12.i	Reelect Kate Swann as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
13	Ratify Deloitte as Auditors	G	Mgmt	For	For
14	Approve Creation of Pool of Capital without Preemptive Rights	G	Mgmt	For	For
15.A	Approve Performance Share Matching Plan LTI 2025 for Key Employees	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					

Beijer Ref AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15.B	Approve Equity Plan Financing Through Acquisition and Transfer of Shares	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
15.C	Approve Alternative Equity Plan Financing of LTI 2025, if Item 15.B is Not Approved	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
16	Close Meeting	G	Mgmt		

Beijing Enterprises Holdings Limited

Meeting Date: 05/06/2025 **Country:** Hong Kong **Ticker:** 392
Record Date: 30/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3.1	Elect Tung Woon Cheung Eric as Director	G	Mgmt	For	For
3.2	Elect Wu Jiesi as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification[HK-M0201-008] Audit Committee without majority independence[HK-M0201-013] Remuneration Committee without majority independence[HK-M0201-012] Chair of Remuneration Committee not independent[SF-M0201-034] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related investment risks and opportunities.[DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>				
3.3	Elect Lam Hoi Ham as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification[HK-M0201-008] Audit Committee without majority independence[HK-M0201-013] Remuneration Committee without majority independence[HK-M0201-007] Chair of Audit Committee not independent[SF-M0201-034] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related investment risks and opportunities.[DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>				
3.4	Elect Chan Man Ki Maggie as Director	G	Mgmt	For	For
	<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence[HK-M0201-008] Audit Committee without majority independence[HK-M0201-013] Remuneration Committee without majority independence</i>				
3.5	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For

Beijing Enterprises Holdings Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For

Beijing Enterprises Water Group Limited

Meeting Date: 03/06/2025 **Country:** Bermuda **Ticker:** 371
Record Date: 28/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a1	Elect Zhou Min as Director	G	Mgmt	For	For
3a2	Elect Sha Ning as Director	G	Mgmt	For	For
3a3	Elect Yuan Jianwei as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					
3a4	Elect Guo Rui as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent. [HK-M0201-012] Chair of Remuneration Committee not independent</i>					
3a5	Elect Chau On Ta Yuen as Director	G	Mgmt	For	For
3a6	Elect Dai Xiaohu as Director	G	Mgmt	For	For
3b	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Beijing Enterprises Water Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against

Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.

Beijing Kingsoft Office Software, Inc.

Meeting Date: 04/06/2025

Country: China

Ticker: 688111

Record Date: 28/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Report of the Independent Directors	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Financial Statements	G	Mgmt	For	For
6	Approve Financial Budget Report	G	Mgmt	For	For
7	Approve to Appoint Financial and Internal Control Auditor and to Fix Their Remuneration	G	Mgmt	For	For
8	Approve Use of Idle Own Funds to Invest in Financial Products	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks</i>					
9	Approve Profit Distribution	G	Mgmt	For	For
10	Approve Daily Related Party Transactions	G	Mgmt	For	For
11	Amend Articles of Association	G	Mgmt	For	For
12	Approve Draft and Summary of Performance Shares Incentive Plan	G	Mgmt	For	For
13	Approve Performance Shares Incentive Plan Implementation Assessment Management Measures	G	Mgmt	For	For
14	Approve Authorization of the Board to Handle All Related Matters	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Beijing Kingsoft Office Software, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15.1	Elect Lei Jun as Director	G	Mgmt	For	For
15.2	Elect Qiu Bojun as Director	G	Mgmt	For	For
15.3	Elect Zou Tao as Director	G	Mgmt	For	For
15.4	Elect Liu Wei as Director	G	Mgmt	For	For
15.5	Elect Ge Ke as Director	G	Mgmt	For	For
15.6	Elect Zhang Qingyuan as Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
16.1	Elect Ma Yide as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
16.2	Elect Fang Aizhi as Director	G	Mgmt	For	For
16.3	Elect Wang Yuhua as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
	ELECT SUPERVISORS VIA CUMULATIVE VOTING		Mgmt		
17.1	Elect Peng Bo as Supervisor	G	Mgmt	For	For
17.2	Elect Li Yi as Supervisor	G	Mgmt	For	For

Beijing Shougang Co., Ltd.

Meeting Date: 06/06/2025

Country: China

Ticker: 000959

Record Date: 28/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Financial Budget Report	G	Mgmt	For	For
7	Approve to Appoint Auditor	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Beijing Shougang Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Repurchase and Cancellation of Performance Shares	G	Mgmt	For	For
9	Approve Provision of Guarantee	G	Mgmt	For	For
10	Approve Provision of Guarantee for Associate Company	G	Mgmt	For	For
11	Approve Issuance of Super Short-term Commercial Papers	G	Mgmt	For	For
12	Approve Authorization of Board to Handle All Related Matters	G	Mgmt	For	For

Beijing Tiantan Biological Products Corp. Ltd.

Meeting Date: 27/05/2025

Country: China

Ticker: 600161

Record Date: 13/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Financial Budget Report	G	Mgmt	For	For
6	Approve Profit Distribution and Interim Dividend Plan	G	Mgmt	For	For
7	Approve Provision for Asset Impairment and Asset Retirement	G	Mgmt	For	For
8	Approve Credit Line Application	G	Mgmt	For	For
9	Approve Appointment of Auditor	G	Mgmt	For	For
10	Approve Daily Related Party Transactions	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks</i>					
11	Approve Amendments to Articles of Association	G	Mgmt	For	For
	AMEND CERTAIN CORPORATE GOVERNANCE SYSTEMS		Mgmt		

Beijing Tiantan Biological Products Corp. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12.1	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
12.2	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
12.3	Amend the Independent Director System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
13	Approve to Remove the Board of Supervisors and Abolish the Rules of Procedure of the Board of Supervisors	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
14.1	Elect Zhang Jieming as Director	G	Mgmt	For	For
14.2	Elect Wang Qi as Director	G	Mgmt	For	For

Beijing Wantai Biological Pharmacy Enterprise Co., Ltd.

Meeting Date: 08/05/2025 Country: China Ticker: 603392
Record Date: 28/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution Plan	G	Mgmt	For	For
	APPROVE REMUNERATION OF DIRECTORS		Mgmt		
6.1	Approve Remuneration of Independent Directors	G	Mgmt	For	For
6.2	Approve Remuneration of Non-independent Directors	G	Mgmt	For	For
7	Approve Remuneration of Supervisors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Beijing Wantai Biological Pharmacy Enterprise Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Appointment of Auditor and Internal Control Auditor	G	Mgmt	For	For
9	Approve Application for Comprehensive Credit Line and Provision of Guarantee	G	Mgmt	For	For
10	Approve Amendments to Articles of Association	G	Mgmt	For	For
11	Amend the External Investment Management System	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
12	Amend the Management System for Related Party Transactions	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
13	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
14	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
	ELECT INDEPENDENT DIRECTOR VIA CUMULATIVE VOTING		Mgmt		
15.1	Elect Wang Yutao as Director	G	Mgmt	For	For

Beijing Yanjing Brewery Co., Ltd.

Meeting Date: 24/06/2025 Country: China Ticker: 000729
Record Date: 18/06/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements and Financial Budget Report	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For

Beijing Yanjing Brewery Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve to Appoint Auditors and to Fix Their Remuneration	G	Mgmt	For	For
7	Approve Internal Control Auditor and Payment of Remuneration	G	Mgmt	For	For
8	Approve 2024 Remuneration of Directors and Senior Management Members	G	Mgmt	For	For
9	Approve 2024 Remuneration of Supervisors	G	Mgmt	For	For
10	Approve 2025 Remuneration of Directors and Senior Management Members	G	Mgmt	For	For
11	Approve 2025 Remuneration of Supervisors	G	Mgmt	For	For
12	Approve Authorization for External Donations	S	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
13	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
14	Amend Articles of Association	G	Mgmt	For	For
15	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	For
16	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	For
17	Amend Working System for Independent Directors	G	Mgmt	For	For
18	Amend Management System for Providing External Guarantees	G	Mgmt	For	For
19	Amend Cash Dividends Management System	G	Mgmt	For	For
20	Amend Hiring System of Auditor	G	Mgmt	For	For
21	Amend Related Party Transaction Decision-making System	G	Mgmt	For	For
22	Amend Management System of Raised Funds	G	Mgmt	For	For
23	Amend Major Investment Management System	G	Mgmt	For	For

Beijing-Shanghai High-Speed Railway Co., Ltd.

Meeting Date: 30/05/2025

Country: China

Ticker: 601816

Record Date: 22/05/2025

Meeting Type: Annual

Beijing-Shanghai High-Speed Railway Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-037] Greater board-level oversight of climate-related risks would result in more comprehensive risk management and potentially improved financial outcomes for shareholders.[SF-M0201-032] Greater climate-related disclosure, including disclosure aligned with all four pillars of TCFD, would enable investors to better assess climate-related risks and opportunities.[SF-M0201-033] Greater climate-related disclosure, including disclosure of scope 1 and scope 2 emissions, would enable investors to better assess climate-related investment risks and opportunities.[SF-M0201-034] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related investment risks and opportunities.</i></p>					
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Daily Related Party Transactions	G	Mgmt	For	Against
<p><i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks</i></p>					
7	Approve to Appoint Financial and Internal Control Auditor	G	Mgmt	For	For
8	Approve Financial Budget Report	G	Mgmt	For	For
9	Elect Li Chongqi as Non-independent Director	G	Mgmt	For	For

Belden Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: BDC

Record Date: 25/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director David J. Aldrich	G	Mgmt	For	For
1b	Elect Director Lance C. Balk	G	Mgmt	For	For
1c	Elect Director Diane D. Brink	G	Mgmt	For	For
1d	Elect Director Judy L. Brown	G	Mgmt	For	For
1e	Elect Director Nancy Calderon	G	Mgmt	For	For
1f	Elect Director Ashish Chand	G	Mgmt	For	For
1g	Elect Director Jonathan C. Klein	G	Mgmt	For	For
1h	Elect Director Vivie "YY" Lee	G	Mgmt	For	For

Belden Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director Gregory J. McCray	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Benchmark Electronics, Inc.

Meeting Date: 14/05/2025 Country: USA Ticker: BHE
 Record Date: 21/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director David W. Scheible	G	Mgmt	For	For
1.2	Elect Director Douglas M. Britt	G	Mgmt	For	For
1.3	Elect Director Glynis A. Bryan	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.4	Elect Director Anne De Greef-Safft	G	Mgmt	For	For
1.5	Elect Director Robert K. Gifford	G	Mgmt	For	For
1.6	Elect Director Kenneth T. Lamneck	G	Mgmt	For	For
1.7	Elect Director Lynn A. Wentworth	G	Mgmt	For	For
1.8	Elect Director Jeffrey W. Benck	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Bentley Systems, Incorporated

Meeting Date: 22/05/2025 Country: USA Ticker: BSY
 Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Barry J. Bentley	G	Mgmt	For	For

Bentley Systems, Incorporated

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Gregory S. Bentley	G	Mgmt	For	For
1.3	Elect Director Keith A. Bentley	G	Mgmt	For	For
1.4	Elect Director Raymond B. Bentley	G	Mgmt	For	For
1.5	Elect Director Nicholas H. Cumins	G	Mgmt	For	For
1.6	Elect Director Kirk B. Griswold	G	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i>					
1.7	Elect Director Janet B. Haugen	G	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i>					
1.8	Elect Director Brian F. Hughes	G	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Berkshire Hathaway Inc.

Meeting Date: 03/05/2025

Country: USA

Ticker: BRK.B

Record Date: 05/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Warren E. Buffett	G	Mgmt	For	For
1.2	Elect Director Gregory E. Abel	G	Mgmt	For	For
1.3	Elect Director Howard G. Buffett	G	Mgmt	For	For
1.4	Elect Director Susan A. Buffett	G	Mgmt	For	For
1.5	Elect Director Stephen B. Burke	G	Mgmt	For	For
1.6	Elect Director Kenneth I. Chenault	G	Mgmt	For	For
1.7	Elect Director Christopher C. Davis	G	Mgmt	For	For

Blended Rationale: .

Berkshire Hathaway Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director Susan L. Decker	G	Mgmt	For	Withhold
	<i>Blended Rationale: [DC-D0000-001] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines. [DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>				
1.9	Elect Director Charlotte Guyman	G	Mgmt	For	For
1.10	Elect Director Ajit Jain	G	Mgmt	For	For
1.11	Elect Director Thomas S. Murphy, Jr.	G	Mgmt	For	For
1.12	Elect Director Wallace R. Weitz	G	Mgmt	For	For
1.13	Elect Director Meryl B. Witmer	G	Mgmt	For	For
2	Report on Costs and Benefits of Voluntary Carbon Reduction Commitments	E	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>				
3	Report on Pay Disparity	S	SH	Against	Against
	<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>				
4	Report on Civil Rights and Non-Discrimination Audit	E, S	SH	Against	Against
	<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>				
5	Conduct and Report a Third-Party Racial Equity Audit on Risks Related to Race-based Initiatives	E, S	SH	Against	Against
	<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>				
6	Designate Board Committee to Oversee DEI Strategy	E, S	SH	Against	Against
	<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>				
7	Report on Clean Energy Supply Financing Ratio	E	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>				
8	Establish Board Committee on Artificial Intelligence	E, S	SH	Against	Against
	<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>				

Berkshire Hills Bancorp, Inc.

Meeting Date: 21/05/2025 **Country:** USA **Ticker:** BHLB
Record Date: 26/03/2025 **Meeting Type:** Annual

Berkshire Hills Bancorp, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Issue Shares in Connection with Merger	G	Mgmt	For	For
2	Increase Authorized Common Stock	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For
4.1	Elect Director David M. Brunelle	G	Mgmt	For	For
4.2	Elect Director Mary Anne Callahan	G	Mgmt	For	For
4.3	Elect Director Nina A. Charnley	G	Mgmt	For	For
4.4	Elect Director Mihir A. Desai	G	Mgmt	For	For
4.5	Elect Director William H. Hughes, III	G	Mgmt	For	For
4.6	Elect Director Sylvia Maxfield	G	Mgmt	For	For
4.7	Elect Director Nitin J. Mhatre	G	Mgmt	For	For
4.8	Elect Director Karyn Polito	G	Mgmt	For	For
4.9	Elect Director Eric S. Rosengren	G	Mgmt	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
6	Ratify Crowe LLP as Auditors	G	Mgmt	For	For
7	Adjourn Meeting	G	Mgmt	For	For

Best Buy Co., Inc.

Meeting Date: 13/06/2025 **Country:** USA **Ticker:** BBY
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Corie S. Barry	G	Mgmt	For	For
1b	Elect Director Lisa M. Caputo	G	Mgmt	For	For
1c	Elect Director David W. Kenny	G	Mgmt	For	For
1d	Elect Director David C. Kimbell	G	Mgmt	For	For
1e	Elect Director Mario J. Marte	G	Mgmt	For	For
1f	Elect Director Karen A. McLoughlin	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Best Buy Co., Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Claudia F. Munce	G	Mgmt	For	For
1h	Elect Director Richelle P. Parham	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1i	Elect Director Steven E. Rendle	G	Mgmt	For	For
1j	Elect Director Sima D. Sistani	G	Mgmt	For	For
1k	Elect Director Melinda D. Whittington	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Provide Right to Act by Written Consent	G	SH	Against	Against
<i>Blended Rationale: [SF-S0238-002] Shareholders should have the right to act without waiting for the company to call a shareholder meeting. At this company, shareholders already have the right to act by calling a special meeting</i>					
6	Consider Ending Participation in Human Rights Campaign Corporate Equality Index	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					
7	Report on LGBTQIA+ Inclusion Efforts	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					
8	Publish Climate Transition Plan	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					

Beyond Meat, Inc.

Meeting Date: 20/05/2025

Country: USA

Ticker: BYND

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ethan Brown	G	Mgmt	For	For
1b	Elect Director Colleen Jay	G	Mgmt	For	For
1c	Elect Director Raymond J. Lane	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Beyond Meat, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Beyond, Inc.

Meeting Date: 15/05/2025 **Country:** USA **Ticker:** BYON
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Marcus A. Lemonis	G	Mgmt	For	For
1.2	Elect Director Joanna C. Burkey	G	Mgmt	For	For
1.3	Elect Director Barclay F. Corbus	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.4	Elect Director William B. Nettles, Jr.	G	Mgmt	For	For
1.5	Elect Director Debra G. Perelman	G	Mgmt	For	For
1.6	Elect Director Robert J. Shapiro	G	Mgmt	For	For
1.7	Elect Director Joseph J. Tabacco, Jr.	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Amend Omnibus Stock Plan	G	Mgmt	For	For

Bezeq The Israeli Telecommunication Corp. Ltd.

Meeting Date: 23/04/2025 **Country:** Israel **Ticker:** BEZQ
Record Date: 18/03/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	G	Mgmt		

Bezeq The Israeli Telecommunication Corp. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Reappoint Somekh Chaikin KPMG as Auditors	G	Mgmt	For	For
3.1	Reelect Tomer Raved as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3.2	Reelect Darren Glatt as Director	G	Mgmt	For	For
3.3	Reelect Ran Fuhrer as Director	G	Mgmt	For	For
3.4	Reelect David Granot as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
3.5	Reelect Patrice Taieb as Employee-Representative Director	G	Mgmt	For	For
3.6	Reelect Orit Alster Ben Zvi as Director	G	Mgmt	For	For
4	Approve Dividend Distribution	G	Mgmt	For	For
5	Issue Extended Indemnification and Exemption Agreements to Certain Directors	G	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	G	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney		Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	G	Mgmt	None	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
6	Approve Agenda of Meeting	G	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8a)	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8b)	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
8c)1	Approve Discharge of Christian Bubenheim	G	Mgmt	For	For
8c)2	Approve Discharge of Joanna Hummel	G	Mgmt	For	For
8c)3	Approve Discharge of Kristian Eikre	G	Mgmt	For	For
8c)4	Approve Discharge of Mikael Olander	G	Mgmt	For	For
8c)5	Approve Discharge of Negin Yeganegy	G	Mgmt	For	For
8c)6	Approve Discharge of Pernille Fabricius	G	Mgmt	For	For
8c)7	Approve Discharge of Gustav Ohn	G	Mgmt	For	For
9.1	Determine Number of Members (6) and Deputy Members (0) of Board	G	Mgmt	For	For
9.2	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
10.1	Approve Remuneration of Directors in the Amount of SEK 650,000 for Chair and SEK 325,000 for Other Board Members; Approve Remuneration for Committee Work	G	Mgmt	For	For
10.2	Approve Remuneration of Auditors	G	Mgmt	For	For

BHG Group AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11.a	Reelect Christian Bubenheim as Director	G	Mgmt	For	For
11.b	Reelect Joanna Hummel as Director	G	Mgmt	For	For
11.c	Reelect Kristian Eikre as Director	G	Mgmt	For	For
11.d	Reelect Mikael Olander as Director	G	Mgmt	For	For
11.e	Reelect Negin Yeganegy as Director	G	Mgmt	For	For
11.f	Reelect Pernille Fabricius as Director	G	Mgmt	For	For
11.g	Reelect Christian Bubenheim as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
11.h	Ratify PricewaterhouseCoopers as Auditors	G	Mgmt	For	For
12	Authorize Chair of Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	G	Mgmt	For	For
13	Approve Remuneration Report	G	Mgmt	For	For
14	Approve Issuance of up to 20 Percent of Issued Shares without Preemptive Rights	G	Mgmt	For	For
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
15	Approve Performance Based Long-Term Incentive Plan 2025/2028	G	Mgmt	For	For
16	Close Meeting	G	Mgmt		

Biesse SpA

Meeting Date: 28/04/2025

Country: Italy

Ticker: BSS

Record Date: 15/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

Biesse SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividend Distribution	G	Mgmt	For	For
3	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. payments have the potential to be excessive.</i>		<i>[SD-M0550-005] Termination</i>			
4	Approve Second Section of the Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>		<i>[LN-M0550-001] Remuneration arrangements are poorly structured.</i>			
5	Appoint Deloitte & Touche SpA as Auditor for Sustainability Reporting and Adjust Their Remuneration	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
6	Amend Company Bylaws Re: Article 6	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					

BIG Shopping Centers Ltd.

Meeting Date: 25/06/2025

Country: Israel

Ticker: BIG

Record Date: 28/05/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Re-Issue Indemnification and Exemption Agreements to Doron Breen, Director and Relative of Controllers	G	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	G	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney		Mgmt		

BIG Shopping Centers Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	G	Mgmt	None	For

BigCommerce Holdings, Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: BIGC

Record Date: 25/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sally Gilligan	G	Mgmt	For	For
1.2	Elect Director Satish Malhotra	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-007] Nominee serves as chair of the remuneration committee, which has not responded to shareholder concerns regarding remuneration policies.</i>					
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>					

Bilfinger SE

Meeting Date: 14/05/2025

Country: Germany

Ticker: GBF

Record Date: 22/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.40 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<i>Blended Rationale: [LN-MQ201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025 and as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million; Approve Creation of EUR 13.3 Million Pool of Capital to Guarantee Conversion Rights	G	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For

Bilia AB

Meeting Date: 25/04/2025 **Country:** Sweden **Ticker:** BILIA
Record Date: 15/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2.1	Elect Mats Qviberg as Chair of Meeting	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.1	Designate Alexandra Bartholdsson Frenander (Folksam) as Inspector of Minutes of Meeting	G	Mgmt	For	For
4	Prepare and Approve List of Shareholders	G	Mgmt	For	For
5	Approve Agenda of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive CEO's Report	G	Mgmt		
8	Receive Financial Statements and Statutory Reports	G	Mgmt		
9	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 5.60 Per Share	G	Mgmt	For	For
11.a	Approve Discharge of Mats Qviberg	G	Mgmt	For	For
11.b	Approve Discharge of Jan Pettersson	G	Mgmt	For	For
11.c	Approve Discharge of Ingrid Jonasson Blank	G	Mgmt	For	For
11.d	Approve Discharge of Gunnar Blomkvist	G	Mgmt	For	For
11.e	Approve Discharge of Anna Engebretsen	G	Mgmt	For	For
11.f	Approve Discharge of Nicklas Paulson	G	Mgmt	For	For
11.g	Approve Discharge of Jon Risfelt	G	Mgmt	For	For
11.h	Approve Discharge of Caroline af Ugglas	G	Mgmt	For	For
11.i	Approve Discharge of Patrik Nordvall	G	Mgmt	For	For
11.j	Approve Discharge of Isak Ekblom	G	Mgmt	For	For
11.k	Approve Discharge of Per Avander	G	Mgmt	For	For
12	Determine Number of Members (9) and Deputy Members (0) of Board	G	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 500,000 for Chair and Vice Chair and SEK 310,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14.a	Reelect Gunnar Blomkvist as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
14.b	Reelect Anna Engebretsen as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
14.c	Reelect Ingrid Jonasson Blank as Director	G	Mgmt	For	For
14.d	Reelect Nicklas Paulson as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
14.e	Reelect Jan Pettersson as Director	G	Mgmt	For	For
14.f	Reelect Mats Qviberg as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence.</i>					
14.g	Reelect Jon Risfelt as Director	G	Mgmt	For	For
14.h	Reelect Caroline af Ugglas as Director	G	Mgmt	For	For
14.i	Elect Tomas Johansson as New Director	G	Mgmt	For	For
14.j	Reelect Mats Qviberg as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
14.k	Reelect Jan Pettersson as Vice Chair	G	Mgmt	For	For
15.1	Approve Remuneration of Auditor	G	Mgmt	For	For
15.2	Ratify PricewaterhouseCoopers as Auditor	G	Mgmt	For	For
16	Approve Remuneration Report	G	Mgmt	For	For
17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
18.a	Approve Performance Share Matching Plan for Key Employees	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
18.b	Approve Equity Plan Financing	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
18.c	Approve Alternative Equity Plan Financing	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					

Bilia AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
18.d	Approve Equity Plan Financing by Approving Transfer to Cover Social Security Contributions for the Plan	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
19	Other Business	G	Mgmt		
20	Close Meeting	G	Mgmt		

Bilibili, Inc.

Meeting Date: 20/06/2025 **Country:** Cayman Islands **Ticker:** 9626
Record Date: 13/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Elect Ni Li as Director	G	Mgmt	For	For
3	Elect Yi Xu as Director	G	Mgmt	For	For
4	Elect Feng Li Director	G	Mgmt	For	For
5	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
6	Approve PricewaterhouseCoopers and PricewaterhouseCoopers Zhong Tian LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0155-001] Vote AGAINST auditor appointment due to concerns about the professional qualification of the auditor.</i>					
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
8	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
9	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					

BIM Birlesik Magazalar AS

Meeting Date: 29/04/2025

Country: Turkey

Ticker: BIMAS.E

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting, Elect Presiding Council of Meeting and Authorize Presiding Council to Sign Minutes of Meeting	G	Mgmt	For	For
2	Accept Board Report	G	Mgmt	For	For
3	Accept Audit Report	G	Mgmt	For	For
4	Accept Financial Statements	G	Mgmt	For	For
5	Approve Discharge of Board	G	Mgmt	For	For
6	Elect Directors	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
7	Ratify External Auditors	G	Mgmt	For	For
8	Approve Director Remuneration	G	Mgmt	For	For
9	Amend Corporate Purpose	G	Mgmt	For	For
10	Approve Report on Reduction in Share Capital	G	Mgmt	For	For
11	Approve Reduction in Share Capital	G	Mgmt	For	For
12	Approve Allocation of Income	G	Mgmt	For	For
13	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	G	Mgmt	For	For
14	Receive Information on Donations Made in 2024	S	Mgmt		
15	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	G	Mgmt		
16	Receive Information on Share Repurchase Program	G	Mgmt		
17	Wishes and Close Meeting	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

BIM Birlesik Magazalar AS

Meeting Date: 30/06/2025

Country: Turkey

Ticker: BIMAS.E

Record Date:

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Special Meeting Agenda		Mgmt		
1	Open Meeting and Elect Presiding Council of Meeting, Authorize Presiding Council to Sign Minutes of Meeting	G	Mgmt	For	For
2	Receive Information on Absence of Right of Withdrawal in Accordance with CMB Circular II-23.3	G	Mgmt		
3	Approve Reports in Relation Spin-Off Agreement	G	Mgmt	For	For
4	Approve Transfer of FILE Market Operation to FILE Market Magazacilik AS	G	Mgmt	For	For
5	Approve Receipt of Shares	G	Mgmt	For	For
6	Approve No Reduction in Share Capital	G	Mgmt	For	For
7	Wishes	G	Mgmt		

BioArctic AB

Meeting Date: 22/05/2025

Country: Sweden

Ticker: BIOA.B

Record Date: 14/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	G	Mgmt	For	For
2	Prepare and Approve List of Shareholders	G	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
6	Receive President's Report	G	Mgmt		
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8.a)	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.b)	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
8.c1	Approve Discharge of Eugen Steiner	G	Mgmt	For	For
8.c2	Approve Discharge of Ivar Verner	G	Mgmt	For	For
8.c3	Approve Discharge of Hakan Englund	G	Mgmt	For	For
8.c4	Approve Discharge of Par Gellerfors	G	Mgmt	For	For
8.c5	Approve Discharge of Lars Lannfelt	G	Mgmt	For	For
8.c6	Approve Discharge of Lotta Ljungqvist	G	Mgmt	For	For
8.c7	Approve Discharge of Mikael Smedeby	G	Mgmt	For	For
8.c8	Approve Discharge of Cecilia Edstrom	G	Mgmt	For	For
8.c9	Approve Discharge of Anna-Lena Engvall	G	Mgmt	For	For
8.c10	Approve Discharge of CEO Gunilla Osswald	G	Mgmt	For	For
9	Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
10	Approve Remuneration of Directors in the Amount of SEK 830,000 for Chair and SEK 300,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	G	Mgmt	For	For
11.a)	Reelect Eugen Steiner as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
11.b)	Reelect Par Gellerfors as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
11.c)	Reelect Lars Lannfelt as Director	G	Mgmt	For	For
11.d)	Reelect Lotta Ljungqvist as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
11.e)	Reelect Mikael Smedeby as Director	G	Mgmt	For	For

BioArctic AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11.f)	Reelect Cecilia Edstrom as Director	G	Mgmt	For	For
11.g)	Reelect Anna-Lena Engwall as Director	G	Mgmt	For	For
11.h)	Reelect Eugen Steiner as Board Chair	G	Mgmt	For	For
12	Ratify Grant Thornton as Auditors	G	Mgmt	For	For
13	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
14	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	G	Mgmt	For	For
15.a)	Approve Performance Share Plan for Key Employees	G	Mgmt	For	For
15.b)	Approve Equity Plan Financing	G	Mgmt	For	For
16	Close Meeting	G	Mgmt		

BioCryst Pharmaceuticals, Inc.

Meeting Date: 12/06/2025

Country: USA

Ticker: BCRX

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Steven K. Galson	G	Mgmt	For	For
1.2	Elect Director Alan G. Levin	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

BioGaia AB

Meeting Date: 07/05/2025

Country: Sweden

Ticker: BIOG.B

Record Date: 28/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive CEO's Report	G	Mgmt		
8	Receive Financial Statements and Statutory Reports	G	Mgmt		
9a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9b	Approve Allocation of Income and Dividends of SEK 1.95 Per Share and an Extra Dividend of SEK 4.95 Per Share	G	Mgmt	For	For
9c	Approve Discharge of Board and President	G	Mgmt	For	For
10	Determine Number of Members (7) and Deputy Members of Board (0); Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of SEK 950,000 for Chair, SEK 530,000 for Vice Chair and SEK 302,000 for Other Directors; Approve Committee Fees; Approve Remuneration of Auditor	G	Mgmt	For	For
12a	Reelect Anthon Jahreskog as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
12b	Reelect Benedicte Flambar as Director	G	Mgmt	For	For
12c	Reelect David Dangoor as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
12d	Reelect Peter Rothschild as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					

BioGaia AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12e	Reelect Vanessa Rothschild as Director	G	Mgmt	For	For
12f	Reelect Barbro Friden as Director	G	Mgmt	For	For
12g	Reelect Outi Armstrong as Director	G	Mgmt	For	For
13	Reelect Peter Rothschild as Board Chair; Reelect David Dangoor as Vice Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
14	Ratify Deloitte as Auditor	G	Mgmt	For	For
15	Authorize Chairman of Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	G	Mgmt	For	For
16	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
17.a	Approve Performance Share Plan for Key Employees	G	Mgmt	For	For
17.b	Approve Equity Plan Financing Through Issuance of Warrants	G	Mgmt	For	For
17.c	Approve Equity Plan Financing Through Transfer of Warrants	G	Mgmt	For	For
	Shareholder Proposals Submitted by Annwall & Rothschild Investments AB		Mgmt		
18	Amend Articles Re: Equity-Related	G	SH	None	For
19	Close Meeting	G	Mgmt		

Biogen Inc.

Meeting Date: 17/06/2025

Country: USA

Ticker: BIIB

Record Date: 21/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director: Caroline D. Dorsa	G	Mgmt	For	For
1b	Elect Director: Maria C. Freire	G	Mgmt	For	For
1c	Elect Director: William A. Hawkins	G	Mgmt	For	For
1d	Elect Director: Susan K. Langer	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Biogen Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1e	Elect Director: Jesus B. Mantas	G	Mgmt	For	For
1f	Elect Director: Lloyd Minor	G	Mgmt	For	For
1g	Elect Director: Menelas Pangalos	G	Mgmt	For	For
1h	Elect Director: Monish Patolawala	G	Mgmt	For	For
1i	Elect Director: Eric K. Rowinsky	G	Mgmt	For	For
1j	Elect Director: Stephen A. Sherwin	G	Mgmt	For	For
1k	Elect Director: Christopher A. Viehbacher	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Biohaven Ltd.

Meeting Date: 05/05/2025

Country: Virgin Isl (UK)

Ticker: BHVN

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Vlad Coric	G	Mgmt	For	For
1b	Elect Director Kishan Mehta	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

BioMarin Pharmaceutical Inc.

Meeting Date: 20/05/2025

Country: USA

Ticker: BMRN

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Elizabeth McKee Anderson	G	Mgmt	For	For

BioMarin Pharmaceutical Inc.

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

bioMerieux SA

Meeting Date: 15/05/2025

Country: France

Ticker: BIM

Record Date: 13/05/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Discharge of Directors	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting</i>					
4	Approve Allocation of Income and Dividends of EUR 0.90 per Share	G	Mgmt	For	For
5	Approve Transaction with bioMérieux India Pvt Ltd	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Reelect Marie-Paule Kieny as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
7	Reelect Fanny Letier as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
8	Approve Remuneration Policy of Corporate Officers	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
9	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
10	Approve Remuneration Policy of CEO	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11	Approve Remuneration Policy of Directors	G	Mgmt	For	For
12	Approve Compensation Report of Corporate Officers	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
13	Approve Compensation of Alexandre Merieux, Chairman of the Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
14	Approve Compensation of Pierre Boulud, CEO	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15	Approve Amended Share Purchase Program (MyShare 2025) Reserved for Beneficiaries Employed in the State of California, USA	G	Mgmt	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Extraordinary Business	G	Mgmt	For	For
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 4,210,280	G	Mgmt	For	For
19	Approve Issuance of Equity or Equity-Linked Securities up to 20 Percent of Issued Capital for Private Placements	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4,210,280	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
21	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
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	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
23	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					

bioMerieux SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
24	Authorize Capitalization of Reserves of Up to EUR 4,210,280 for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
25	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 4,210,280	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
26	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 4,210,280	G	Mgmt	For	For
27	Amend Articles of Bylaws	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
28	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

BioNTech SE

Meeting Date: 16/05/2025 **Country:** Germany **Ticker:** BNTX
Record Date: 07/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders		Mgmt		
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2025	G	Mgmt	For	For

BioNTech SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.2	Appoint EY GmbH & Co. KG as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
7	Approve Creation of EUR 124.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	G	Mgmt	For	For

Bio-Rad Laboratories, Inc.

Meeting Date: 22/04/2025 **Country:** USA **Ticker:** BIO
Record Date: 24/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Melinda Litherland	G	Mgmt	For	For
1.2	Elect Director Arnold A. Pinkston	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Submit Severance Agreement to Shareholder Vote	G	SH	Against	Against
<p><i>Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.</i></p>					

Biotage AB

Meeting Date: 24/04/2025 **Country:** Sweden **Ticker:** BIOT
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive CEO's Report	G	Mgmt		
8	Receive Financial Statements and Statutory Reports	G	Mgmt		
9	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 1.65 Per Share	G	Mgmt	For	For
11.1	Approve Discharge of Kieran Murphy	G	Mgmt	For	For
11.2	Approve Discharge of Torben Jorgensen	G	Mgmt	For	For
11.3	Approve Discharge of Asa Hedin	G	Mgmt	For	For
11.4	Approve Discharge of Peter Ehrenheim	G	Mgmt	For	For
11.5	Approve Discharge of Mark Bradley	G	Mgmt	For	For
11.6	Approve Discharge of Karen Sorensen	G	Mgmt	For	For
11.7	Approve Discharge of Kugan Sathiyandarajah	G	Mgmt	For	For
11.8	Approve Discharge of Dan Menasco	G	Mgmt	For	For
11.9	Approve Discharge of Par Lundgren	G	Mgmt	For	For
11.10	Approve Discharge of Philip Lamberstam	G	Mgmt	For	For
11.11	Approve Discharge of CEO Frederic Vanderhaegen	G	Mgmt	For	For
11.12	Approve Discharge of Former CEO Tomas Blomquist	G	Mgmt	For	For
12	Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	G	Mgmt	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 950,000 for Chair and SEK 360,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
13.2	Approve Remuneration of Auditors	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14.1	Reelect Kieran Murphy as Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
14.2	Reelect Torben Jorgensen as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
14.3	Reelect Asa Hedin as Director	G	Mgmt	For	For
14.4	Reelect Peter Ehrenheim as Director	G	Mgmt	For	For
14.5	Reelect Mark Bradley as Director	G	Mgmt	For	For
14.6	Reelect Karen Lykke Sorensen as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
14.7	Reelect Kugan Sathiyandarajah as Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
15	Ratify PricewaterhouseCoopers as Auditors	G	Mgmt	For	For
16	Authorize Chair of Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	G	Mgmt	For	For
17	Approve Remuneration Report	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
18	Approve Performance Share Plan LTIP 2025 for Key Employees	G	Mgmt	For	For
19.a	Approve Issuance of up to 15 Percent of Issued Common Shares without Preemptive Rights (Primary Proposal)	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
19.b	Approve Issuance of up to 10 Percent of Issued Common Shares without Preemptive Rights (Secondary Proposal)	G	Mgmt	For	For
20	Close Meeting	G	Mgmt		

BIPROGY Inc.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 8056

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 60	G	Mgmt	For	For
2.1	Elect Director Saito, Noboru	G	Mgmt	For	For
2.2	Elect Director Katsuya, Koji	G	Mgmt	For	For
2.3	Elect Director Sawakami, Taeko	G	Mgmt	For	For
2.4	Elect Director Kanazawa, Takahito	G	Mgmt	For	For
2.5	Elect Director Nalin Advani	G	Mgmt	For	For
2.6	Elect Director Ikeda, Yoshinori	G	Mgmt	For	For
2.7	Elect Director Osaki, Asako	G	Mgmt	For	For
2.8	Elect Director Katayama, Yuichi	G	Mgmt	For	For
2.9	Elect Director Teraura, Yasuko	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Matsunaga, Satoshi	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Fuchizaki, Masahiro	G	Mgmt	For	For
3.3	Appoint Statutory Auditor Inoue, Masako	G	Mgmt	For	For

BJ's Wholesale Club Holdings, Inc.

Meeting Date: 19/06/2025

Country: USA

Ticker: BJ

Record Date: 28/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Darryl Brown	G	Mgmt	For	For
1.2	Elect Director Dave Burwick	G	Mgmt	For	For
1.3	Elect Director Bob Eddy	G	Mgmt	For	For
1.4	Elect Director Michelle Gloeckler	G	Mgmt	For	For
1.5	Elect Director Maile Naylor	G	Mgmt	For	For
1.6	Elect Director Steve Ortega	G	Mgmt	For	For
1.7	Elect Director Ken Parent	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

BJ's Wholesale Club Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director Chris Peterson	G	Mgmt	For	For
1.9	Elect Director Marie Robinson	G	Mgmt	For	For
1.10	Elect Director Rob Steele	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	G	Mgmt	For	For
5	Report on Efforts to Reduce GHG Emissions	E	SH	Against	For

Blended Rationale: [DC-D0000-009] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.

BKW AG

Meeting Date: 29/04/2025

Country: Switzerland

Ticker: BKW

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.b	Approve Remuneration Report	G	Mgmt	For	For
1.c	Approve Non-Financial Report	E, S	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 3.70 per Share	G	Mgmt	For	For
4.a	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	G	Mgmt	For	For
4.b	Approve Remuneration of Executive Committee in the Amount of CHF 11.8 Million	G	Mgmt	For	For
5.a.1	Reelect Carole Ackermann as Director	G	Mgmt	For	For
5.a.2	Reelect Roger Baillod as Director and Board Chair	G	Mgmt	For	For

Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.a.3	Reelect Petra Denk as Director	G	Mgmt	For	For
5.a.4	Reelect Rebecca Guntern as Director	G	Mgmt	For	For
5.a.5	Reelect Martin a Porta as Director	G	Mgmt	For	For
5.a.6	Reelect Kurt Schaer as Director	G	Mgmt	For	For
5.1.7	Elect Linda Winter as Director	G	Mgmt	For	For
5.b.1	Reappoint Roger Baillod as Member of the Personnel and Compensation Committee	G	Mgmt	For	For
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
5.b.2	Reappoint Rebecca Guntern as Member of the Personnel and Compensation Committee	G	Mgmt	For	For
5.b.3	Reappoint Andreas Rickenbacher as Member of the Personnel and Compensation Committee	G	Mgmt	For	For
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
5.c	Designate Andreas Byland as Independent Proxy	G	Mgmt	For	For
5.d	Ratify PricewaterhouseCoopers AG as Auditors	G	Mgmt	For	For
6	Transact Other Business (Voting)	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>					

Black Hills Corporation

Meeting Date: 23/04/2025

Country: USA

Ticker: BKH

Record Date: 04/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert F. Beard	G	Mgmt	For	For
1.2	Elect Director Kathleen S. McAllister	G	Mgmt	For	For
1.3	Elect Director Robert P. Otto	G	Mgmt	For	For
1.4	Elect Director Anne G. Waleski	G	Mgmt	For	For

Black Hills Corporation

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

Blackbaud, Inc.

Meeting Date: 11/06/2025 **Country:** USA **Ticker:** BLKB
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Michael P. Gianoni	G	Mgmt	For	For
1b	Elect Director D. Roger Nanney	G	Mgmt	For	For
1c	Elect Director Bradley L. Pyburn	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

BlackBerry Limited

Meeting Date: 25/06/2025 **Country:** Canada **Ticker:** BB
Record Date: 02/05/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Lisa Bahash	G	Mgmt	For	For
1.2	Elect Director Philip Brace	G	Mgmt	For	For
1.3	Elect Director Lisa Disbrow	G	Mgmt	For	For
1.4	Elect Director John J. Giamatteo	G	Mgmt	For	For
1.5	Elect Director Richard Lynch	G	Mgmt	For	For
1.6	Elect Director Lori O'Neill	G	Mgmt	For	For
1.7	Elect Director Wayne Wouters	G	Mgmt	For	For

BlackBerry Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
5	Amend Bylaws	G	SH	Against	Against

Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.

BlackLine, Inc.

Meeting Date: 08/05/2025

Country: USA

Ticker: BL

Record Date: 11/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Camille Drummond	G	Mgmt	For	For
1.2	Elect Director Brunilda Rios	G	Mgmt	For	For
1.3	Elect Director Barbara Whye	G	Mgmt	For	For
1.4	Elect Director Mika Yamamoto	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

BlackRock, Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: BLK

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Pamela Daley	G	Mgmt	For	For
1b	Elect Director Laurence D. Fink	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

BlackRock, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Gregory J. Fleming	G	Mgmt	For	For
1d	Elect Director William E. Ford	G	Mgmt	For	For
1e	Elect Director Fabrizio Freda	G	Mgmt	For	For
1f	Elect Director Murry S. Gerber	G	Mgmt	For	For
1g	Elect Director Margaret "Peggy" L. Johnson	G	Mgmt	For	For
1h	Elect Director Robert S. Kapito	G	Mgmt	For	For
1i	Elect Director Cheryl D. Mills	G	Mgmt	For	For
1j	Elect Director Kathleen Murphy	G	Mgmt	For	For
1k	Elect Director Amin H. Nasser	G	Mgmt	For	For
1l	Elect Director Gordon M. Nixon	G	Mgmt	For	For
1m	Elect Director Adebayo O. Ogunlesi	G	Mgmt	For	For
1n	Elect Director Kristin C. Peck	G	Mgmt	For	For
1o	Elect Director Charles H. Robbins	G	Mgmt	For	For
1p	Elect Director Hans E. Vestberg	G	Mgmt	For	For
1q	Elect Director Susan L. Wagner	G	Mgmt	For	For
1r	Elect Director Mark Wilson	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Report on Risks of Stakeholder Capitalism	E, S	SH	Against	Against
<i>Blended Rationale: The company already has policies and oversight mechanisms in place to address stakeholder capitalism risks</i>					
5	Require More Director Nominations Than Open Seats	G	SH	Against	Against
<i>Blended Rationale: The company already has policies and oversight mechanisms in place to address board nominations.</i>					

Blackstone Mortgage Trust, Inc.

Meeting Date: 27/06/2025

Country: USA

Ticker: BXMT

Record Date: 14/04/2025

Meeting Type: Annual

Blackstone Mortgage Trust, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Timothy S. Johnson	G	Mgmt	For	For
1.2	Elect Director Katharine A. Keenan	G	Mgmt	For	For
1.3	Elect Director Leonard W. Cotton	G	Mgmt	For	For
1.4	Elect Director Nnenna Lynch	G	Mgmt	For	For
1.5	Elect Director Michael B. Nash	G	Mgmt	For	For
1.6	Elect Director Henry N. Nassau	G	Mgmt	For	For
1.7	Elect Director Gilda Perez-Alvarado	G	Mgmt	For	For
1.8	Elect Director Lynne B. Sagalyn	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Block, Inc.

Meeting Date: 17/06/2025 **Country:** USA **Ticker:** XYZ
Record Date: 21/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jack Dorsey	G	Mgmt	For	For
1.2	Elect Director Paul Deighton	G	Mgmt	For	For
1.3	Elect Director Neha Narula	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For
5	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For

Bloom Energy Corp.

Meeting Date: 14/05/2025

Country: USA

Ticker: BE

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mary K. Bush	G	Mgmt	For	For
1.2	Elect Director Gary Pinkus	G	Mgmt	For	For
1.3	Elect Director KR Sridhar	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Design of remuneration arrangements does not sufficiently align with long-term shareholder economic interests.</i>					
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Add Officer Exculpation Provisions and Remove Outdated References to Class B Common Stock	G	Mgmt	For	For

Bloomin' Brands, Inc.

Meeting Date: 23/04/2025

Country: USA

Ticker: BLMN

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director James L. Dinkins	G	Mgmt	For	For
1.2	Elect Director David George	G	Mgmt	For	For
1.3	Elect Director Julie Kunkel	G	Mgmt	For	For
1.4	Elect Director Rohit Lal	G	Mgmt	For	For
1.5	Elect Director Tara Walpert Levy	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.6	Elect Director John J. Mahoney	G	Mgmt	For	For
1.7	Elect Director Melanie Marein-Efron	G	Mgmt	For	For
1.8	Elect Director R. Michael Mohan	G	Mgmt	For	For
1.9	Elect Director Jonathan Sagal	G	Mgmt	For	For
1.10	Elect Director Michael L. Spanos	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Bloomin' Brands, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
5	Approve Omnibus Stock Plan	G	Mgmt	For	For
6	Allow Shareholder Meeting Participation By Virtual Means	G	SH	Against	Against

Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies

Blue Owl Capital Inc.

Meeting Date: 09/06/2025 **Country:** USA **Ticker:** OWL
Record Date: 17/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jennifer Brouse	G	Mgmt	For	For
1b	Elect Director Craig W. Packer	G	Mgmt	For	For
1c	Elect Director Dana Weeks	G	Mgmt	For	Against

Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.

2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	Three Years	One Year

Blended Rationale: [SF-M0552-002] We believe that it is in the best interests of shareholders for issuers to hold votes on executive compensation every year.

BlueNord ASA

Meeting Date: 22/05/2025 **Country:** Norway **Ticker:** BNOR
Record Date: 15/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	G	Mgmt	For	For
2	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
3	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
5	Approve Remuneration Statement	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
6	Discuss Company's Corporate Governance Statement	G	Mgmt		
7	Approve Remuneration of Auditors	G	Mgmt	For	For
8	Reelect Peter Coleman as Director; Elect Elisabeth Proust and Jann Brown as New Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i></p>					
9	Approve Remuneration of Directors in the Amount of USD 150,000 for Chair and USD 70,000 for Other Directors	G	Mgmt	For	For
10	Approve Remuneration of Nominating Committee	G	Mgmt	For	For
11	Approve Creation of NOK 1.4 Million Pool of Capital without Preemptive Rights	G	Mgmt	For	For
12	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
13	Approve Dividends	G	Mgmt	For	For

Blueprint Medicines Corporation

Meeting Date: 18/06/2025

Country: USA

Ticker: BPMC

Record Date: 21/04/2025

Meeting Type: Annual

Blueprint Medicines Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jeffrey W. Albers	G	Mgmt	For	For
1.2	Elect Director Mark Goldberg	G	Mgmt	For	For
1.3	Elect Director John Tsai	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

BML, Inc.

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 4694
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	G	Mgmt	For	For
2	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	G	Mgmt	For	For
3.1	Elect Director Kondo, Kensuke	G	Mgmt	For	For
3.2	Elect Director Arai, Nobuki	G	Mgmt	For	For
3.3	Elect Director Takebe, Norihisa	G	Mgmt	For	For
3.4	Elect Director Osawa, Hideaki	G	Mgmt	For	For
3.5	Elect Director Shibata, Kenji	G	Mgmt	For	For
3.6	Elect Director Yamashita, Yuji	G	Mgmt	For	For
3.7	Elect Director Arai, Tatsuharu	G	Mgmt	For	For
3.8	Elect Director Osawa, Shigeru	G	Mgmt	For	For
3.9	Elect Director Matsuzawa, Reiko	G	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Morishita, Kenichi	G	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Denawa, Masato	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

BML, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.3	Elect Director and Audit Committee Member Miyagi, Noriko	G	Mgmt	For	For
5	Elect Alternate Director and Audit Committee Member Nohara, Shunsuke	G	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For
8	Approve Restricted Stock Plan	G	Mgmt	For	For

BNP Paribas SA

Meeting Date: 13/05/2025

Country: France

Ticker: BNP

Record Date: 09/05/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 4.79 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
6	Reelect Jean-Laurent Bonnafe as Director	G	Mgmt	For	For
7	Reelect Lieve Logghe as Director	G	Mgmt	For	For
8	Elect Bertrand de Mazieres as Director	G	Mgmt	For	For
9	Elect Valerie Chort as Director	G	Mgmt	For	For
10	Elect Nicolas Peter as Director	G	Mgmt	For	For

Blended Rationale: .

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Elect Guillaume Poupard as Director	G	Mgmt	For	For
12	Approve Remuneration Policy of Directors	G	Mgmt	For	For
13	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
14	Approve Remuneration Policy of CEO	G	Mgmt	For	For
15	Approve Remuneration Policy of Vice-CEOs	G	Mgmt	For	For
16	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
17	Approve Compensation of Jean Lemierre, Chairman of the Board	G	Mgmt	For	For
18	Approve Compensation of Jean-Laurent Bonnafe, CEO	G	Mgmt	For	For
19	Approve Compensation of Yann Gerardin, Vice-CEO	G	Mgmt	For	For
20	Approve Compensation of Thierry Laborde, Vice-CEO	G	Mgmt	For	For
21	Approve Remuneration of Directors in the Aggregate Amount of EUR 2 Million	G	Mgmt	For	For
22	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
23	Approve Issuance of Super-Subordinated Contingent Convertible Bonds without Preemptive Rights for Private Placements, up to 10 Percent of Issued Capital	G	Mgmt	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
26	Amend Article 14 of Bylaws Re: Age Limit of CEO	G	Mgmt	For	For
27	Amend Article 14 of Bylaws Re: Age Limit of Chairman of the Board	G	Mgmt	For	For
28	Amend Article 16 of Bylaws Re: Age Limit of Vice-CEOs	G	Mgmt	For	For
29	Amend Article 10 of Bylaws to Comply with Legal Changes Re: Board Deliberations	G	Mgmt	For	For

BNP Paribas SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
30	Amend Article 10 and 18 of Bylaws to Comply with Legal Changes	G	Mgmt	For	For
31	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Boardwalk Real Estate Investment Trust

Meeting Date: 05/05/2025

Country: Canada

Ticker: BEI.UN

Record Date: 18/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Trustees at Eight	G	Mgmt	For	For
2.1	Elect Trustee Mandy Abramsohn	G	Mgmt	For	For
2.2	Elect Trustee Andrea Goertz	G	Mgmt	For	For
2.3	Elect Trustee Gary Goodman	G	Mgmt	For	For
2.4	Elect Trustee James Ha	G	Mgmt	For	For
2.5	Elect Trustee Sam Kalias	G	Mgmt	For	For
2.6	Elect Trustee Samantha Kalias-Gunn	G	Mgmt	For	For
2.7	Elect Trustee Scott Morrison	G	Mgmt	For	For
2.8	Elect Trustee Brian G. Robinson	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
3	Approve Deloitte LLP as Auditors and Authorize Trustees to Fix Their Remuneration	G	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

BOC Aviation Limited

Meeting Date: 29/05/2025

Country: Singapore

Ticker: 2588

Record Date: 23/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Zhang Xiaolu as Director	G	Mgmt	For	For
3b	Elect Jin Yan as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.[HK-M0201-008] Audit Committee without majority independence</i>					
3c	Elect Robert James Martin as Director	G	Mgmt	For	For
3d	Elect Fu Shula as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification[HK-M0201-008] Audit Committee without majority independence[HK-M0201-013] Remuneration Committee without majority independence[SF-M0201-025] The nomination committee is not majority independent.[HK-M0201-012] Chair of Remuneration Committee not independent</i>					
3e	Elect Yeung Yin Bernard as Director	G	Mgmt	For	For
4	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
5	Approve Ernst & Young LLP as Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
8	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Meeting Date: 29/05/2025

Country: Singapore

Ticker: 2588

Record Date: 23/05/2025

Meeting Type: Extraordinary Shareholders

BOC Aviation Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Automatic Renewal of the Term of the BOC Loan Framework Agreement and Related Transactions	G	Mgmt	For	For
2	Approve Proposed Annual Cap in Relation to the Transactions Under the BOC Loan Framework Agreement	G	Mgmt	For	For
3	Approve Automatic Renewal of the Term of the BOCHK Loan Framework Agreement and Related Transactions	G	Mgmt	For	For
4	Approve Proposed Annual Cap in Relation to the Transactions Under the BOCHK Loan Framework Agreement	G	Mgmt	For	For

BOC Hong Kong (Holdings) Limited

Meeting Date: 26/06/2025 **Country:** Hong Kong **Ticker:** 2388
Record Date: 20/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Zhang Hui as Director	G	Mgmt	For	For
3b	Elect Fung Yuen Mei Anita as Director	G	Mgmt	For	For
4	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

BOC International (China) Co., Ltd.

Meeting Date: 27/06/2025 **Country:** China **Ticker:** 601696
Record Date: 19/06/2025 **Meeting Type:** Annual

BOC International (China) Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Report of the Independent Directors	G	Mgmt	For	For
4	Approve Annual Report	G	Mgmt	For	For
5	Approve Financial Statements	G	Mgmt	For	For
6	Approve Profit Distribution	G	Mgmt	For	For
	APPROVE RELATED PARTY TRANSACTIONS		Mgmt		
7.1	Approve Related Party Transaction with Bank of China and Its Subsidiaries	G	Mgmt	For	For
7.2	Approve Related Party Transaction with Other Related Companies	G	Mgmt	For	For
7.3	Approve Related Party Transaction with Related Natural Persons	G	Mgmt	For	For
8	Approve Unified Transaction Agreement for Financial Market Transactions Between Bank of China Limited and BOCI Securities Limited	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTOR VIA CUMULATIVE VOTING		Mgmt		
9.1	Elect Lu Ying as Director	G	SH	For	For

Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.

Bodycote Plc

Meeting Date: 21/05/2025

Country: United Kingdom

Ticker: BOY

Record Date: 19/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Bodycote Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Re-elect Daniel Dayan as Director	G	Mgmt	For	For
4	Re-elect Patrick Larmon as Director	G	Mgmt	For	For
5	Re-elect Lili Chahbazi as Director	G	Mgmt	For	For
6	Re-elect Kevin Boyd as Director	G	Mgmt	For	For
7	Re-elect Cynthia Gordon as Director	G	Mgmt	For	For
8	Re-elect Beatriz Garcia-Cos Muntanola as Director	G	Mgmt	For	For
9	Re-elect Jim Fairbairn as Director	G	Mgmt	For	For
10	Re-elect Ben Fidler as Director	G	Mgmt	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
13	Approve Remuneration Policy	G	Mgmt	For	For
14	Approve Remuneration Report	G	Mgmt	For	For
15	Authorise Issue of Equity	G	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

BOE Technology Group Co., Ltd.

Meeting Date: 23/05/2025

Country: China

Ticker: 000725

Record Date: 15/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		

BOE Technology Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-004] Vote against, as shareholders would benefit from greater disclosure/evidence on how the company is mitigating adverse impacts and/or managing related risks.</i>					
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements and Business Plan	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Loan and Credit Lines	G	Mgmt	For	For
7	Approve Provision of Guarantee	G	Mgmt	For	For
8	Approve Repurchase and Cancellation of Performance Shares	G	Mgmt	For	For
9	Approve Shareholder Return Plan	G	Mgmt	For	For
10	Approve Change of Use of Repurchased Shares and Cancellation	G	Mgmt	For	For
	APPROVE REPURCHASE OF THE COMPANY'S SHARES		Mgmt		
11.1	Approve Purpose	G	Mgmt	For	For
11.2	Approve Whether Repurchase of Shares Meets the Relevant Conditions	G	Mgmt	For	For
11.3	Approve Repurchase Method and Purpose	G	Mgmt	For	For
11.4	Approve Capital Source and Total Amount Used for the Share Repurchase	G	Mgmt	For	For
11.5	Approve Price Range	G	Mgmt	For	For
11.6	Approve Type and Quantity	G	Mgmt	For	For
11.7	Approve Implementation Period	G	Mgmt	For	For
11.8	Approve Changes in the Equity Structure after the Repurchase is Completed	G	Mgmt	For	For
11.9	Approve Analysis of Impact of Operation, Finance, R&D, Repayment Capacity, Future Development and Maintaining its Listing Status, and the Commitment of Directors That Will Not Harm the Company's Ability to Discharge Its Debts and Continue Its Operation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

BOE Technology Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11.10	Approve Trading of Shares Within 6 Months Before the Directors Made this Resolution, Insider Trading or Market Manipulation Alone or Jointly with Others, Increase or Decrease Holdings During the Repurchase Period;Reduction Plans in the Next 3 and 6 Months	G	Mgmt	For	For
11.11	Approve Arrangements Related to the Legal Cancellation of Shares After Repurchase	G	Mgmt	For	For
11.12	Approve Arrangements Related to the Prevention of Infringement of Creditors' Interests	G	Mgmt	For	For
11.13	Approve Authorization to Repurchase Shares	G	Mgmt	For	For
11.14	Approve Resolution Validity Period	G	Mgmt	For	For

Boise Cascade Company

Meeting Date: 01/05/2025

Country: USA

Ticker: BCC

Record Date: 05/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas Carlile	G	Mgmt	For	For
1b	Elect Director Steven Cooper	G	Mgmt	For	For
1c	Elect Director Craig Dawson	G	Mgmt	For	For
1d	Elect Director Karen Gowland	G	Mgmt	For	For
1e	Elect Director David Hannah	G	Mgmt	For	For
1f	Elect Director Amy Humphreys	G	Mgmt	For	For
1g	Elect Director Nate Jorgensen	G	Mgmt	For	For
1h	Elect Director Kristopher Matula	G	Mgmt	For	For
1i	Elect Director Duane McDougall	G	Mgmt	For	For
1j	Elect Director Christopher McGowan	G	Mgmt	For	For
1k	Elect Director Sue Taylor	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Boise Cascade Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

BOK Financial Corporation

Meeting Date: 29/04/2025 Country: USA Ticker: BOKF
Record Date: 03/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Alan S. Armstrong	G	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-006] Nominee has demonstrated a pattern of poor meeting attendance.</i>					
1.2	Elect Director Steven Bangert	G	Mgmt	For	For
1.3	Elect Director Chester E. Cadieux, III	G	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-006] Nominee has demonstrated a pattern of poor meeting attendance.</i>					
1.4	Elect Director John W. Coffey	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-022] Vote against audit committee member for failure to manage risk concerning pledging activity by the company's executive officers.</i>					
1.5	Elect Director Joseph W. Craft, III	G	Mgmt	For	For
1.6	Elect Director David F. Griffin	G	Mgmt	For	For
1.7	Elect Director E. Carey Joullian, IV	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-022] Vote against audit committee member for failure to manage risk concerning pledging activity by the company's executive officers.</i>					
1.8	Elect Director George B. Kaiser	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.9	Elect Director Stacy C. Kymes	G	Mgmt	For	For
1.10	Elect Director Stanley A. Lybarger	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-022] Vote against audit committee member for failure to manage risk concerning pledging activity by the company's executive officers.</i>					
1.11	Elect Director Steven J. Malcolm	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

BOK Financial Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.12	Elect Director Emmet C. Richards	G	Mgmt	For	For
1.13	Elect Director Claudia S. San Pedro	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-022] Vote against audit committee member for failure to manage risk concerning pledging activity by the company's executive officers.</i>					
1.14	Elect Director Kayse M. Shrum	G	Mgmt	For	For
1.15	Elect Director Michael C. Turpen	G	Mgmt	For	For
1.16	Elect Director Robert A. Waldo	G	Mgmt	For	For
1.17	Elect Director Rose M. Washington-Jones	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Boliden AB

Meeting Date: 23/04/2025 **Country:** Sweden **Ticker:** BOL
Record Date: 11/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspectors of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8	Receive Board's Report	G	Mgmt		
9	Receive President's Report	G	Mgmt		
10	Receive Auditor's Report	G	Mgmt		
11	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
13.1	Approve Discharge of Karl-Henrik Sundstrom	G	Mgmt	For	For
13.2	Approve Discharge of Helene Bistrom	G	Mgmt	For	For
13.3	Approve Discharge of Tomas Eliasson	G	Mgmt	For	For
13.4	Approve Discharge of Per Lindberg	G	Mgmt	For	For
13.5	Approve Discharge of Perttu Louhiluoto	G	Mgmt	For	For
13.6	Approve Discharge of Elisabeth Nilsson	G	Mgmt	For	For
13.7	Approve Discharge of Pia Rudengren	G	Mgmt	For	For
13.8	Approve Discharge of Derek White	G	Mgmt	For	For
13.9	Approve Discharge of Mikael Staffas as President	G	Mgmt	For	For
13.10	Approve Discharge of Jonny Johansson	G	Mgmt	For	For
13.11	Approve Discharge of Andreas Martensson	G	Mgmt	For	For
13.12	Approve Discharge of Ronnie Allzen	G	Mgmt	For	For
13.13	Approve Discharge of Ola Holmstrom	G	Mgmt	For	For
13.14	Approve Discharge of Mikael Norrby-Holtkamp	G	Mgmt	For	For
13.15	Approve Discharge of Gard Folkvord	G	Mgmt	For	For
13.16	Approve Discharge of Kieran Donaghy	G	Mgmt	For	For
13.17	Approve Discharge of Timo Popponen	G	Mgmt	For	For
13.18	Approve Discharge of Elin Soderlund	G	Mgmt	For	For
14.1	Determine Number of Members (9) and Deputy Members (0) of Board	G	Mgmt	For	For
14.2	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
15	Approve Remuneration of Directors in the Amount of SEK 2.1 Million for Chair and SEK 700,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For

Boliden AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16a	Reelect Helene Bistrom as Director	G	Mgmt	For	For
16b	Reelect Tomas Eliasson as Director	G	Mgmt	For	For
16c	Reelect Per Lindberg as Director	G	Mgmt	For	For
16d	Reelect Perttu Louhiluoto as Director	G	Mgmt	For	For
16e	Reelect Elisabeth Nilsson as Director	G	Mgmt	For	For
16f	Reelect Pia Rudengren as Director	G	Mgmt	For	For
16g	Reelect Derek White Director	G	Mgmt	For	For
16h	Reelect Karl-Henrik Sundstrom as Director	G	Mgmt	For	For
16i	Elect Victoire de Margerie as New Director	G	Mgmt	For	For
16j	Reelect Karl-Henrik Sundstrom as Board Chair	G	Mgmt	For	For
17	Approve Remuneration of Auditors	G	Mgmt	For	For
18	Ratify PricewaterhouseCoopers as Auditors	G	Mgmt	For	For
19	Approve Remuneration Report	G	Mgmt	For	For
20	Approve Nomination Committee Procedures	G	Mgmt	For	For
21.a	Approve Long-term Share Savings Program (LTIP 2025/2028) for Key Employees	G	Mgmt	For	For
21.b1	Approve Transfer of 130,000 Shares to Participants in Long-term Share Savings Program (LTIP 2025/2028)	G	Mgmt	For	For
21.b2	Approve Alternative Equity Plan Financing	G	Mgmt	For	For
22	Amend Articles Re: Location of General Meeting; Sustainability Assurance Report	G	Mgmt	For	For
23	Close Meeting	G	Mgmt		

Bolloré SE

Meeting Date: 21/05/2025

Country: France

Ticker: BOL

Record Date: 19/05/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Discharge Directors	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 0.08 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>					
5	Reelect Cyrille Bolloré as Director	G	Mgmt	For	For
6	Reelect Yannick Bolloré as Director	G	Mgmt	For	For
7	Reelect Cédric de Baillencourt as Director	G	Mgmt	For	For
8	Reelect Chantal Bolloré as Director	G	Mgmt	For	For
9	Reelect Sébastien Bolloré as Director	G	Mgmt	For	For
10	Reelect Virginie Courtin as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
11	Reelect Bolloré Participations SE as Director	G	Mgmt	For	For
12	Reelect François Thomazeau as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [SD-M0201-005] Nominee is not independent and serves on a key committee. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
13	Renew Appointment of AEG Finances as Auditor	G	Mgmt	For	For
14	Renew Appointment of IGEC as Alternate Auditor	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15	Authorize Repurchase of Up to 9.96 Percent of Issued Share Capital	G	Mgmt	For	For
16	Approve Compensation Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
17	Approve Compensation of Cyrille Bolloré, Chairman and CEO	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>					
18	Approve Remuneration Policy of Directors	G	Mgmt	For	For
19	Approve Remuneration Policy of Chairman and CEO	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>					
20	Extraordinary Business Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	G	Mgmt	For	For
21	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
22	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
23	Authorize Capital Increase of Up to EUR 100 Million for Future Exchange Offers	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					

Bolloré SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
25	Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i></p>					
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
27	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Bombardier Inc.

Meeting Date: 01/05/2025

Country: Canada

Ticker: BBD.B

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Holders of Class A Multiple Voting and Class B Subordinate Voting Shares		Mgmt		
1.1	Elect Director Pierre Beaudoin	G	Mgmt	For	For
1.2	Elect Director Joanne Bissonnette	G	Mgmt	For	For
1.3	Elect Director Charles Bombardier	G	Mgmt	For	For
1.4	Elect Director Rose Damen	G	Mgmt	For	For
1.5	Elect Director Bettina Fetzer	G	Mgmt	For	For
1.6	Elect Director Diane Fontaine	G	Mgmt	For	For
1.7	Elect Director Diane Giard	G	Mgmt	For	For
1.8	Elect Director Anthony R. Graham	G	Mgmt	For	For
1.9	Elect Director Eric Martel	G	Mgmt	For	For
1.10	Elect Director Douglas R. Oberhelman	G	Mgmt	For	Against

Blended Rationale: [DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines. [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.

Bombardier Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.11	Elect Director Melinda Rogers-Hixon	G	Mgmt	For	For
1.12	Elect Director J. Allen Smith	G	Mgmt	For	For
1.13	Elect Director Antony N. Tyler	G	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
	Shareholder Proposals		Mgmt		
4	SP 1: Account for Environmental and Climate Change Expertise in Directors' Skills Matrix	G	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					
5	SP 2: Employee Language Skills Disclosure	G	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					
6	SP 3: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	G	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					

Bonava AB

Meeting Date: 09/04/2025 **Country:** Sweden **Ticker:** BONAV.B
Record Date: 01/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8	Receive President's Report	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Receive CEO's Report	G	Mgmt		
10.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
10.b	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
10.c	Approve Discharge of Board and President	G	Mgmt	For	For
11	Determine Number of Members (8) and Deputy Members (0) of Board Auditors; Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of SEK 860,000 to Chair and SEK 340,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditor	G	Mgmt	For	For
13	Reelect Mats Jonsson (Chair), Per-Ingemar Persson, Nils Styf, Olle Boback, Anette Frumerie and Tobias Lonnevall as Directors; Elect Anneli Jansson and Paula Rottorp as New Directors; Ratify PricewaterhouseCoopers as Auditor	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>					
14	Elect Peter Hofvenstam (Chair), Olof Nystrom and Oscar Bergman as Members of Nominating Committee	G	Mgmt	For	For
15	Approve Nomination Committee Procedures	G	Mgmt	For	For
16	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
17.a	Approve Performance Share Incentive Plan LTIP 2025 for Key Employees	G	Mgmt	For	For
17.b	Approve Equity Plan Financing	G	Mgmt	For	For
18	Approve Creation of Pool of Capital without Preemptive Rights	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0400-003] We believe that proposal is not in the best interest of shareholders</i></p>					

Bonava AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
19	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
20	Close Meeting	G	Mgmt		

Bonheur ASA

Meeting Date: 22/05/2025

Country: Norway

Ticker: BONHR

Record Date: 15/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1)	Open Meeting; Approve Notice and Agenda; Registration of Attending Shareholders and Proxies	G	Mgmt	For	For
2)	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
3)	Accept Financial Statements, Statutory Reports and Corporate Governance Statement; Approve Allocation of Income and Dividends of NOK 6.75 Per Share	G	Mgmt	For	For
4)	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
5)1	Elect Synne Homble as Member of Shareholders' Committee	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
5)2	Elect Anne Harris as Member of Shareholders' Committee	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
5)3	Approve Remuneration of Chair of Shareholders' Committee	G	Mgmt	For	For
5)4	Approve Remuneration of Members of Shareholders' Committee	G	Mgmt	For	For
6)1	Approve Remuneration of Board Chair in the Amount of NOK 1.69 Million	G	Mgmt	For	For
6)2	Approve Remuneration of Directors in the Amount of NOK 460,000	G	Mgmt	For	For
6)3	Approve Fee for Overnight Stay Consequent on Board Meetings	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Bonheur ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6)4	Approve Remuneration of Audit Committee	G	Mgmt	For	For
7)	Approve Remuneration of Auditors	G	Mgmt	For	For
8)	Approve Donations and Contributions from the Company for 2025	S	Mgmt	For	For

Booking Holdings Inc.

Meeting Date: 03/06/2025

Country: USA

Ticker: BKNG

Record Date: 08/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Glenn D. Fogel	G	Mgmt	For	For
1.2	Elect Director Miriam M. Graddick-Weir	G	Mgmt	For	For
1.3	Elect Director Kelly Grier	G	Mgmt	For	For
1.4	Elect Director Robert J. Mylod, Jr.	G	Mgmt	For	For
1.5	Elect Director Charles H. Noski	G	Mgmt	For	For
1.6	Elect Director Larry Quinlan	G	Mgmt	For	For
1.7	Elect Director Nicholas J. Read	G	Mgmt	For	For
1.8	Elect Director Thomas E. Rothman	G	Mgmt	For	For
1.9	Elect Director Sumit Singh	G	Mgmt	For	For
1.10	Elect Director Lynn Vojvodich Radakovich	G	Mgmt	For	For
1.11	Elect Director Vanessa A. Wittman	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Boralex Inc.

Meeting Date: 14/05/2025

Country: Canada

Ticker: BLX

Record Date: 18/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Andre Courville	G	Mgmt	For	For
1.2	Elect Director Lise Croteau	G	Mgmt	For	For
1.3	Elect Director Patrick Decostre	G	Mgmt	For	For
1.4	Elect Director Marie-Claude Dumas	G	Mgmt	For	For
1.5	Elect Director Ricky Fontaine	G	Mgmt	For	For
1.6	Elect Director Remi G. Lalonde	G	Mgmt	For	For
1.7	Elect Director Patrick Lemaire	G	Mgmt	For	For
1.8	Elect Director Nadia Martel	G	Mgmt	For	For
1.9	Elect Director Dominique Miniere	G	Mgmt	For	For
1.10	Elect Director Alain Rheaume	G	Mgmt	For	For
1.11	Elect Director Zin Smati	G	Mgmt	For	For
1.12	Elect Director Dany St-Pierre	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

BorgWarner Inc.

Meeting Date: 30/04/2025

Country: USA

Ticker: BWA

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Joseph F. Fadool	G	Mgmt	For	For
1B	Elect Director Sara A. Greenstein	G	Mgmt	For	For
1C	Elect Director Michael S. Hanley	G	Mgmt	For	For
1D	Elect Director Shaun E. McAlmont	G	Mgmt	For	For
1E	Elect Director Deborah D. McWhinney	G	Mgmt	For	For
1F	Elect Director Alexis P. Michas	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

BorgWarner Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1G	Elect Director Sailaja K. Shankar	G	Mgmt	For	For
1H	Elect Director Hau N. Thai-Tang	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Amend Right to Call Special Meeting	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Borouge Plc

Meeting Date: 07/04/2025

Country: United Arab Emirates

Ticker: BOROUGE

Record Date: 04/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Authorize Chairman of the Meeting to Appoint the Meeting Secretary and the Vote Collector	G	Mgmt	For	For
	Ordinary Business		Mgmt		
1	Approve Board Report on Company Operations and Its Financial Position for FY 2024	G	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
3	Accept Standalone Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
4	Accept Consolidated Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
5	Approve Dividends of AED 0.079 per Share for the Second Half of FY 2024 to Bring the Total Dividends of AED 0.1588 per Share for FY 2024	G	Mgmt	For	For
6	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
7	Approve Discharge of Auditors for FY 2024	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Borouge Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Remuneration of Directors for FY 2024	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
9	Appoint Auditors and Fix Their Remuneration for FY 2025	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
10	Authorize Purchase of up to 2.5 Percent of Company's Issued Share Capital and Authorize Board or Any Authorized Person by the Board to Complete the Purchase Transactions Partially or in Full	G	Mgmt	For	For
11	Elect a New Board of Directors for a Period of Three Years	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

Borregaard ASA

Meeting Date: 10/04/2025

Country: Norway

Ticker: BRG

Record Date: 03/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Notice of Meeting; Elect Chair and Minute Keepers	G	Mgmt	For	For
2	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 4.25 Per Share	G	Mgmt	For	For
3	Approve Remuneration Statement	G	Mgmt	For	For
4	Discuss Company's Corporate Governance Statement	G	Mgmt		
5.1	Approve Repurchase and Conveyance of Shares in Connection to Incentive Plans	G	Mgmt	For	For
5.2	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
6.1	Reelect Helge Aasen as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Borregaard ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.2	Reelect Terje Andersen as Director	G	Mgmt	For	For
6.3	Reelect Tove Andersen as Director	G	Mgmt	For	For
6.4	Reelect Margrethe Hauge as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
6.5	Reelect John Arne Ulvan as Director	G	Mgmt	For	For
6b	Reelect Helge Aasen as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
7.1	Reelect Mimi K. Berdal as Member of Nominating Committee	G	Mgmt	For	For
7.2	Reelect Erik Must as Member of Nominating Committee	G	Mgmt	For	For
7.3	Reelect Rune Selmar as Member of Nominating Committee	G	Mgmt	For	For
7.4	Reelect Atle Hauge as Member of Nominating Committee	G	Mgmt	For	For
7b	Reelect Mimi K. Berdal as Chair of Nominating Committee	G	Mgmt	For	For
8	Approve Remuneration of Directors in the Amount of NOK 732,000 for Chair and NOK 408,000 for Other Directors	G	Mgmt	For	For
9	Approve Remuneration of Nominating Committee	G	Mgmt	For	For
10	Approve Remuneration of Auditors	G	Mgmt	For	For

Bossard Holding AG

Meeting Date: 11/04/2025

Country: Switzerland

Ticker: BOSN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Non-Financial Report	E, S	Mgmt	For	For

Bossard Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 3.90 per Category A Registered Share and CHF 0.78 per Category B Registered Share	G	Mgmt	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	G	Mgmt	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million	G	Mgmt	For	For
4.3	Approve Remuneration Report	G	Mgmt	For	For
5.1	Elect Marcel Keller as Director Representing Holders of Category A Registered Shares	G	Mgmt	For	For
5.2.1	Reelect David Dean as Director and Elect as Board Chair	G	Mgmt	For	For
5.2.2	Reelect Patricia Heidtman as Director	G	Mgmt	For	For
5.2.3	Reelect Petra Ehmann as Director	G	Mgmt	For	For
5.2.4	Reelect Marcel Keller as Director	G	Mgmt	For	For
5.2.5	Reelect Martin Kuehn as Director	G	Mgmt	For	For
5.2.6	Reelect Ina Toegel as Director	G	Mgmt	For	For
5.3.1	Appoint Patricia Heidtman as Member of the Compensation Committee	G	Mgmt	For	For
5.3.2	Reappoint Marcel Keller as Member of the Compensation Committee	G	Mgmt	For	For
5.3.3	Reappoint Ina Toegel as Member of the Compensation Committee	G	Mgmt	For	For
6	Ratify PricewaterhouseCoopers AG as Auditors	G	Mgmt	For	For
7	Designate Rene Peyer as Independent Proxy	G	Mgmt	For	For
8	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Boston Scientific Corporation

Meeting Date: 01/05/2025

Country: USA

Ticker: BSX

Record Date: 07/03/2025

Meeting Type: Annual

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

Blended Rationale: [SF-S0311-001] Supermajority vote requirement serves as an entrenchment device for management.

Bouygues SA

Meeting Date: 29/04/2025

Country: France

Ticker: EN

Record Date: 25/04/2025

Meeting Type: Annual/Special

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

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5	Approve Remuneration Policy of Directors	G	Mgmt	For	For
6	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
7	Approve Remuneration Policy of CEO and Vice-CEOs	G	Mgmt	For	For
8	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
9	Approve Compensation of Martin Bouygues, Chairman of the Board	G	Mgmt	For	For
10	Approve Compensation of Olivier Roussat, CEO	G	Mgmt	For	For
11	Approve Compensation of Pascal Grangé, Vice-CEO	G	Mgmt	For	For
12	Approve Compensation of Edward Bouygues, Vice-CEO	G	Mgmt	For	For
13	Reelect Felicie Burelle as Director	G	Mgmt	For	For
14	Reelect Clara Gaymard as Director	G	Mgmt	For	For
15	Reelect Olivier Bouygues as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					
16	Reelect SCDM as Director	G	Mgmt	For	For
17	Elect Charlotte Bouygues as Director	G	Mgmt	For	For
18	Elect Nathalie Bellon-Szabo as Director	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
19	Reelect Raphaëlle Deflesselle as Representative of Employee Shareholders to the Board	G	Mgmt	For	For
20	Elect Sylvie Bruneau as Representative of Employee Shareholders to the Board	G	Mgmt	For	For
21	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					
	Extraordinary Business		Mgmt		

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 150 Million	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					
24	Authorize Capitalization of Reserves of Up to EUR 6 Billion for Bonus Issue or Increase in Par Value	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					
25	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 85 Million	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					
26	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 75 Million	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					
27	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					
28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					
29	Authorize Capital Increase of Up to EUR 85 Million for Future Exchange Offers	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					
30	Authorize Issuance of Equity Upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 85 Million	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For

Bouygues SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
32	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0500-001] NEDs receive options on the same terms and conditions as executives. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i></p>					
33	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	G	Mgmt	For	For
34	Authorize up to 0.15 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Pension	G	Mgmt	For	For
35	Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer Up to the Aggregate Nominal Amount of EUR 94 Million	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i></p>					
36	Amend Article 8.2 of Bylaws Re: Shareholding Disclosure Thresholds	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i></p>					
37	Amend Article 13.2 of Bylaws Re: Directors Length of Term	G	Mgmt	For	For
38	Amend Articles of Bylaws to Incorporate Legal Changes	G	Mgmt	For	For
39	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Boyd Gaming Corporation

Meeting Date: 08/05/2025

Country: USA

Ticker: BYD

Record Date: 11/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director John Bailey	G	Mgmt	For	For
1.2	Elect Director William R. Boyd	G	Mgmt	For	Withhold
<p><i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i></p>					
1.3	Elect Director Michael Hartmeier	G	Mgmt	For	For
1.4	Elect Director Marianne Boyd Johnson	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Boyd Gaming Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Keith Smith	G	Mgmt	For	For
1.6	Elect Director Christine Spadafor	G	Mgmt	For	For
1.7	Elect Director A. Randall Thoman	G	Mgmt	For	For
1.8	Elect Director Paul Whetsell	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Report on Potential Cost Savings Through Adoption of a Smokefree Policy	S	SH	Against	Against

Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.

BP Plc

Meeting Date: 17/04/2025

Country: United Kingdom

Ticker: BP

Record Date: 15/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Re-elect Helge Lund as Director	G	Mgmt	For	For
4	Re-elect Murray Auchincloss as Director	G	Mgmt	For	For
5	Re-elect Kate Thomson as Director	G	Mgmt	For	For
6	Re-elect Dame Amanda Blanc as Director	G	Mgmt	For	For
7	Re-elect Tushar Morzaria as Director	G	Mgmt	For	For
8	Re-elect Melody Meyer as Director	G	Mgmt	For	For
9	Re-elect Pamela Daley as Director	G	Mgmt	For	For
10	Re-elect Karen Richardson as Director	G	Mgmt	For	For
11	Re-elect Satish Pai as Director	G	Mgmt	For	For
12	Re-elect Hina Nagarajan as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

BP Plc

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

BPER Banca SpA

Meeting Date: 18/04/2025

Country: Italy

Ticker: BPE

Record Date: 09/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business		Mgmt		
1	Approve Capital Increase without Preemptive Rights in Connection with the Acquisition of Banca Popolare di Sondrio SpA; Amend Articles Re: Article 5	G	Mgmt	For	For
	Ordinary Business		Mgmt		
1a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1b	Approve Allocation of Income and Dividend Distribution	G	Mgmt	For	For
2a1	Approve Remuneration Policy	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

BPER Banca SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2a2	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
2b	Approve 2025 MBO Incentive Plan	G	Mgmt	For	For
2c	Approve Long-Term Incentive Plan 2025-2027	G	Mgmt	For	For
2d	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2025 MBO Incentive Plan and Previous Portions of Existing Short and Long-Term Incentive Plans	G	Mgmt	For	For

Brandywine Realty Trust

Meeting Date: 21/05/2025

Country: USA

Ticker: BDN

Record Date: 26/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Reginald DesRoches	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1b	Elect Director James C. Diggs	G	Mgmt	For	For
1c	Elect Director H. Richard Haverstick, Jr.	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1d	Elect Director Joan Lau	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1e	Elect Director Charles P. Pizzi	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1f	Elect Director Gerard H. Sweeney	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Bravida Holding AB

Meeting Date: 29/04/2025

Country: Sweden

Ticker: BRAV

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive CEO's Report	G	Mgmt		
8	Receive Financial Statements and Statutory Reports	G	Mgmt		
9	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 3.75 Per Ordinary Share	G	Mgmt	For	For
11.1	Approve Discharge of Fredrik Arp	G	Mgmt	For	For
11.2	Approve Discharge of Cecilia Daun Wennborg	G	Mgmt	For	For
11.3	Approve Discharge of Jan Johansson	G	Mgmt	For	For
11.4	Approve Discharge of Marie Nygren	G	Mgmt	For	For
11.5	Approve Discharge of Staffan Pahlsson	G	Mgmt	For	For
11.6	Approve Discharge of Karin Stahlhandske	G	Mgmt	For	For
11.7	Approve Discharge of Tero Kiviniemi	G	Mgmt	For	For
11.8	Approve Discharge of Jan Ericson	G	Mgmt	For	For
11.9	Approve Discharge of Geir Gjestad	G	Mgmt	For	For
11.10	Approve Discharge of Christoffer Lindahl Strand	G	Mgmt	For	For
11.11	Approve Discharge of Ornulf Thorsen	G	Mgmt	For	For
11.12	Approve Discharge of Kaj Levisen	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Bravida Holding AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11.13	Approve Discharge of CEO Mattias Johansson	G	Mgmt	For	For
12a	Determine Number of Members (6) and Deputy Members (0) of Board	G	Mgmt	For	For
12b	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
13a	Approve Remuneration of Directors in the Amount of SEK 1.46 Million to Chair and SEK 575,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
13b	Approve Remuneration of Auditors	G	Mgmt	For	For
14a	Reelect Fredrik Arp as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
14b	Reelect Cecilia Daun Wennborg as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
14c	Reelect Jan Johansson as Director	G	Mgmt	For	For
14d	Reelect Marie Nygren as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
14e	Reelect Karin Stahlhandske as Director	G	Mgmt	For	For
14f	Reelect Tero Kiviniemi as Director	G	Mgmt	For	For
15	Reelect Fredrik Arp as Board Chair	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
16	Ratify KPMG as Auditors	G	Mgmt	For	For
17	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For

Bravida Holding AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
19	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	G	Mgmt	For	For
20a	Approve Performance Share Matching Plan LTIP 2025 for Key Employees	G	Mgmt	For	For
20b.1	Approve Equity Plan Financing Through Issuance of Shares	G	Mgmt	For	For
20b.2	Approve Equity Plan Financing Through Repurchase of Own Shares	G	Mgmt	For	For
20b.3	Approve Equity Plan Financing Through Transfer of Own Shares	G	Mgmt	For	For
20c	Approve Alternative Equity Plan Financing	G	Mgmt	For	For
21	Amend Performance Conditions for LTIP 2022, LTIP 2023 and LTIP 2024	G	Mgmt	For	For
22	Close Meeting	G	Mgmt		

Braze, Inc.

Meeting Date: 26/06/2025 **Country:** USA **Ticker:** BRZE
Record Date: 28/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Phillip M. Fernandez	G	Mgmt	For	For
1b	Elect Director Fernando Machado	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Bread Financial Holdings, Inc.

Meeting Date: 13/05/2025 **Country:** USA **Ticker:** BFH
Record Date: 20/03/2025 **Meeting Type:** Annual

Bread Financial Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ralph J. Andretta	G	Mgmt	For	For
1.2	Elect Director Roger H. Ballou	G	Mgmt	For	For
1.3	Elect Director John J. Fawcett	G	Mgmt	For	For
1.4	Elect Director John C. Gerspach, Jr.	G	Mgmt	For	For
1.5	Elect Director Praniti Lakhwara	G	Mgmt	For	For
1.6	Elect Director Rajesh Natarajan	G	Mgmt	For	For
1.7	Elect Director Joyce St. Clair	G	Mgmt	For	For
1.8	Elect Director Timothy J. Theriault	G	Mgmt	For	For
1.9	Elect Director Laurie A. Tucker	G	Mgmt	For	For
1.10	Elect Director Sharen J. Turney	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Brembo NV

Meeting Date: 29/04/2025 **Country:** Italy **Ticker:** BRE
Record Date: 01/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		
2.1	Discuss Annual Report	G	Mgmt		
2.2	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
2.3	Discuss Presentation of the 2024 Sustainability Statement	G	Mgmt		
2.4	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Brembo NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.5	Receive Explanation on Company's Dividend Policy	G	Mgmt		
2.6	Approve Allocation of Income	G	Mgmt	For	For
3.1	Approve Discharge of Executive Directors	G	Mgmt	For	For
3.2	Approve Discharge of Non-Executive Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
4	Approve Remuneration Policy	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
5	Ratify Ernst & Young Accountants LLP as Auditors and Provide Assurance on the Sustainability Statements	G	Mgmt	For	For
6	Authorize Repurchase of Shares	G	Mgmt	For	For
7	Close Meeting	G	Mgmt		

Brenntag SE

Meeting Date: 22/05/2025

Country: Germany

Ticker: BNR

Record Date: 15/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.10 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
5.1	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Brenntag SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.2	Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Approve Increase in Size of Board to Eight Members	G	Mgmt	For	For
8.1	Elect Stefanie Berlinger to the Supervisory Board	G	Mgmt	For	For
8.2	Elect Dominik de Daniel to the Supervisory Board	G	Mgmt	For	For
8.3	Elect Karl von Rohr to the Supervisory Board	G	Mgmt	For	For
8.4	Elect Susanne Wiegand to the Supervisory Board	G	Mgmt	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	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	G	Mgmt	None	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

BridgeBio Pharma, Inc.

Meeting Date: 20/06/2025

Country: USA

Ticker: BBIO

Record Date: 21/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Neil Kumar	G	Mgmt	For	For
1.2	Elect Director Charles Homcy	G	Mgmt	For	For
1.3	Elect Director Douglas A. Dachille	G	Mgmt	For	For
1.4	Elect Director Ronald J. Daniels	G	Mgmt	For	For
1.5	Elect Director Andrew W. Lo	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

BridgeBio Pharma, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	G	Mgmt	For	For
6	Adjourn Meeting	G	Mgmt	For	For

Bright Horizons Family Solutions Inc.

Meeting Date: 03/06/2025 **Country:** USA **Ticker:** BFAM
Record Date: 10/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lawrence M. Alleva	G	Mgmt	For	For
1b	Elect Director Joshua Bekenstein	G	Mgmt	For	For
1c	Elect Director David H. Lissy	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Brighthouse Financial, Inc.

Meeting Date: 12/06/2025 **Country:** USA **Ticker:** BHF
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director C. Edward (Chuck) Chaplin	G	Mgmt	For	For
1b	Elect Director Stephen C. (Steve) Hooley	G	Mgmt	For	For
1c	Elect Director Michael J. Inserra	G	Mgmt	For	For
1d	Elect Director Carol D. Juel	G	Mgmt	For	For
1e	Elect Director Eileen A. Mallesch	G	Mgmt	For	For
1f	Elect Director Diane E. Offereins	G	Mgmt	For	For

Brighthouse Financial, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Eric T. Steigerwalt	G	Mgmt	For	For
1h	Elect Director Paul M. Wetzel	G	Mgmt	For	For
1i	Elect Director Lizabeth H. Zlatkus	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

BrightSpire Capital, Inc.

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** BRSP
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Catherine D. Rice	G	Mgmt	For	For
1.2	Elect Director Kim S. Diamond	G	Mgmt	For	For
1.3	Elect Director Catherine Long	G	Mgmt	For	For
1.4	Elect Director Vernon B. Schwartz	G	Mgmt	For	For
1.5	Elect Director John E. Westerfield	G	Mgmt	For	For
1.6	Elect Director Michael J. Mazzei	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Brilliance China Automotive Holdings Limited

Meeting Date: 20/06/2025 **Country:** Bermuda **Ticker:** 1114
Record Date: 13/06/2025 **Meeting Type:** Annual

Brilliance China Automotive Holdings Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2A	Elect Zhang Wei as Director	G	Mgmt	For	For
2B	Elect Guo Hongbo as Director	G	Mgmt	For	For
2C	Elect Lam Kit Lan, Cynthia as Director	G	Mgmt	For	For
2D	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
3	Approve Grant Thornton Hong Kong Limited as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
4B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
4C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Bristol-Myers Squibb Company

Meeting Date: 06/05/2025

Country: USA

Ticker: BMY

Record Date: 14/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Peter J. Arduini	G	Mgmt	For	For
1B	Elect Director Deepak L. Bhatt	G	Mgmt	For	For
1C	Elect Director Christopher S. Boerner	G	Mgmt	For	For
1D	Elect Director Julia A. Haller	G	Mgmt	For	For
1E	Elect Director Manuel Hidalgo Medina	G	Mgmt	For	For
1F	Elect Director Michael R. McMullen	G	Mgmt	For	For
1G	Elect Director Paula A. Price	G	Mgmt	For	For
1H	Elect Director Derica W. Rice	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Bristol-Myers Squibb Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1I	Elect Director Theodore R. Samuels	G	Mgmt	For	For
1J	Elect Director Karen H. Vousden	G	Mgmt	For	For
1K	Elect Director Phyllis R. Yale	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Establish a Board Committee on Corporate Financial Sustainability	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					
5	Consider Abolishing DEI Goals	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					

Brixmor Property Group Inc.

Meeting Date: 23/04/2025

Country: USA

Ticker: BRX

Record Date: 14/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director James M. Taylor, Jr.	G	Mgmt	For	For
1.2	Elect Director Sheryl M. Crosland	G	Mgmt	For	For
1.3	Elect Director Michael Berman	G	Mgmt	For	For
1.4	Elect Director Julie Bowerman	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.5	Elect Director Thomas W. Dickson	G	Mgmt	For	For
1.6	Elect Director Daniel B. Hurwitz	G	Mgmt	For	For
1.7	Elect Director Sandra A.J. Lawrence	G	Mgmt	For	For
1.8	Elect Director William D. Rahm	G	Mgmt	For	For
1.9	Elect Director John Peter Suarez	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Brixmor Property Group Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Broadcom Inc.

Meeting Date: 21/04/2025 **Country:** USA **Ticker:** AVGO
Record Date: 21/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Diane M. Bryant	G	Mgmt	For	For
1b	Elect Director Gayla J. Delly	G	Mgmt	For	For
1c	Elect Director Kenneth Y. Hao	G	Mgmt	For	For
1d	Elect Director Eddy W. Hartenstein	G	Mgmt	For	For
1e	Elect Director Check Kian Low	G	Mgmt	For	For
1f	Elect Director Justine F. Page	G	Mgmt	For	For
1g	Elect Director Henry Samuelli	G	Mgmt	For	For
1h	Elect Director Hock E. Tan	G	Mgmt	For	For
1i	Elect Director Harry L. You	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Broadstone Net Lease, Inc.

Meeting Date: 01/05/2025 **Country:** USA **Ticker:** BNL
Record Date: 03/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Laurie A. Hawkes	G	Mgmt	For	For
1.2	Elect Director John D. Moragne	G	Mgmt	For	For
1.3	Elect Director Michael A. Coke	G	Mgmt	For	For
1.4	Elect Director Jessica Duran	G	Mgmt	For	For

Broadstone Net Lease, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Laura Felice	G	Mgmt	For	For
1.6	Elect Director Richard Imperiale	G	Mgmt	For	For
1.7	Elect Director David M. Jacobstein	G	Mgmt	For	For
1.8	Elect Director Joseph Saffire	G	Mgmt	For	For
1.9	Elect Director James H. Watters	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Brookfield Asset Management Ltd.

Meeting Date: 05/05/2025

Country: Canada

Ticker: BAM

Record Date: 07/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Barry Blattman	G	Mgmt	For	For
1.2	Elect Director Angela F. Braly	G	Mgmt	For	For
1.3	Elect Director Marcel R. Coutu	G	Mgmt	For	For
1.4	Elect Director Scott Cutler	G	Mgmt	For	For
1.5	Elect Director Bruce Flatt	G	Mgmt	For	For
1.6	Elect Director Olivia (Liv) Garfield	G	Mgmt	For	For
1.7	Elect Director Nili Gilbert	G	Mgmt	For	For
1.8	Elect Director Keith Johnson	G	Mgmt	For	For
1.9	Elect Director Brian W. Kingston	G	Mgmt	For	For
1.10	Elect Director Cyrus Madon	G	Mgmt	For	For
1.11	Elect Director Diana Noble	G	Mgmt	For	For
1.12	Elect Director William Powell	G	Mgmt	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Brookfield Corporation

Meeting Date: 06/06/2025

Country: Canada

Ticker: BN

Record Date: 17/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Increase in Size of Board from Fourteen to Sixteen	G	Mgmt	For	For
	Election of Directors (By Cumulative Voting)		Mgmt		
2.1	Elect Director M. Elyse Allan	G	Mgmt	For	For
2.2	Elect Director Janice Fukakusa	G	Mgmt	For	For
2.3	Elect Director Maureen Kempston Darkes	G	Mgmt	For	For
2.4	Elect Director Frank J. McKenna	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2.5	Elect Director Hutham S. Olayan	G	Mgmt	For	For
2.6	Elect Director Satish C. Rai	G	Mgmt	For	For
2.7	Elect Director Diana L. Taylor	G	Mgmt	For	For
2.8	Elect Director Justin B. Beber	G	Mgmt	For	For
3	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
	Shareholder Proposal		Mgmt		
5	Disclose Net Zero Target Achievement Via Transition Strategy Approach	E	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>				

Brookfield Infrastructure Corporation

Meeting Date: 24/06/2025

Country: Canada

Ticker: BIPC

Record Date: 25/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jeffrey Blidner	G	Mgmt	For	For
1.2	Elect Director Malcolm Cockwell	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Brookfield Infrastructure Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director William Cox	G	Mgmt	For	For
1.4	Elect Director Roslyn Kelly	G	Mgmt	For	For
1.5	Elect Director John Mullen	G	Mgmt	For	For
1.6	Elect Director Suzanne Nimocks	G	Mgmt	For	For
1.7	Elect Director Daniel Muniz Quintanilla	G	Mgmt	For	For
1.8	Elect Director Anne C. Schaumburg	G	Mgmt	For	For
1.9	Elect Director Rajeev Vasudeva	G	Mgmt	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Brookfield Renewable Corporation

Meeting Date: 16/06/2025 **Country:** Canada **Ticker:** BEPC

Record Date: 28/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jeffrey Blidner	G	Mgmt	For	For
1.2	Elect Director Sarah Deasley	G	Mgmt	For	For
1.3	Elect Director Nancy Dorn	G	Mgmt	For	For
1.4	Elect Director Eleazar de Carvalho Filho	G	Mgmt	For	For
1.5	Elect Director Randy MacEwen	G	Mgmt	For	For
1.6	Elect Director Lou Maroun	G	Mgmt	For	For
1.7	Elect Director Stephen Westwell	G	Mgmt	For	For
1.8	Elect Director Patricia Zuccotti	G	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Brookfield Wealth Solutions Ltd.

Meeting Date: 10/06/2025 **Country:** Bermuda **Ticker:** BNT

Record Date: 08/05/2025 **Meeting Type:** Annual/Special

Brookfield Wealth Solutions Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Holders of Class A Exchangeable Limited Voting Shares		Mgmt		
	Elect Directors by Cumulative Voting		Mgmt		
1A	Elect Director William Cox	G	Mgmt	For	For
1B	Elect Director Anne Schaumburg	G	Mgmt	For	For
1C	Elect Director Soonyoung Chang	G	Mgmt	For	For
1D	Elect Director Lars Rodert	G	Mgmt	For	For
1E	Elect Director Michele Coleman Mayes	G	Mgmt	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Approve Reduction in Stated Capital	G	Mgmt	For	For
4	Approve Share Issuance Resolution	G	Mgmt	For	For

Brookline Bancorp, Inc.

Meeting Date: 21/05/2025 **Country:** USA **Ticker:** BRKL
Record Date: 26/03/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	G	Mgmt	For	For
2	Advisory Vote on Golden Parachutes	G	Mgmt	For	For
3	Adjourn Meeting	G	Mgmt	For	For

Brother Industries, Ltd.

Meeting Date: 25/06/2025 **Country:** Japan **Ticker:** 6448
Record Date: 31/03/2025 **Meeting Type:** Annual

Brother Industries, Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Koike, Toshikazu	G	Mgmt	For	For
1.2	Elect Director Ikeda, Kazufumi	G	Mgmt	For	For
1.3	Elect Director Ishiguro, Tadashi	G	Mgmt	For	For
1.4	Elect Director Kuwabara, Satoru	G	Mgmt	For	For
1.5	Elect Director Murakami, Taizo	G	Mgmt	For	For
1.6	Elect Director Takeuchi, Keisuke	G	Mgmt	For	For
1.7	Elect Director Shirai, Aya	G	Mgmt	For	For
1.8	Elect Director Uchida, Kazunari	G	Mgmt	For	For
1.9	Elect Director Hidaka, Naoki	G	Mgmt	For	For
1.10	Elect Director Miyaki, Masahiko	G	Mgmt	For	For
2	Appoint Statutory Auditor Akamatsu, Ikuko	G	Mgmt	For	For

Brown & Brown, Inc.

Meeting Date: 07/05/2025

Country: USA

Ticker: BRO

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director J. Hyatt Brown	G	Mgmt	For	For
1.2	Elect Director J. Powell Brown	G	Mgmt	For	For
1.3	Elect Director Lawrence L. Gellerstedt, III	G	Mgmt	For	For
1.4	Elect Director Theodore J. Hoepner	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.5	Elect Director James S. Hunt	G	Mgmt	For	For
1.6	Elect Director Toni Jennings	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.7	Elect Director Paul J. Krump	G	Mgmt	For	For
1.8	Elect Director Timothy R.M. Main	G	Mgmt	For	For
1.9	Elect Director Bronislaw E. Masojada	G	Mgmt	For	For

Brown & Brown, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.10	Elect Director Jaymin B. Patel	G	Mgmt	For	For
1.11	Elect Director H. Palmer Proctor, Jr.	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.12	Elect Director Wendell S. Reilly	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.13	Elect Director Kathleen A. Savio	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Bruker Corporation

Meeting Date: 29/05/2025 **Country:** USA **Ticker:** BRKR
Record Date: 01/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Bonnie H. Anderson	G	Mgmt	For	For
1.2	Elect Director Frank H. Laukien	G	Mgmt	For	For
1.3	Elect Director John A. Ornell	G	Mgmt	For	For
1.4	Elect Director Richard A. Packer	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For

Brunello Cucinelli SpA

Meeting Date: 29/04/2025 **Country:** Italy **Ticker:** BC
Record Date: 16/04/2025 **Meeting Type:** Annual

Brunello Cucinelli SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3.1	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
3.2	Approve Second Section of the Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
4	Appoint PricewaterhouseCoopers SpA as Auditor for Sustainability Reporting and Approve Their Remuneration	G	Mgmt	For	For
5	Elect Katia Riva as Director	G	Mgmt	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2024-2026 Stock Grant Plan	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [SD-M0550-006] Vesting conditions and performance hurdles are unsatisfactory.</i>					

Brunswick Corporation

Meeting Date: 07/05/2025 **Country:** USA **Ticker:** BC
Record Date: 10/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Nancy E. Cooper	G	Mgmt	For	For
1b	Elect Director David C. Everitt	G	Mgmt	For	For
1c	Elect Director Reginald Fils-Aime	G	Mgmt	For	For
1d	Elect Director Lauren P. Flaherty	G	Mgmt	For	For
1e	Elect Director David M. Foulkes	G	Mgmt	For	For
1f	Elect Director Joseph W. McClanathan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Brunswick Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director David V. Singer	G	Mgmt	For	For
1h	Elect Director J. Steven Whisler	G	Mgmt	For	For
1i	Elect Director Roger J. Wood	G	Mgmt	For	For
1j	Elect Director MaryAnn Wright	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Bucher Industries AG

Meeting Date: 16/04/2025

Country: Switzerland

Ticker: BUCN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.b	Approve Non-Financial Report	E, S	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 11.00 per Share	G	Mgmt	For	For
4.1.a	Reelect Anita Hauser as Director	G	Mgmt	For	For
4.1.b	Reelect Michael Hauser as Director	G	Mgmt	For	For
4.1.c	Reelect Martin Hirzel as Director	G	Mgmt	For	For
4.1.d	Reelect Urs Kaufmann as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
4.1.e	Reelect Stefan Scheiber as Director	G	Mgmt	For	For
4.2	Elect Manja Greimeier as Director	G	Mgmt	For	For

Bucher Industries AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.3.a	Reappoint Anita Hauser as Member of the Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
4.3.b	Reappoint Stefan Scheiber as Member of the Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
4.4	Designate Keller AG as Independent Proxy	G	Mgmt	For	For
4.5	Ratify PricewaterhouseCoopers AG as Auditors	G	Mgmt	For	For
5.1	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.6 Million	G	Mgmt	For	For
5.2	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5.3	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	G	Mgmt	For	For
5.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.8 Million	G	Mgmt	For	For
6	Transact Other Business (Voting)	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>					

Budimex SA

Meeting Date: 29/05/2025 **Country:** Poland **Ticker:** BDX
Record Date: 13/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Elect Meeting Chairman	G	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	G	Mgmt		
4	Elect Members of Vote Counting Commission	G	Mgmt	For	For
5	Approve Agenda of Meeting	G	Mgmt	For	For
6	Receive Management Board Reports on Company's and Group's Operations and Standalone and Consolidated Financial Statements	G	Mgmt		
7	Receive Remuneration Report	G	Mgmt		
8	Receive Supervisory Board Report	G	Mgmt		
9	Receive Information on Incentive Plan	G	Mgmt		
10	Receive Remuneration Policy	G	Mgmt		
11.1	Approve Management Board Report on Company's and Group's Operations	G	Mgmt	For	For
11.2	Approve Financial Statements	G	Mgmt	For	For
11.3	Approve Consolidated Financial Statements	G	Mgmt	For	For
11.4	Approve Allocation of Income and Dividends of PLN 25.43 per Share	G	Mgmt	For	For
11.5a	Approve Discharge of Artur Popko (CEO)	G	Mgmt	For	For
11.5b	Approve Discharge of Jacek Daniewski (Management Board Member)	G	Mgmt	For	For
11.5c	Approve Discharge of Marcin Weglowski (Management Board Member)	G	Mgmt	For	For
11.5d	Approve Discharge of Anna Karys-Sosinska (Management Board Member)	G	Mgmt	For	For
11.5e	Approve Discharge of Cezary Lysenko (Management Board Member)	G	Mgmt	For	For
11.5f	Approve Discharge of Maciej Olek (Management Board Member)	G	Mgmt	For	For
11.6	Approve Supervisory Board Report	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11.7	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11.8a	Approve Discharge of Danuta Dabrowska (Supervisory Board Member)	G	Mgmt	For	For
11.8b	Approve Discharge of Marek Michalowski (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [LN-M0201-010] As chairman of the board, responsible for lack of diversity. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11.8c	Approve Discharge of Juan Ignacio Gaston Najarro (Supervisory Board Member)	G	Mgmt	For	For
11.8d	Approve Discharge of Igor Chalupiec (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11.8e	Approve Discharge of Janusz Dedo (Supervisory Board Member)	G	Mgmt	For	For
11.8f	Approve Discharge of Artur Kucharski (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
11.8g	Approve Discharge of Dariusz Blocher (Supervisory Board Member)	G	Mgmt	For	For
11.8h	Approve Discharge of Ignacio Aitor Garcia Bilbao (Supervisory Board Member)	G	Mgmt	For	For
11.8i	Approve Discharge of Mario Manuel Menendez Montoya (Supervisory Board Member)	G	Mgmt	For	For

Budimex SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11.8j	Approve Discharge of Silvia Rodriguez Hueso (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11.9	Approve Remuneration Policy	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11.10	Approve Performance Share Plan	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11.11	Elect Supervisory Board Member	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i></p>					
11.12	Amend Statute Re: Corporate Purpose	G	Mgmt	For	For
12	Close Meeting	G	Mgmt		

Builders FirstSource, Inc.

Meeting Date: 27/05/2025 **Country:** USA **Ticker:** BLDR
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mark A. Alexander	G	Mgmt	For	For
1.2	Elect Director Dirkson R. Charles	G	Mgmt	For	For
1.3	Elect Director Peter M. Jackson	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Builders FirstSource, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Declassify the Board of Directors	G	Mgmt	For	For
5	Remove the Board Size Range	G	Mgmt	For	For
6	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For

Bumble Inc.

Meeting Date: 05/06/2025 **Country:** USA **Ticker:** BMBL
Record Date: 07/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ann Mather	G	Mgmt	For	For
1.2	Elect Director Martin Brand	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.3	Elect Director Jonathan C. Korngold	G	Mgmt	For	For
1.4	Elect Director Pamela A. Thomas-Graham	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Bunge Global SA

Meeting Date: 15/05/2025 **Country:** Switzerland **Ticker:** BG
Record Date: 14/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Treatment of Net Loss	G	Mgmt	For	For
3	Approve Dividends of USD 2.80 per Share from Capital Contribution Reserves	G	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	G	Mgmt	For	For

Bunge Global SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5a	Elect Director Eliane Aleixo Lustosa de Andrade	G	Mgmt	For	For
5b	Elect Director Carol Browner	G	Mgmt	For	For
5c	Elect Director Gregory Heckman	G	Mgmt	For	For
5d	Elect Director Linda Jojo	G	Mgmt	For	For
5e	Elect Director Monica McGurk	G	Mgmt	For	For
5f	Elect Director Kenneth Simril	G	Mgmt	For	For
5g	Elect Director Henry "Jay" Winship	G	Mgmt	For	For
5h	Elect Director Mark Zenuk	G	Mgmt	For	For
5i	Elect Director Adrian Isman	G	Mgmt	For	For
5j	Elect Director Anne Jensen	G	Mgmt	For	For
5k	Elect Director Christopher Mahoney	G	Mgmt	For	For
5l	Elect Director Markus Walt	G	Mgmt	For	For
6a	Reelect Mark Zenuk as Board Chairman	G	Mgmt	For	For
7a	Reelect Monica McGurk as Member of the Human Resources and Compensation Committee	G	Mgmt	For	For
7b	Reelect Kenneth Simril as Member of the Human Resources and Compensation Committee	G	Mgmt	For	For
7c	Reelect Markus Walt as Member of the Human Resources and Compensation Committee	G	Mgmt	For	For
7d	Reelect Henry "Jay" Winship as Member of the Human Resources and Compensation Committee	G	Mgmt	For	For
8	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
9a	Approve Remuneration of Directors in the Amount of USD 5.4 million	G	Mgmt	For	For
9b	Approve Remuneration of Executive Committee in the Amount of USD 38.9 million for Fiscal Year 2026	G	Mgmt	For	For
9c	Approve Remuneration Report	G	Mgmt	For	For
10	Approve Non-Financial Report	E, S	Mgmt	For	For
11	Designate Wuersch & Gering LLP as Independent Proxy	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Bunge Global SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Appoint Deloitte & Touche LLP as Auditor and Reelect Deloitte SA as Swiss Statutory Auditor	G	Mgmt	For	For
A	Other Business	G	Mgmt	For	Against

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Bunka Shutter Co. Ltd.

Meeting Date: 17/06/2025 **Country:** Japan **Ticker:** 5930
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 42	G	Mgmt	For	For
2.1	Elect Director Shiozaki, Toshihiko	G	Mgmt	For	For
2.2	Elect Director Ogura, Hiroyuki	G	Mgmt	For	For
2.3	Elect Director Mita, Mitsuru	G	Mgmt	For	For
2.4	Elect Director Ichikawa, Haruhiko	G	Mgmt	For	For
2.5	Elect Director Ooka, Tadahito	G	Mgmt	For	For
2.6	Elect Director Goto, Nobuki	G	Mgmt	For	For
2.7	Elect Director Kusunose, Reiko	G	Mgmt	For	For
2.8	Elect Director Morita, Sumie	G	Mgmt	For	For
2.9	Elect Director Murakami, Kayo	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Uesaka, Motoi	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Fujita, Shozo	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Abe, Kazufumi	G	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Hayasaka, Yoshihiko	G	Mgmt	For	For
3.5	Elect Director and Audit Committee Member Shimamura, Kazue	G	Mgmt	For	For
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For

Bunka Shutter Co. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Initiate Share Repurchase Program	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0152-002] AGAINST shareholder proposal as the proposed capital policy is inappropriate considering the financial performance of the company.</i>					
6	Amend Articles to Require Majority Outsider Board	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0215-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

Bunzl Plc

Meeting Date: 23/04/2025 **Country:** United Kingdom **Ticker:** BNZL
Record Date: 17/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Re-elect Peter Ventress as Director	G	Mgmt	For	For
4	Re-elect Frank van Zanten as Director	G	Mgmt	For	For
5	Re-elect Richard Howes as Director	G	Mgmt	For	For
6	Re-elect Stephan Nanninga as Director	G	Mgmt	For	For
7	Re-elect Vin Murria as Director	G	Mgmt	For	For
8	Re-elect Pam Kirby as Director	G	Mgmt	For	For
9	Re-elect Jacky Simmonds as Director	G	Mgmt	For	For
10	Elect Daniela Soares as Director	G	Mgmt	For	For
11	Elect Julia Wilson as Director	G	Mgmt	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
13	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
14	Approve Remuneration Report	G	Mgmt	For	For
15	Authorise Issue of Equity	G	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Bunzl Plc

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

Bupa Arabia for Cooperative Insurance Co.

Meeting Date: 30/06/2025 **Country:** Saudi Arabia **Ticker:** 8210
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
2	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
3	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
4	Ratify Auditors and Fix Their Remuneration of Q2, Q3, Q4 and Annual Statements of FY 2025 and Q1 of FY 2026	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
5	Approve Dividends of SAR 4.00 per Share for FY 2024	G	Mgmt	For	For
6	Amend Internal Audit Committee Charter	G	Mgmt	For	For
7	Authorize Share Repurchase Program Up to 1,400,000 Shares to be Allocated for Employees Stock Incentive program and Authorize Board to Execute All Related Matters	G	Mgmt	For	For
8	Approve Remuneration of Directors of SAR 9,072,637.35 for FY 2024	G	Mgmt	For	For
9	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For

Bupa Arabia for Cooperative Insurance Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Authorize Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2025	G	Mgmt	For	For
11.1	Elect Loay Nathir as Director	G	Mgmt	None	For
11.2	Elect David Fletcher as Director	G	Mgmt	None	For
11.3	Elect Martin Houston as Director	G	Mgmt	None	For
11.4	Elect Nigel Sullivan as Director	G	Mgmt	None	For
11.5	Elect Tal Nathir as Director	G	Mgmt	None	For
11.6	Elect Abdullah Ilyas as Director	G	Mgmt	None	For
11.7	Elect Usamah Shakir as Director	G	Mgmt	None	For
11.8	Elect Huda bin Ghusun as Director	G	Mgmt	None	For
11.9	Elect Usamah Banajah as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
11.10	Elect George Nazi as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
11.11	Elect Adil Mallawi as Director	G	Mgmt	None	For
12	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	G	Mgmt	For	For
13	Approve Related Party Transactions with Bupa Investments Overseas Limited Re: Reinsurance Premium Ceded for Contracts, Linked to the Bupa Global Market Unit	G	Mgmt	For	For
14	Approve Related Party Transactions with Bupa Investments Overseas Limited Re: Board and Committee Member Remuneration	G	Mgmt	For	For
15	Approve Related Party Transactions with Bupa Investments Overseas Limited Re: Tax Equalization - Net	G	Mgmt	For	For
16	Approve Related Party Transactions with Bupa Middle East Holdings Two. WLL Re: Trademark Fees	G	Mgmt	For	For

Bupa Arabia for Cooperative Insurance Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
17	Approve Related Party Transactions with My Clinic International Medical Company Limited and the My Clinic Advanced for Pharmaceutical Co Re: Claims Paid to Medical Provider	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>					
18	Approve Related Party Transactions with Nazer Group Limited Re: Cost of Medical Insurance for Its Employees	G	Mgmt	For	For
19	Approve Related Party Transactions with Careem Re: Medical Insurance Contracts	G	Mgmt	For	For
20	Approve Related Party Transactions with Bupa Arabia for Cooperative Insurance Company Re: The Cost of Providing Health Insurance to Its Employees	G	Mgmt	For	For
21	Approve Related Party Transactions with Gulf International Bank Re: Medical Insurance Contracts	G	Mgmt	For	For
22	Approve Related Party Transactions with Arabian Medical Marketing Co. Ltd - Nawah Re: The Cost of Providing Health Insurance to Its Employees	G	Mgmt	For	For
23	Approve Related Party Transactions with the Saudi National Bank Re: Medical Insurance Contracts	G	Mgmt	For	For
24	Approve Related Party Transactions with the Saudi Ground Services Re: Medical Insurance Contracts	G	Mgmt	For	For
25	Approve Related Party Transactions with SISCO Holding - Sustained Infrastructure Holding Co. Re: Medical Insurance Contracts	G	Mgmt	For	For
26	Approve Related Party Transactions with Najm for Insurance Services Co. Re: Medical Insurance Contracts	G	Mgmt	For	For
27	Approve Related Party Transactions with Cool Inc. Hospitality Company Re: Medical Insurance Contracts	G	Mgmt	For	For
28	Approve Related Party Transactions with Council of Health Insurance Re: Medical Insurance Contracts	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Bupa Arabia for Cooperative Insurance Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
29	Approve Related Party Transactions with Tam Development Re: Medical Insurance Contracts	G	Mgmt	For	For
30	Approve Related Party Transactions with Educational Infrastructure Holding Company Re: Medical Insurance Contracts	G	Mgmt	For	For
31	Approve Related Party Transactions with Tawreed Company for Financing Solutions Re: Medical Insurance Contracts	G	Mgmt	For	For
32	Approve Related Party Transactions with Maadaniyah Re: Medical Insurance Contracts	G	Mgmt	For	For

Bureau Veritas SA

Meeting Date: 19/06/2025

Country: France

Ticker: BVI

Record Date: 17/06/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 0.90 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	For
5	Reelect Laurent Mignon as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
6	Reelect Julie Avrane as Director	G	Mgmt	For	For
7	Reelect Ana Giros Calpe as Director	G	Mgmt	For	For
8	Reelect Jérôme Michiels as Director	G	Mgmt	For	For
9	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Bureau Veritas SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Compensation of Laurent Mignon, Chairman of the Board	G	Mgmt	For	For
11	Approve Compensation of Hinda Gharbi, CEO	G	Mgmt	For	For
12	Approve Remuneration Policy of Directors	G	Mgmt	For	For
13	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
14	Approve Remuneration Policy of CEO	G	Mgmt	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
16	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 21.6 Million	G	Mgmt	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 16.2 Million	G	Mgmt	For	For
18	Authorize Capitalization of Reserves of Up to EUR 16.2 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
20	Authorize Capital Increase of Up to EUR 5.4 Million for Future Exchange Offers	G	Mgmt	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 5.4 Million	G	Mgmt	For	For
22	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 5.4 Million	G	Mgmt	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	G	Mgmt	For	For
24	Authorize up to 1.5 Percent of Issued Capital for Use in Stock Option Plans	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Bureau Veritas SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
25	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	G	Mgmt	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
28	Amend Article 15.2 of Bylaws to Incorporate Legal Changes Ordinary Business	G	Mgmt Mgmt	For	For
29	Elect Elodie Perthuisot as Director	G	Mgmt	For	For
30	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Burlington Stores, Inc.

Meeting Date: 20/05/2025

Country: USA

Ticker: BURL

Record Date: 26/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Shira Goodman	G	Mgmt	For	For
1b	Elect Director John J. Mahoney	G	Mgmt	For	For
1c	Elect Director Laura J. Sen	G	Mgmt	For	For
1d	Elect Director Paul J. Sullivan	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Buzzi SpA

Meeting Date: 13/05/2025

Country: Italy

Ticker: BZU

Record Date: 02/05/2025

Meeting Type: Annual/Special

Buzzi SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
	Management Proposals		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
4.1	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-005] Termination payments have the potential to be excessive.</i>					
4.2	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
	Shareholder Proposal Submitted by Institutional Investors (Assogestioni)		Mgmt		
5	Appoint Massimo De Buglio as Alternate Internal Statutory Auditor	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
	Extraordinary Business		Mgmt		
	Management Proposal		Mgmt		
1	Amend Company Bylaws Re: Article 21	G	Mgmt	For	For

BW LPG Ltd.

Meeting Date: 15/05/2025

Country: Singapore

Ticker: BWLPG

Record Date: 10/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2.(a)	Reelect Andreas Sohmen-Pao as Director	G	Mgmt	For	For
2.(b)	Reelect Anne Grethe Dalane as Director	G	Mgmt	For	For
2.(c)	Reelect Sonali Asit Chandmal as Director	G	Mgmt	For	For
2.(d)	Reelect Luc Bernard Marie Gillet as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

BW LPG Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.(e)	Reelect Sanjiv Misra as Director	G	Mgmt	For	For
3	Reelect Andreas Sohmen-Pao as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
4	Receive Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt		
5.(a)	Elect Alicia Yik Jie Ting as Member of Nominating Committee	G	Mgmt	For	For
5.(b)	Elect Elaine Yew Wen Suen (Chair) as Member of Nominating Committee	G	Mgmt	For	For
6	Approve Remuneration of Directors in the Amount of USD 100,000 for the Chair and USD 90,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
7	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Authorize Share Repurchase Program	G	Mgmt	For	For
9	Approve Creation of Pool of Capital without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					

BXP, Inc.

Meeting Date: 20/05/2025 **Country:** USA **Ticker:** BXP
Record Date: 26/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Bruce W. Duncan	G	Mgmt	For	For
1b	Elect Director Diane J. Hoskins	G	Mgmt	For	For
1c	Elect Director Mary E. Kipp	G	Mgmt	For	For
1d	Elect Director Joel I. Klein	G	Mgmt	For	For
1e	Elect Director Douglas T. Linde	G	Mgmt	For	For

BXP, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Matthew J. Lustig	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1g	Elect Director Timothy J. Naughton	G	Mgmt	For	For
1h	Elect Director Julie G. Richardson	G	Mgmt	For	For
1i	Elect Director Owen D. Thomas	G	Mgmt	For	For
1j	Elect Director William H. Walton, III	G	Mgmt	For	For
1k	Elect Director Derek Anthony (Tony) West	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

BYD Company Limited

Meeting Date: 15/04/2025 **Country:** China **Ticker:** 1211
Record Date: 09/04/2025 **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve BYD Company Limited 2025 Employee Share Ownership Plan (Draft) and Its Summary	G	Mgmt	For	For
2	Approve Management Measures for BYD Company Limited 2025 Employee Share Ownership Plan	G	Mgmt	For	For
3	Approve Grant of Authorization to the Board and Its Authorized Persons to Deal with Matters in Relation to the BYD Company Limited 2025 Employee Share Ownership Plan in Full Discretion	G	Mgmt	For	For

BYD Company Limited

Meeting Date: 15/04/2025

Country: China

Ticker: 1211

Record Date: 08/04/2025

Meeting Type: Extraordinary
Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve BYD Company Limited 2025 Employee Share Ownership Plan (Draft) and Its Summary	G	Mgmt	For	For
2	Approve Management Measures for BYD Company Limited 2025 Employee Share Ownership Plan	G	Mgmt	For	For
3	Approve Grant of Authorization to the Board and Its Authorized Persons to Deal with Matters in Relation to the BYD Company Limited 2025 Employee Share Ownership Plan in Full Discretion	G	Mgmt	For	For

BYD Company Limited

Meeting Date: 06/06/2025

Country: China

Ticker: 1211

Record Date: 02/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Audited Financial Report	G	Mgmt	For	For
4	Approve Annual Report and Its Summary	G	Mgmt	For	For
5	Approve Profit Distribution Plan and Capital Reserve Capitalization Plan	G	Mgmt	For	For
6	Approve Change of Registered Capital and Amend Articles of Association	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

BYD Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Ernst & Young Hua Ming LLP as Sole External Auditor and Internal Control Audit Institution and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Approve Provision of Guarantees by the Group	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
9	Approve Estimated Cap of Ordinary Connected Transactions of the Group	G	Mgmt	For	For
10	Approve Grant of General Mandate to the Board to Issue Additional H Shares and Related Transactions	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
11	Approve General and Unconditional Mandate to the Directors of BYD Electronic (International) Company Limited to Issue New Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
12	Approve Formulation of the Rules of Remuneration Management of Directors and Senior Management	G	Mgmt	For	For
13	Authorize Board to Determine the Proposed Plan for the Issuance of Debt Financing Instrument(s)	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
14	Approve Matters in Connection with the Purchase of Liability Insurance for the Company and All Directors, Supervisors, Senior Management and Other Related Persons and Related Transactions	G	Mgmt	For	For

BYD Company Limited

Meeting Date: 06/06/2025

Country: China

Ticker: 1211

Record Date: 30/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

BYD Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Audited Financial Report	G	Mgmt	For	For
4	Approve Annual Report and Its Summary	G	Mgmt	For	For
5	Approve Profit Distribution Plan and Capital Reserve Capitalization Plan	G	Mgmt	For	For
6	Approve Change of Registered Capital and Amend Articles of Association	G	Mgmt	For	For
7	Approve Ernst & Young Hua Ming LLP as Sole External Auditor and Internal Control Audit Institution and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Approve Provision of Guarantees by the Group	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
9	Approve Estimated Cap of Ordinary Connected Transactions of the Group	G	Mgmt	For	For
10	Approve Grant of General Mandate to the Board to Issue Additional H Shares and Related Transactions	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
11	Approve General and Unconditional Mandate to the Directors of BYD Electronic (International) Company Limited to Issue New Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
12	Approve Formulation of the Rules of Remuneration Management of Directors and Senior Management	G	Mgmt	For	For
13	Authorize Board to Determine the Proposed Plan for the Issuance of Debt Financing Instrument(s)	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

BYD Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Approve Matters in Connection with the Purchase of Liability Insurance for the Company and All Directors, Supervisors, Senior Management and Other Related Persons and Related Transactions	G	Mgmt	For	For

Bystronic AG

Meeting Date: 22/04/2025

Country: Switzerland

Ticker: BYS

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Non-Financial Report (Non-Binding)	E, S	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 4.00 per Class A Share and CHF 0.80 per Class B Share	G	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
5.1	Reelect Roland Abt as Director	G	Mgmt	For	For
5.2	Reelect Matthias Auer as Director	G	Mgmt	For	For
5.3	Reelect Inge Delobelle as Director	G	Mgmt	For	For
5.4	Reelect Urs Riedener as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
5.5	Reelect Felix Schmidheiny as Director	G	Mgmt	For	For
5.6	Reelect Robert Spoerry as Director	G	Mgmt	For	For
5.7	Reelect Eva Zauke as Director	G	Mgmt	For	For
5.8	Reelect Heinz Baumgartner as Director	G	Mgmt	For	For
6	Reelect Heinz Baumgartner as Board Chair	G	Mgmt	For	Against

Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.

Bystronic AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.1	Reappoint Urs Riedener as Member of the Compensation Committee	G	Mgmt	For	Against
	<i>Blended Rationale: Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
7.2	Reappoint Inge Delobelle as Member of the Compensation Committee	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
7.3	Reappoint Robert Spoerry as Member of the Compensation Committee	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>				
8.1	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	For
8.2	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	G	Mgmt	For	For
8.3	Approve Remuneration of Executive Committee in the Amount of CHF 4.9 Million	G	Mgmt	For	For
9	Ratify PricewaterhouseCoopers as Auditors	G	Mgmt	For	For
10	Designate Marianne Sieger as Independent Proxy	G	Mgmt	For	For
11	Transact Other Business (Voting)	G	Mgmt	For	Abstain
	<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>				

C&D International Investment Group Limited

Meeting Date: 23/05/2025

Country: Cayman Islands

Ticker: 1908

Record Date: 19/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Elect Lin Weiguo as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

C&D International Investment Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Elect Tian Meitan as Director	G	Mgmt	For	For
5	Elect Chan Chun Yee as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification[HK-M0201-008] Audit Committee without majority independence[HK-M0201-013] Remuneration Committee without majority independence[SF-M0201-025] The nomination committee is not majority independent.</i>					
6	Elect Dai Yiyi as Director	G	Mgmt	For	For
7	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
8	Approve Grant Thornton Hong Kong Limited as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
10	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
11	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
12	Elect Xu Xiaoxi as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					

C.H. Robinson Worldwide, Inc.

Meeting Date: 08/05/2025

Country: USA

Ticker: CHRW

Record Date: 12/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director David P. Bozeman	G	Mgmt	For	For
1b	Elect Director Kermit R. Crawford	G	Mgmt	For	For
1c	Elect Director Timothy C. Gokey	G	Mgmt	For	For
1d	Elect Director Mark A. Goodburn	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

C.H. Robinson Worldwide, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1e	Elect Director Mary J. Steele Guilfoile	G	Mgmt	For	For
1f	Elect Director Jodee A. Kozlak	G	Mgmt	For	For
1g	Elect Director Michael H. McGarry	G	Mgmt	For	For
1h	Elect Director Paige K. Robbins	G	Mgmt	For	For
1i	Elect Director Paula C. Tolliver	G	Mgmt	For	For
1j	Elect Director Henry W. "Jay" Winship	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

CA Immobilien Anlagen AG

Meeting Date: 05/05/2025

Country: Austria

Ticker: CAI

Record Date: 25/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
5	Approve Remuneration of Supervisory Board Members	G	Mgmt	For	For
6	Ratify Deloitte Audit as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
7	Approve Remuneration Report	G	Mgmt	For	Against

Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.

CA Immobilien Anlagen AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Elect Torsten Hollstein as Supervisory Board Member	G	Mgmt	For	Against

Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company. [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly.

9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For
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Cactus, Inc.

Meeting Date: 13/05/2025 **Country:** USA **Ticker:** WHD
Record Date: 19/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Joel Bender	G	Mgmt	For	For
1b	Elect Director Alan Semple	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1c	Elect Director Melissa Law	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
5	Advisory Vote on Say on Pay Frequency	G	Mgmt	Three Years	One Year

Blended Rationale: [SF-M0552-002] We believe that it is in the best interests of shareholders for issuers to hold votes on executive compensation every year.

Cadeler A/S

Meeting Date: 22/04/2025 **Country:** Denmark **Ticker:** CADLR
Record Date: 15/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chair of Meeting	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Receive Report of Board	G	Mgmt		
3	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
4	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
5	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i></p>					
6	Approve Discharge of Management and Board	G	Mgmt	For	For
7	Approve Remuneration of Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
8.a.1	Reelect Andreas Sohmen-Pao as Director	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
8.a.2	Reelect Andrea Abt as Director	G	Mgmt	For	For
8.a.3	Reelect Emanuele Lauro as Director	G	Mgmt	For	For
8.a.4	Reelect Jim Nish as Director	G	Mgmt	For	For
8.b	Reelect Andreas Sohmen-Pao as Board Chair	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>					
8.c	Reelect Emanuele Lauro as Vice Chair	G	Mgmt	For	For
9.a	Reelect Elaine Yew Wen Suen as Member of the Nomination Committee	G	Mgmt	For	For
10	Ratify Ernst & Young as Auditors	G	Mgmt	For	For
11	Authorize Share Repurchase Program	G	Mgmt	For	For

Cadeler A/S

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12.a	Approve Creation of up to DKK 70.2 Million Pool of Capital without Preemptive Rights	G	Mgmt	For	For
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
12.b	Approve Creation of up to DKK 70.2 Million Pool of Capital with Preemptive Rights	G	Mgmt	For	For
12.c	Approve Equity Plan Financing	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>					
13	Other Business	G	Mgmt		

Cadence Design Systems, Inc.

Meeting Date: 08/05/2025

Country: USA

Ticker: CDNS

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mark W. Adams	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board.</i>					
1.2	Elect Director Ita Brennan	G	Mgmt	For	For
1.3	Elect Director Lewis Chew	G	Mgmt	For	For
1.4	Elect Director Anirudh Devgan	G	Mgmt	For	For
1.5	Elect Director Moshe Gavrielov	G	Mgmt	For	For
1.6	Elect Director ML Krakauer	G	Mgmt	For	For
1.7	Elect Director Julia Liuson	G	Mgmt	For	For
1.8	Elect Director James D. Plummer	G	Mgmt	For	For
1.9	Elect Director Alberto Sangiovanni-Vincentelli	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.10	Elect Director Young K. Sohn	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Cadence Design Systems, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Report on Political Contributions and Expenditures	S	SH	Against	For

Blended Rationale: [DC-D0000-011] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.

Caesars Entertainment, Inc.

Meeting Date: 10/06/2025 **Country:** USA **Ticker:** CZR
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Gary L. Carano	G	Mgmt	For	For
1b	Elect Director Bonnie S. Biumi	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1c	Elect Director Jan Jones Blackhurst	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1d	Elect Director Frank J. Fahrenkopf	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1e	Elect Director Kim Harris Jones	G	Mgmt	For	For
1f	Elect Director Don R. Kornstein	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1g	Elect Director Jesse Lynn	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1h	Elect Director Courtney R. Mather	G	Mgmt	For	For
1i	Elect Director Ted Papapostolou	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1j	Elect Director Michael E. Pegram	G	Mgmt	For	For
1k	Elect Director Thomas R. Reeg	G	Mgmt	For	For
1l	Elect Director David P. Tomick	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against

Blended Rationale: [SD-M0550-002] Remuneration arrangements and remuneration committee are poorly structured.

Caesars Entertainment, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Report on Potential Cost Savings Through Adoption of a Smokefree Policy	S	SH	Against	Against

Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.

Caitong Securities Co., Ltd.

Meeting Date: 19/06/2025

Country: China

Ticker: 601108

Record Date: 11/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve 2024 Profit Distribution and 2025 Interim Dividends	G	Mgmt	For	For
6	Approve 2024 Remuneration of Directors	G	Mgmt	For	For
7	Approve 2024 Remuneration of Supervisors	G	Mgmt	For	For
8	Approve Report of the Independent Directors	G	Mgmt	For	For
9	Approve 2024 Related Party Transaction	G	Mgmt	For	For
10	Approve 2025 Daily Related Party Transaction	G	Mgmt	For	For
11	Approve Securities Investment	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
12	Approve General Authorization for Domestic and Overseas Debt Financing Instruments	G	Mgmt	For	For
13	Approve to Appoint Auditor	G	Mgmt	For	For
14	Amend Articles of Association	G	Mgmt	For	For

Caixa Seguridade Participacoes SA

Meeting Date: 25/04/2025

Country: Brazil

Ticker: CXSE3

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
	<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>				
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
4	Elect Humberto Jose Teofilo Magalhaes as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification</i>				
5	Elect Ines da Silva Magalhaes as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification</i>				
6	Elect Francisco Egidio Pelucio Martins as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification</i>				
7	Elect Waldemir Bargieri as Independent Director	G	Mgmt	For	For
8	Elect Ilana Trombka as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification</i>				
9	Elect Karoline Busatto as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification</i>				
10	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				

Caixa Seguridade Participacoes SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	If Voting FOR on Item 11, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.		Mgmt		
11	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
12.1	Percentage of Votes to Be Assigned - Elect Humberto Jose Teofilo Magalhaes as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
12.2	Percentage of Votes to Be Assigned - Elect Ines da Silva Magalhaes as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
12.3	Percentage of Votes to Be Assigned - Elect Francisco Egidio Pelucio Martins as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
12.4	Percentage of Votes to Be Assigned - Elect Waldemir Bargieri as Independent Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
12.5	Percentage of Votes to Be Assigned - Elect Ilana Trombka as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
12.6	Percentage of Votes to Be Assigned - Elect Karoline Busatto as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
13	Elect Luiz Felipe Figueiredo de Andrade as Fiscal Council Member and Juliana Grigol Fonsechi as Alternate	G	Mgmt	For	For
14	Elect Denis do Prado Netto as Fiscal Council Member and Abdsandryk Cunha de Souza as Alternate	G	Mgmt	For	For

Caixa Seguridade Participacoes SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15	In Case No Candidate Be Appointed by the Minority Shareholders, Elect Juliana Grigol Fonsechi as Fiscal Council Member	G	Mgmt	For	For
16	Approve Remuneration of Company's Management, Fiscal Council, and Statutory Committees	G	Mgmt	For	For
17	In the Event of a Second Call, Can the Voting Instructions Contained in this Proxy Card Be Considered Valid for the Second Call?	G	Mgmt	None	For

Caixa Seguridade Participacoes SA

Meeting Date: 25/04/2025	Country: Brazil	Ticker: CXSE3
Record Date:	Meeting Type: Extraordinary Shareholders	

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Authorize Capitalization of Reserves Without Issuance of Shares	G	Mgmt	For	For
2	Amend Article 4 to Reflect Changes in Capital	G	Mgmt	For	For
3	In the Event of a Second Call, Can the Voting Instructions Contained in this Proxy Card Be Considered Valid for the Second Call?	G	Mgmt	None	For

CaixaBank SA

Meeting Date: 10/04/2025	Country: Spain	Ticker: CABK
Record Date: 04/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For
1.2	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
1.3	Approve Discharge of Board	G	Mgmt	For	For

CaixaBank SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3	Renew Appointment of PricewaterhouseCoopers as Auditor	G	Mgmt	For	For
4.1	Reelect Koro Usarraga Unsain as Director	G	Mgmt	For	For
4.2	Reelect Fernando Maria Costa Duarte Ulrich as Director	G	Mgmt	For	For
4.3	Reelect Teresa Santero Quintilla as Director	G	Mgmt	For	For
4.4	Elect Rosa Maria Garcia Pineiro as Director	G	Mgmt	For	For
4.5	Elect Luis Alvarez Satorre as Director	G	Mgmt	For	For
4.6	Elect Bernardo Sanchez Incera as Director	G	Mgmt	For	For
4.7	Elect Pablo Arturo Forero Calderon as Director	G	Mgmt	For	For
4.8	Elect Jose Maria Mendez Alvarez-Cedron as Director	G	Mgmt	For	For
5.1	Authorize Share Repurchase Program	G	Mgmt	For	For
5.2	Approve Reduction in Share Capital via Cancellation of Treasury Shares	G	Mgmt	For	For
6.1	Approve Remuneration of Directors	G	Mgmt	For	For
6.2	Approve Remuneration Policy	G	Mgmt	For	For
6.3	Approve 2025 Variable Remuneration Scheme	G	Mgmt	For	For
6.4	Fix Maximum Variable Compensation Ratio	G	Mgmt	For	For
6.5	Advisory Vote on Remuneration Report	G	Mgmt	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
8.1	Receive Amendments to Board of Directors Regulations	G	Mgmt		
8.2	Receive Board of Directors Report	G	Mgmt		

CALBEE, Inc.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 2229

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 58	G	Mgmt	For	For
2.1	Elect Director Ehara, Makoto	G	Mgmt	For	For
2.2	Elect Director Imoto, Akira	G	Mgmt	For	For
2.3	Elect Director Sho, Keiei	G	Mgmt	For	For
2.4	Elect Director Miyauchi, Yoshihiko	G	Mgmt	For	For
2.5	Elect Director Kiriyaama, Hatsunori	G	Mgmt	For	For
2.6	Elect Director Sugita, Hiroaki	G	Mgmt	For	For
2.7	Elect Director Suzuki, Takako	G	Mgmt	For	For
2.8	Elect Director Weiwei Yao	G	Mgmt	For	Against
<p><i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i></p>					
3	Appoint Alternate Statutory Auditor Yamasaki, Tokushi	G	Mgmt	For	For
4	Approve Annual Bonus	G	Mgmt	For	For

California Water Service Group

Meeting Date: 28/05/2025 **Country:** USA **Ticker:** CWT
Record Date: 01/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Gregory E. Aliff	G	Mgmt	For	For
1b	Elect Director Shelly M. Esque	G	Mgmt	For	For
1c	Elect Director Jeffrey Kightlinger	G	Mgmt	For	For
1d	Elect Director Martin A. Kropelnicki	G	Mgmt	For	For
1e	Elect Director Thomas M. Krummel	G	Mgmt	For	For
1f	Elect Director Yvonne (Bonnie) A. Maldonado	G	Mgmt	For	For
1g	Elect Director Scott L. Morris	G	Mgmt	For	For
1h	Elect Director Charles R. Patton	G	Mgmt	For	For

California Water Service Group

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director Carol M. Pottenger	G	Mgmt	For	For
1j	Elect Director Lester A. Snow	G	Mgmt	For	For
1k	Elect Director Patricia K. Wagner	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Cambricon Technologies Corp. Ltd.

Meeting Date: 21/05/2025 **Country:** China **Ticker:** 688256
Record Date: 15/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Appointment of Financial Auditor and Internal Control Auditor as well as Payment of Remuneration	G	Mgmt	For	For
7	Approve 2024 Remuneration and Allowances of Directors	G	Mgmt	For	For
8	Approve 2025 Remuneration and Allowances of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
9	Approve 2024 Remuneration and Allowances of Supervisors	G	Mgmt	For	For
10	Approve 2025 Remuneration and Allowances of Supervisors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
11	Approve Company's Eligibility for Issuance of Shares to Specific Targets	G	Mgmt	For	For
	APPROVE ISSUANCE OF SHARES TO SPECIFIC TARGETS		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Cambricon Technologies Corp. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12.1	Approve Share Type and Par Value	G	Mgmt	For	For
12.2	Approve Issue Manner and Issue Time	G	Mgmt	For	For
12.3	Approve Target Subscribers and Subscription Method	G	Mgmt	For	For
12.4	Approve Pricing Reference Date, Issue Price and Pricing Principles	G	Mgmt	For	For
12.5	Approve Issue Size	G	Mgmt	For	For
12.6	Approve Scale and Usage of Raised Funds	G	Mgmt	For	For
12.7	Approve Lock-up Period	G	Mgmt	For	For
12.8	Approve Listing Exchange	G	Mgmt	For	For
12.9	Approve Distribution Arrangement of Undistributed Earnings	G	Mgmt	For	For
12.10	Approve Resolution Validity Period	G	Mgmt	For	For
13	Approve Plan for Issuance of Shares to Specific Targets	G	Mgmt	For	For
14	Approve Demonstration Analysis Report in Connection to Issuance of Shares to Specific Targets	G	Mgmt	For	For
15	Approve Feasibility Analysis Report on the Use of Proceeds	G	Mgmt	For	For
16	Approve Impact of Dilution of Current Returns on Major Financial Indicators, the Relevant Measures to be Taken and Commitment from Relevant Parties	G	Mgmt	For	For
17	Approve Shareholder Dividend Return Plan	G	Mgmt	For	For
18	Approve Report on the Usage of Previously Raised Funds	G	Mgmt	For	For
19	Approve Investment of Raised Funds in the Field of Technological Innovation	G	Mgmt	For	For
20	Approve Authorization of Board to Handle All Related Matters	G	Mgmt	For	For

Camden National Corporation

Meeting Date: 20/05/2025

Country: USA

Ticker: CAC

Record Date: 26/03/2025

Meeting Type: Annual

Camden National Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Craig N. Denekas	G	Mgmt	For	For
1b	Elect Director Simon R. Griffiths	G	Mgmt	For	For
1c	Elect Director Rebecca K. Hatfield	G	Mgmt	For	For
1d	Elect Director Larry K. Haynes	G	Mgmt	For	For
1e	Elect Director S. Catherine Longley	G	Mgmt	For	For
1f	Elect Director Raina L. Maxwell	G	Mgmt	For	For
1g	Elect Director Marie J. McCarthy	G	Mgmt	For	For
1h	Elect Director Robert D. Merrill	G	Mgmt	For	For
1i	Elect Director James H. Page	G	Mgmt	For	For
1j	Elect Director Robin A. Sawyer	G	Mgmt	For	For
1k	Elect Director Carl J. Soderberg	G	Mgmt	For	For
1l	Elect Director Lawrence J. Sterrs	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Ratify RSM US LLP as Auditors	G	Mgmt	For	For

Camden Property Trust

Meeting Date: 09/05/2025 **Country:** USA **Ticker:** CPT
Record Date: 14/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard J. Campo	G	Mgmt	For	For
1b	Elect Director Javier E. Benito	G	Mgmt	For	For
1c	Elect Director Heather J. Brunner	G	Mgmt	For	For
1d	Elect Director Mark D. Gibson	G	Mgmt	For	For
1e	Elect Director Scott S. Ingraham	G	Mgmt	For	For
1f	Elect Director Renu Khator	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Camden Property Trust

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director D. Keith Oden	G	Mgmt	For	For
1h	Elect Director Frances Aldrich Sevilla-Sacasa	G	Mgmt	For	For
1i	Elect Director Steven A. Webster	G	Mgmt	For	For
1j	Elect Director Kelvin R. Westbrook	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Camping World Holdings, Inc.

Meeting Date: 15/05/2025 **Country:** USA **Ticker:** CWH
Record Date: 21/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Brian P. Cassidy	G	Mgmt	For	For
1.2	Elect Director Marcus A. Lemonis	G	Mgmt	For	For
1.3	Elect Director Michael W. Malone	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0400-003] We believe that proposal is not in the best interest of shareholders</i>					
5	Amend Omnibus Stock Plan	G	Mgmt	For	For

Canacol Energy Ltd.

Meeting Date: 24/06/2025 **Country:** Canada **Ticker:** CNE
Record Date: 12/05/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Directors at Seven	G	Mgmt	For	For
2a	Elect Director Charle Gamba	G	Mgmt	For	For
2b	Elect Director Michael Hibberd	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2c	Elect Director Francisco Diaz	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2d	Elect Director Gustavo Gattass	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2e	Elect Director Valentina Garbarini	G	Mgmt	For	For
2f	Elect Director Silvestre Tovar Leopardi	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2g	Elect Director David Winter	G	Mgmt	For	Withhold
	<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee. [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board.</i>				
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Re-approve Omnibus Long-Term Incentive Plan	G	Mgmt	For	For

Canadian Apartment Properties Real Estate Investment Trust

Meeting Date: 03/06/2025

Country: Canada

Ticker: CAR.UN

Record Date: 07/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Trustee Lori-Ann Beausoleil	G	Mgmt	For	For
1.2	Elect Trustee Gina Parvaneh Cody	G	Mgmt	For	For
1.3	Elect Trustee Mark Kenney	G	Mgmt	For	For
1.4	Elect Trustee Gervais Levasseur	G	Mgmt	For	For

Canadian Apartment Properties Real Estate Investment Trust

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Trustee Ken Silver	G	Mgmt	For	For
1.6	Elect Trustee Jennifer Stoddart	G	Mgmt	For	For
1.7	Elect Trustee Elaine Todres	G	Mgmt	For	For
1.8	Elect Trustee Rene Tremblay	G	Mgmt	For	For
1.9	Elect Trustee David Wesik	G	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Trustees to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
4	Re-approve Unitholders' Rights Plan	G	Mgmt	For	For

Canadian Imperial Bank of Commerce

Meeting Date: 03/04/2025

Country: Canada

Ticker: CM

Record Date: 03/02/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ammar Aljoundi	G	Mgmt	For	For
1b	Elect Director Nanci E. Caldwell	G	Mgmt	For	For
1c	Elect Director Michelle L. Collins	G	Mgmt	For	For
1d	Elect Director Victor G. Dodig	G	Mgmt	For	For
1e	Elect Director Kevin J. Kelly	G	Mgmt	For	For
1f	Elect Director Christine E. Larsen	G	Mgmt	For	For
1g	Elect Director Mary Lou Maher	G	Mgmt	For	For
1h	Elect Director William F. Morneau	G	Mgmt	For	For
1i	Elect Director Mark W. Podlasly	G	Mgmt	For	For
1j	Elect Director Francois L. Poirier	G	Mgmt	For	For
1k	Elect Director Katharine B. Stevenson	G	Mgmt	For	For
1l	Elect Director Martine Turcotte	G	Mgmt	For	For
1m	Elect Director Barry L. Zubrow	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Canadian Imperial Bank of Commerce

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
4	Approve Director Aggregate Annual Remuneration	G	Mgmt	For	For
5	Amend By-law No. 1 Re: Administrative Matters	G	Mgmt	For	For
6	SP 1: Disclose the Corporation's Energy Supply Ratio Annually	E	SH	Against	For
<i>Blended Rationale: [DC-D0000-007] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
7	SP 2: Report on Fighting Against Forced Labour and Child Labour in Loan Portfolios	S	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					
8	SP 3: Disclosure of Language Fluency of Employees	G	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					
9	SP 4: Advisory Vote on Environmental Policies	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					
10	SP 5: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	G	SH	Against	Against
<i>Blended Rationale: [SF-S4578-107] These issues are more properly addressed through uniform government regulations.</i>					
11	SP 6: Disclose Industry-Specific Carbon Risk Scoring/Transition Plans	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					
12	SP 7: Disclosure of Internal Pay Metrics Used For Executive Compensation	G	SH	Against	Against
<i>Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.</i>					

Canadian National Railway Company

Meeting Date: 02/05/2025 **Country:** Canada **Ticker:** CNR
Record Date: 07/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Shauneen Bruder	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Canadian National Railway Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Jo-ann dePass Olsovsky	G	Mgmt	For	For
1.3	Elect Director David Freeman	G	Mgmt	For	For
1.4	Elect Director Denise Gray	G	Mgmt	For	For
1.5	Elect Director Justin M. Howell	G	Mgmt	For	For
1.6	Elect Director Susan C. Jones	G	Mgmt	For	For
1.7	Elect Director Robert Knight	G	Mgmt	For	For
1.8	Elect Director Michel Letellier	G	Mgmt	For	For
1.9	Elect Director Margaret A. McKenzie	G	Mgmt	For	For
1.10	Elect Director Al Monaco	G	Mgmt	For	For
1.11	Elect Director Tracy Robinson	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
4	Management Advisory Vote on Climate Change	E	Mgmt	For	For

Canadian Pacific Kansas City Limited

Meeting Date: 30/04/2025

Country: Canada

Ticker: CP

Record Date: 10/03/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
2	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
3	Management Advisory Vote on Climate Change	E	Mgmt	For	For
4	Approve Amendments to Advance Notice Requirement	G	Mgmt	For	For
5.1	Elect Director John Baird	G	Mgmt	For	For
5.2	Elect Director Isabelle Courville	G	Mgmt	For	For
5.3	Elect Director Keith E. Creel	G	Mgmt	For	For
5.4	Elect Director Antonio Garza	G	Mgmt	For	For
5.5	Elect Director Arturo Gutierrez Hernandez	G	Mgmt	For	For

Blended Rationale: .

Canadian Pacific Kansas City Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.6	Elect Director Edward R. Hamberger	G	Mgmt	For	For
5.7	Elect Director Janet H. Kennedy	G	Mgmt	For	For
5.8	Elect Director Henry J. Maier	G	Mgmt	For	For
5.9	Elect Director Matthew H. Paull	G	Mgmt	For	For
5.10	Elect Director Jane L. Peverett	G	Mgmt	For	For
5.11	Elect Director Andrea Robertson	G	Mgmt	For	For
5.12	Elect Director Gordon T. Trafton	G	Mgmt	For	For

Canadian Tire Corporation, Limited

Meeting Date: 08/05/2025 **Country:** Canada **Ticker:** CTC.A
Record Date: 14/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Norman Jaskolka	G	Mgmt	For	For
1.2	Elect Director Nadir Patel	G	Mgmt	For	For
1.3	Elect Director Cynthia Trudell	G	Mgmt	For	For

CANCOM SE

Meeting Date: 24/06/2025 **Country:** Germany **Ticker:** COK
Record Date: 02/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For

CANCOM SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.1	Ratify Baker Tilly GmbH & Co. KG as Auditors for Fiscal Year 2025	G	Mgmt	For	For
5.2	Appoint Baker Tilly GmbH & Co. KG as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Policy	G	Mgmt	For	For
7	Approve Remuneration Report	G	Mgmt	For	For
8	Elect Lukas Abegg to the Supervisory Board	G	Mgmt	For	For
9	Approve Decrease in Size of Supervisory Board to Five Members	G	Mgmt	For	For
10	Amend Articles Re: Supervisory Board Meetings	G	Mgmt	For	For
11	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
12	Approve EUR 100 Million Capitalization of Reserves Followed by EUR 100 Million Share Capital Reduction; Approve EUR 4.8 Million Reduction in Conditional Share Capital 1/2018 and EUR 22.4 Million Reduction in Conditional Share Capital 2023	G	Mgmt	For	For
13	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For

Capcom Co., Ltd.

Meeting Date: 20/06/2025

Country: Japan

Ticker: 9697

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 22	G	Mgmt	For	For
2.1	Elect Director Tsujimoto, Kenzo	G	Mgmt	For	For
2.2	Elect Director Tsujimoto, Haruhiro	G	Mgmt	For	For
2.3	Elect Director Miyazaki, Satoshi	G	Mgmt	For	For
2.4	Elect Director Ishida, Yoshinori	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Capcom Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.5	Elect Director Tsujimoto, Ryozo	G	Mgmt	For	For
2.6	Elect Director Sasahara, Yoshinobu	G	Mgmt	For	For
2.7	Elect Director Mizukoshi, Yutaka	G	Mgmt	For	For
2.8	Elect Director Muto, Toshiro	G	Mgmt	For	For
2.9	Elect Director Hirose, Yumi	G	Mgmt	For	For
2.10	Elect Director Koda, Main	G	Mgmt	For	For
2.11	Elect Director Yasuko Metcalf	G	Mgmt	For	For

Capgemini SE

Meeting Date: 07/05/2025 **Country:** France **Ticker:** CAP
Record Date: 05/05/2025 **Meeting Type:** Annual/Special

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

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Capgemini SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Reelect Kurt Sievers as Director	G	Mgmt	For	For
13	Elect Jean-Marc Chéry as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
15	Amend Articles 12 and 19 of Bylaws	G	Mgmt	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	G	Mgmt	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	G	Mgmt	For	For
19	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Capita Plc

Meeting Date: 28/04/2025 **Country:** United Kingdom **Ticker:** CPI
Record Date: 24/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Re-elect David Lowden as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
4	Re-elect Adolfo Hernandez as Director	G	Mgmt	For	For

Capita Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Re-elect Georgina Harvey as Director	G	Mgmt	For	For
6	Re-elect Nneka Abulokwe as Director	G	Mgmt	For	For
7	Re-elect Neelam Dhawan as Director	G	Mgmt	For	For
8	Re-elect Brian McArthur-Muscroft as Director	G	Mgmt	For	For
9	Elect Pablo Andres as Director	G	Mgmt	For	For
10	Elect Jack Clarke as Director	G	Mgmt	For	For
11	Reappoint KPMG LLP as Auditors	G	Mgmt	For	For
12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
13	Approve Share Consolidation	G	Mgmt	For	For
14	Authorise Issue of Equity	G	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For
17	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
18	Approve Cancellation of the Share Premium Account and the Amount be Credited to the Reserve	G	Mgmt	For	For

Capital One Financial Corporation

Meeting Date: 08/05/2025

Country: USA

Ticker: COF

Record Date: 12/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard D. Fairbank	G	Mgmt	For	For
1b	Elect Director Ime Archibong	G	Mgmt	For	For
1c	Elect Director Christine Detrick	G	Mgmt	For	For
1d	Elect Director Ann Fritz Hackett	G	Mgmt	For	For
1e	Elect Director Suni P. Harford	G	Mgmt	For	For
1f	Elect Director Peter Thomas Killalea	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Capital One Financial Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Cornelis ("Eli") Leenaars	G	Mgmt	For	For
1h	Elect Director François Locoh-Donou	G	Mgmt	For	For
1i	Elect Director Peter E. Raskind	G	Mgmt	For	For
1j	Elect Director Eileen Serra	G	Mgmt	For	For
1k	Elect Director Mayo A. Shattuck, III	G	Mgmt	For	For
1l	Elect Director Craig Anthony Williams	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Submit Severance Agreement to Shareholder Vote	G	SH	Against	Against

Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.

Capital Power Corporation

Meeting Date: 29/04/2025

Country: Canada

Ticker: CPX

Record Date: 13/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jill Gardiner	G	Mgmt	For	For
1.2	Elect Director Gary Bosgoed	G	Mgmt	For	For
1.3	Elect Director Avik Dey	G	Mgmt	For	For
1.4	Elect Director Carolyn Graham	G	Mgmt	For	For
1.5	Elect Director Kelly Huntington	G	Mgmt	For	For
1.6	Elect Director Barry Perry	G	Mgmt	For	For
1.7	Elect Director Jane Peverett	G	Mgmt	For	For
1.8	Elect Director Neil H. Smith	G	Mgmt	For	For
1.9	Elect Director Keith Trent	G	Mgmt	For	Against

Blended Rationale: [DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.

1.10	Elect Director George Williams	G	Mgmt	For	For
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MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Capital Power Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
4	Re-approve Shareholder Rights Plan	G	Mgmt	For	For

CapitaLand Ascendas REIT

Meeting Date: 25/04/2025

Country: Singapore

Ticker: A17U

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Report of the Trustee, Statement by the Manager, Audited Financial Statements and Auditors' Report	G	Mgmt	For	For
2	Approve Deloitte & Touche LLP as Auditors and Authorize Manager to Fix Their Remuneration	G	Mgmt	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For
4	Authorize Unit Repurchase Program	G	Mgmt	For	For

CapitaLand Ascott Trust

Meeting Date: 17/04/2025

Country: Singapore

Ticker: HMN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Report of the REIT Trustee, Report of the REIT Manager, Report of the BT Trustee-Manager, Statement by the Chief Executive Officer of the BT Trustee-Manager, Audited Financial Statements and Auditors' Report	G	Mgmt	For	For

CapitaLand Ascott Trust

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Deloitte & Touche LLP as Auditors and Authorize REIT Manager and the BT Trustee-Manager to Fix Their Remuneration	G	Mgmt	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For
4	Authorize Stapled Security Repurchase Program	G	Mgmt	For	For

CapitaLand China Trust

Meeting Date: 21/04/2025 **Country:** Singapore **Ticker:** AU8U
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Trustee's Report, Manager's Statement, Financial Statements and Directors' and Auditors' Reports	G	Mgmt	For	For
2	Approve Deloitte & Touche LLP as Auditors and Authorize Manager to Fix Their Remuneration	G	Mgmt	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For
4	Authorize Unit Repurchase Program	G	Mgmt	For	For
5	Approve Issuance of Units Pursuant to CLCT Distribution Reinvestment Plan	G	Mgmt	For	For

CapitaLand Integrated Commercial Trust

Meeting Date: 22/04/2025 **Country:** Singapore **Ticker:** C38U
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Trustee's Report, the Manager's Statement, Financial Statements and Directors' and Auditors' Reports	G	Mgmt	For	For

CapitaLand Integrated Commercial Trust

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For
4	Authorize Unit Repurchase Program	G	Mgmt	For	For

CapitaLand Investment Ltd.

Meeting Date: 29/04/2025

Country: Singapore

Ticker: 9CI

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	G	Mgmt	For	For
2	Approve First and Final Dividend	G	Mgmt	For	For
3	Approve Directors' Remuneration	G	Mgmt	For	For
4(a)	Elect David Su Tuong Sing as Director	G	Mgmt	For	For
4(b)	Elect Helen Wong Siu Ming as Director	G	Mgmt	For	For
4(c)	Elect Gabriel Lim Meng Liang as Director	G	Mgmt	For	For
4(d)	Elect Miguel Ko Kai Kwun as Director	G	Mgmt	For	For
5(a)	Elect Tham Kui Seng as Director	G	Mgmt	For	For
5(b)	Elect Eugene Paul Lai Chin Look as Director	G	Mgmt	For	For
6	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For
8	Approve Grant of Awards and Issuance of Shares Under the CapitaLand Investment Performance Share Plan 2021 and the CapitaLand Investment Restricted Share Plan 2021	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

CapitaLand Investment Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Authorize Share Repurchase Program	G	Mgmt	For	For
10	Approve Proposed Distribution by way of Dividend-in-Specie	G	Mgmt	For	For
11	Amend Constitution	G	Mgmt	For	For

Capstone Copper Corp.

Meeting Date: 02/05/2025 **Country:** Canada **Ticker:** CS
Record Date: 11/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Directors at Eight	G	Mgmt	For	For
2.1	Elect Director Alison Baker	G	Mgmt	For	For
2.2	Elect Director Gordon Bell	G	Mgmt	For	For
2.3	Elect Director Richard Coleman	G	Mgmt	For	For
2.4	Elect Director Anne Giardini	G	Mgmt	For	For
2.5	Elect Director John MacKenzie	G	Mgmt	For	For
2.6	Elect Director Cashel Meagher	G	Mgmt	For	For
2.7	Elect Director Peter Meredith	G	Mgmt	For	For
2.8	Elect Director Patricia Palacios	G	Mgmt	For	For
3	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

CARA Therapeutics, Inc.

Meeting Date: 01/04/2025 **Country:** USA **Ticker:** CARA
Record Date: 05/02/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Issue Shares in Connection with Merger	G	Mgmt	For	For

Blended Rationale: The board seeks shareholder approval to acquire Tvardi Therapeutics, Inc. in a reverse merger transaction valued at approximately \$71.2 million in aggregate at announcement. Legacy CARA shareholders will own approximately 15.3 percent of the combined company. Unanimous board support with fairness opinion by Piper Sandler & Co.

CARA Therapeutics, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Omnibus Stock Plan	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-003] Plan permits repricing without shareholder approval. [SF-M0500-007] Plan contains an evergreen provision, which we believe is not in the best interests of shareholders.</i>					
3	Approve Qualified Employee Stock Purchase Plan	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-007] Plan contains an evergreen provision, which we believe is not in the best interests of shareholders.</i>					
4	Approve Reverse Stock Split	G	Mgmt	For	For
5	Increase Authorized Common Stock	G	Mgmt	For	For
6	Advisory Vote on Golden Parachutes	G	Mgmt	For	For
7	Adjourn Meeting	G	Mgmt	For	For

Cardinal Energy Ltd.

Meeting Date: 09/05/2025

Country: Canada

Ticker: CJ

Record Date: 21/03/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Directors at Six	G	Mgmt	For	For
2a	Elect Director M. Scott Ratushny	G	Mgmt	For	For
2b	Elect Director Stephanie Sterling	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-004] Vote against chair of nominating committee because the board is not majority independent.</i>					
2c	Elect Director John A. Brussa	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
2d	Elect Director John Festival	G	Mgmt	For	For
2e	Elect Director John Gordon	G	Mgmt	For	For
2f	Elect Director Connie Shevkenek	G	Mgmt	For	For
3	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
5	Re-approve Bonus Award Incentive Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Cardlytics, Inc.

Meeting Date: 20/05/2025

Country: USA

Ticker: CDLX

Record Date: 26/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Scott A. Hill	G	Mgmt	For	For
1.2	Elect Director Alex Mishurov	G	Mgmt	For	For
1.3	Elect Director Jon Francis	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Care Property Invest

Meeting Date: 28/05/2025

Country: Belgium

Ticker: CPINV

Record Date: 14/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Receive Directors' Reports (Non-Voting)	G	Mgmt		
2	Receive Auditors' Reports (Non-Voting)	G	Mgmt		
3	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
4a	Acknowledge Resignation of Brigitte Grouwels as Director	G	Mgmt		
4b	Acknowledge End of Mandate of Mark Suykens as Director	G	Mgmt		
4c	Reelect Dirk Van den Broeck as Director	G	Mgmt	For	For
4d	Reelect Patrick Couttenier as Director	G	Mgmt	For	For
4e	Elect Inge Boets as Independent Director	G	Mgmt	For	For
4f	Elect Sonja Gonzalez Valverde as Independent Director	G	Mgmt	For	For
4g	Elect Bart Bots as Independent Director	G	Mgmt	For	For
5	Approve Remuneration Report	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Care Property Invest

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Remuneration Policy	G	Mgmt	For	For
7	Approve Discharge of Directors	G	Mgmt	For	For
8	Approve Discharge of Auditors	G	Mgmt	For	For
9	Ratify EY, Represented by Joeri Klaykens, as Auditors and Approve Auditors' Remuneration	G	Mgmt	For	For
10	Approve Change-of-Control Clause Re: Financing Agreements	G	Mgmt	For	For
11	Approve Change-of-Control Clause Re: Management Agreements	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.</i>					
12	Transact Other Business	G	Mgmt		

Care Property Invest

Meeting Date: 26/06/2025

Country: Belgium

Ticker: CPINV

Record Date: 12/06/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda		Mgmt		
1	Receive Special Board Report Re: Authorized Capital	G	Mgmt		
2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	G	Mgmt	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
4	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	G	Mgmt	For	For

Care REIT PLC

Meeting Date: 29/04/2025

Country: United Kingdom

Ticker: CRT

Record Date: 25/04/2025

Meeting Type: Special

Care REIT PLC

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash Acquisition of Care REIT plc by CR United Bidco Limited	G	Mgmt	For	For

Care REIT PLC

Meeting Date: 29/04/2025 **Country:** United Kingdom **Ticker:** CRT
Record Date: 25/04/2025 **Meeting Type:** Court

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Court Meeting		Mgmt		
1	Approve Scheme of Arrangement	G	Mgmt	For	For

Care REIT PLC

Meeting Date: 22/05/2025 **Country:** United Kingdom **Ticker:** CRT
Record Date: 20/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Dividend Payment Policy	G	Mgmt	For	For
4	Re-elect Simon Laffin as Director	G	Mgmt	For	For
5	Re-elect Rosemary Boot as Director	G	Mgmt	For	For
6	Re-elect Amanda Aldridge as Director	G	Mgmt	For	For
7	Re-elect Cedi Frederick as Director	G	Mgmt	For	For
8	Re-elect Chris Santer as Director	G	Mgmt	For	For
9	Reappoint BDO LLP as Auditors	G	Mgmt	For	For

Care REIT PLC

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
11	Authorise Issue of Equity	G	Mgmt	For	For
12	Authorise Issue of Equity in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
15	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

CareDx, Inc.

Meeting Date: 12/06/2025 **Country:** USA **Ticker:** CDNA
Record Date: 15/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.01	Elect Director Fred E. Cohen	G	Mgmt	For	For
1.02	Elect Director R. Bryan Riggsbee	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Carel Industries SpA

Meeting Date: 23/04/2025 **Country:** Italy **Ticker:** CRL
Record Date: 10/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		

Carel Industries SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Allocation of Income	G	Mgmt	For	For
2.1	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [LN-MQ550-003] Poor use of remuneration committee discretion regarding increases. [SD-MQ550-005] Termination payments have the potential to be excessive.</i>					
2.2	Approve Second Section of the Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i>					
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For

CareTrust REIT, Inc.

Meeting Date: 29/04/2025 **Country:** USA **Ticker:** CTRE
Record Date: 05/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Diana M. Laing	G	Mgmt	For	For
1b	Elect Director Anne Olson	G	Mgmt	For	For
1c	Elect Director Spencer G. Plumb	G	Mgmt	For	For
1d	Elect Director David M. Sedgwick	G	Mgmt	For	For
1e	Elect Director Careina D. Williams	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

CarGurus, Inc.

Meeting Date: 04/06/2025 **Country:** USA **Ticker:** CARG
Record Date: 10/04/2025 **Meeting Type:** Annual

CarGurus, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Steven Conine	G	Mgmt	For	For
1.2	Elect Director Stephen Kaufer	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-002] Remuneration arrangements and remuneration committee are poorly structured.</i>					
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Carlisle Companies Incorporated

Meeting Date: 30/04/2025 **Country:** USA **Ticker:** CSL
Record Date: 05/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jonathan R. Collins	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1b	Elect Director D. Christian Koch	G	Mgmt	For	For
1c	Elect Director C. David Myers	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

CarMax, Inc.

Meeting Date: 24/06/2025 **Country:** USA **Ticker:** KMX
Record Date: 17/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Peter J. Bensen	G	Mgmt	For	For

CarMax, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Sona Chawla	G	Mgmt	For	For
1c	Elect Director Thomas J. Folliard	G	Mgmt	For	For
1d	Elect Director Shira D. Goodman	G	Mgmt	For	For
1e	Elect Director David W. McCreight	G	Mgmt	For	For
1f	Elect Director William D. Nash	G	Mgmt	For	For
1g	Elect Director Mark F. O'Neil	G	Mgmt	For	For
1h	Elect Director Pietro Satriano	G	Mgmt	For	For
1i	Elect Director Marcella Shinder	G	Mgmt	For	For
1j	Elect Director Mitchell D. Steenrod	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Carnival Corporation

Meeting Date: 16/04/2025 **Country:** Panama **Ticker:** CCL
Record Date: 18/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Re-elect Micky Arison as a Director of Carnival Corporation and as a Director of Carnival plc	G	Mgmt	For	For
2	Re-elect Jonathon Band as a Director of Carnival Corporation and as a Director of Carnival plc	G	Mgmt	For	For
3	Re-elect Jason Glen Cahilly as a Director of Carnival Corporation and as a Director of Carnival plc	G	Mgmt	For	For
4	Elect Nelda J. Connors as a Director of Carnival Corporation and as a Director of Carnival plc	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Carnival Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Re-elect Helen Deeble as a Director of Carnival Corporation and as a Director of Carnival plc	G	Mgmt	For	For
6	Re-elect Jeffrey J. Gearhart as a Director of Carnival Corporation and as a Director of Carnival plc	G	Mgmt	For	For
7	Re-elect Katie Lahey as a Director of Carnival Corporation and as a Director of Carnival plc	G	Mgmt	For	For
8	Re-elect Stuart Subotnick as a Director of Carnival Corporation and as a Director of Carnival plc	G	Mgmt	For	For
9	Re-elect Laura Weil as a Director of Carnival Corporation and as a Director of Carnival plc	G	Mgmt	For	For
10	Re-elect Josh Weinstein as a Director of Carnival Corporation and as a Director of Carnival plc	G	Mgmt	For	For
11	Re-elect Randy Weisenburger as a Director of Carnival Corporation and as a Director of Carnival plc	G	Mgmt	For	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
13	Approve Directors' Remuneration Report (in Accordance with Legal Requirements Applicable to UK Companies)	G	Mgmt	For	For
14	Approve Directors' Remuneration Policy (in Accordance with Legal Requirements Applicable to UK Companies)	G	Mgmt	For	For
15	Appoint Deloitte LLP as Independent Auditors of Carnival plc; Ratify the Selection of the U.S. Firm of Deloitte & Touche LLP as the Independent Registered Public Accounting Firm of Carnival Corporation	G	Mgmt	For	For
16	Authorize Board to Fix Remuneration of Auditors	G	Mgmt	For	For

Carnival Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
17	Receive the Accounts and Reports of the Directors and Auditors of Carnival plc for the Year Ended November 30, 2024 (in Accordance with Legal Requirements Applicable to UK Companies)	G	Mgmt	For	For
18	Approve Issuance of Equity	G	Mgmt	For	For
19	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
20	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For

Carrefour SA

Meeting Date: 28/05/2025

Country: France

Ticker: CA

Record Date: 26/05/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.15 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	For
5	Reelect Flavia Buarque de Almeida as Director	G	Mgmt	For	For
6	Reelect Eduardo Rossi as Director	G	Mgmt	For	For
7	Reelect Charles Edelstenne as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
8	Ratify Appointment of Anne Browaeys as Director	G	Mgmt	For	For
9	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Compensation of Alexandre Bompard, Chairman and CEO	G	Mgmt	For	For
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11	Approve Remuneration Policy of Chairman and CEO	G	Mgmt	For	For
12	Approve Remuneration Policy of Directors	G	Mgmt	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	G	Mgmt	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 165 Million	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i></p>					
17	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 165 Million	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i></p>					
18	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 15 to 17	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i></p>					
19	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
20	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For

Carrefour SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
22	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	G	Mgmt	For	For
	Ordinary Business		Mgmt		
23	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Carrier Global Corporation

Meeting Date: 09/04/2025 Country: USA Ticker: CARR
 Record Date: 13/02/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jean-Pierre Garnier	G	Mgmt	For	For
1b	Elect Director David L. Gitlin	G	Mgmt	For	For
1c	Elect Director John J. Greisch	G	Mgmt	For	For
1d	Elect Director Charles M. Holley, Jr.	G	Mgmt	For	For
1e	Elect Director Michael M. McNamara	G	Mgmt	For	For
1f	Elect Director Amy E. Miles	G	Mgmt	For	For
1g	Elect Director Susan N. Story	G	Mgmt	For	For
1h	Elect Director Michael A. Todman	G	Mgmt	For	For
1i	Elect Director Maximilian (Max) Viessmann	G	Mgmt	For	For
1j	Elect Director Virginia M. Wilson	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<p><i>Blended Rationale: 1 - [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. 2 - [LN-M0500-001] Incentive arrangements are poorly structured.</i></p>					
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Carrier Global Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Report on Lobbying Payments and Policy	S	SH	Against	For

Blended Rationale: [DC-D0000-011] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.

Cars.com Inc.

Meeting Date: 04/06/2025 **Country:** USA **Ticker:** CARS
Record Date: 07/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jerri DeVard	G	Mgmt	For	For
1.2	Elect Director Scott Forbes	G	Mgmt	For	For
1.3	Elect Director Jill Greenthal	G	Mgmt	For	For
1.4	Elect Director Thomas Hale	G	Mgmt	For	For
1.5	Elect Director Michael Kelly	G	Mgmt	For	For
1.6	Elect Director Donald A. McGovern, Jr.	G	Mgmt	For	For
1.7	Elect Director Greg Revelle	G	Mgmt	For	For
1.8	Elect Director Jenell R. Ross	G	Mgmt	For	For
1.9	Elect Director Bala Subramanian	G	Mgmt	For	For
1.10	Elect Director T. Alex Vetter	G	Mgmt	For	For
1.11	Elect Director Bryan Wiener	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
5	Amend Omnibus Stock Plan	G	Mgmt	For	For
6	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	G	Mgmt	For	For

Carter's, Inc.

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** CRI
Record Date: 20/03/2025 **Meeting Type:** Annual

Carter's, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Rochester Anderson, Jr.	G	Mgmt	For	For
1.2	Elect Director Jeffrey H. Black	G	Mgmt	For	For
1.3	Elect Director Hali Borenstein	G	Mgmt	For	For
1.4	Elect Director Luis Borgen	G	Mgmt	For	For
1.5	Elect Director Jevin S. Eagle	G	Mgmt	For	For
1.6	Elect Director Mark P. Hipp	G	Mgmt	For	For
1.7	Elect Director William J. Montgoris	G	Mgmt	For	For
1.8	Elect Director Douglas C. Palladini	G	Mgmt	For	For
1.9	Elect Director Stacey S. Rauch	G	Mgmt	For	For
1.10	Elect Director Gretchen W. Schar	G	Mgmt	For	For
1.11	Elect Director Stephanie P. Stahl	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Carvana Co.

Meeting Date: 05/05/2025 **Country:** USA **Ticker:** CVNA
Record Date: 10/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Dan Quayle	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.2	Elect Director Gregory Sullivan	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Carvana Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Amend Certificate of Incorporation to Eliminate the Personal Liability of Certain Officers	G	Mgmt	For	For
5	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For
6	Adopt Simple Majority Vote	G	SH	Against	Against

Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.

Casella Waste Systems, Inc.

Meeting Date: 05/06/2025 **Country:** USA **Ticker:** CWST
Record Date: 09/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael K. Burke	G	Mgmt	For	For
1.2	Elect Director Douglas R. Casella	G	Mgmt	For	For
1.3	Elect Director Gary Sova	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify RSM US LLP as Auditors	G	Mgmt	For	For

Cassava Sciences, Inc.

Meeting Date: 23/05/2025 **Country:** USA **Ticker:** SAVA
Record Date: 03/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert Anderson, Jr.	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.2	Elect Director Michael J. O'Donnell	G	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-028] Vote against longest tenured board member for failure to adequately account for diversity on the board. [RU-M0201-001] Board member has failed to demonstrate ability to effectively represent shareholders' best interests.</i>					
2	Approve Non-Employee Director Compensation Program	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Cassava Sciences, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Reclassify Board of Directors from Three Classes to Two Classes	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Castellum AB

Meeting Date: 07/05/2025 **Country:** Sweden **Ticker:** CAST
Record Date: 28/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	G	Mgmt	For	For
2	Prepare and Approve List of Shareholders	G	Mgmt		
3	Approve Agenda of Meeting	G	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
6.(a)	Receive Financial Statements and Statutory Reports	G	Mgmt		
6.(b)	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8	Approve Allocation of Income and Dividends of SEK 2.48 Per Share	G	Mgmt	For	For
9.(a)	Approve Discharge of Per Berggren	G	Mgmt	For	For
9.(b)	Approve Discharge of Anna-Karin Celsing	G	Mgmt	For	For
9.(c)	Approve Discharge of Henrik Kall	G	Mgmt	For	For
9.(d)	Approve Discharge of Ann-Louise Lokholm-Klasson	G	Mgmt	For	For
9.(e)	Approve Discharge of Louise Richnau	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.(f)	Approve Discharge of Pal Ahlsen	G	Mgmt	For	For
9.(g)	Approve Discharge of CEO Joacim Sjoberg	G	Mgmt	For	For
10	Receive Nominating Committee's Report	G	Mgmt		
11A	Determine Number of Members (6) and Deputy Members (0) of Board	G	Mgmt	For	For
11B	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
12A	Approve Remuneration of Directors in the Amount of SEK 1.35 Million for Chair and SEK 480,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
12B	Approve Remuneration of Auditors	G	Mgmt	For	For
13.1	Reelect Louise Richnau (Chair) as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
13.2	Reelect Anna-Karin Celsing as Director	G	Mgmt	For	For
13.3	Reelect Henrik Kall as Director	G	Mgmt	For	For
13.4	Reelect Ann-Louise Lokholm Klasson as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
13.5	Reelect Pal Ahlsen as Director	G	Mgmt	For	For
13.6	Elect Stefan Rank as New Director	G	Mgmt	For	For
14	Ratify Deloitte as Auditors	G	Mgmt	For	For
15	Approve Nomination Committee Procedures	G	Mgmt	For	For
16	Approve Remuneration Report	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
17	Approve Issuance of up to 10 Percent of the Company's Share Capital without Preemptive Rights	G	Mgmt	For	For
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
19	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
20A	Approve Performance Share Plan for Key Employees	G	Mgmt	For	For

Castellum AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
20B	Approve Equity Plan Financing	G	Mgmt	For	For
20C	Approve Alternative Equity Plan Financing	G	Mgmt	For	For
21	Close Meeting	G	Mgmt		

Catcher Technology Co., Ltd.

Meeting Date: 27/05/2025

Country: Taiwan

Ticker: 2474

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
	ELECT 4 OUT OF 5 NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect SHUI SHU HUNG, with SHAREHOLDER NO.3, as Non-Independent Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-123] We believe that it is not in the best interests of shareholders to have this particular director on this board.</i>					
4.2	Elect TIEN SZU HUNG, with SHAREHOLDER NO.5, as Non-Independent Director	G	Mgmt	For	For
4.3	Elect SU HUEI KUO, a REPRESENTATIVE of YONG YU INVESTMENT CO., LTD., with SHAREHOLDER NO.281516, as Non-Independent Director	G	Mgmt	For	For
4.4	Elect MON HUAN LEI, with ID NO.E121040XXX, as Non-Independent Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-123] We believe that it is not in the best interests of shareholders to have this particular director on this board.</i>					
4.5	Elect ALLEN WANG, with ID NO.F123662XXX, as Non-Independent Director	G	SH	Against	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>					
	ELECT 3 OUT OF 6 INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Catcher Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.6	Elect WEN CHE TSENG, with ID NO.S100450XXX, as Independent Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-123] We believe that it is not in the best interests of shareholders to have this particular director on this board.</i>					
4.7	Elect TSORNG-JUU LIANG, with ID NO.S120639XXX, as Independent Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-123] We believe that it is not in the best interests of shareholders to have this particular director on this board.</i>					
4.8	Elect WEN HSIUNG CHAN, with ID NO.S121154XXX, as Independent Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-123] We believe that it is not in the best interests of shareholders to have this particular director on this board.</i>					
4.9	Elect FOREKY WONG, with ID NO.HJ2052XXX, as Independent Director	G	SH	Against	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>					
4.10	Elect ANDREW C.HSU, with ID NO.N122517XXX, as Independent Director	G	SH	Against	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>					
4.11	Elect KEE WAY LIM (Irwin), with ID NO.S17315XXX, as Independent Director	G	SH	Against	For
<i>Blended Rationale: [HK-S0000-001] Proposal considered to be in the best interests of shareholders</i>					
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	G	Mgmt	For	For

Catena AB

Meeting Date: 28/04/2025 **Country:** Sweden **Ticker:** CATE
Record Date: 16/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Board's Report and Report on Committee Work	G	Mgmt		
8	Receive CEO's Report	G	Mgmt		
9	Receive Financial Statements and Statutory Reports	G	Mgmt		
10	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
11	Approve Allocation of Income and Dividends of SEK 9 Per Share	G	Mgmt	For	For
12.a	Approve Discharge of Gustav Hermelin	G	Mgmt	For	For
12.b	Approve Discharge of Katarina Wallin	G	Mgmt	For	For
12.c	Approve Discharge of Helene Briggert	G	Mgmt	For	For
12.d	Approve Discharge of Caesar Afors	G	Mgmt	For	For
12.e	Approve Discharge of Vesna Jovic	G	Mgmt	For	For
12.f	Approve Discharge of Lennart Mauritzson	G	Mgmt	For	For
12.g	Approve Discharge of Joost Uwents	G	Mgmt	For	For
12.h	Approve Discharge of Jorgen Eriksson	G	Mgmt	For	For
13	Determine Number of Members (7) and Deputy Members (0) of Board	G	Mgmt	For	For
14.a	Approve Remuneration of Directors in the Amount of SEK 460,000 for Chair and SEK 230,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
14.b	Approve Remuneration of Auditors	G	Mgmt	For	For
15.a	Reelect Gustaf Hermelin as Director	G	Mgmt	For	For
15.b	Reelect Katarina Wallin as Director	G	Mgmt	For	Against

Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15.c	Reelect Helene Briggert as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
15.d	Reelect Lennart Mauritzson as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
15.e	Reelect Caesar Afors as Director	G	Mgmt	For	For
15.f	Reelect Vesna Jovic as Director	G	Mgmt	For	For
15.g	Reelect Joost Uwents as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
15.h	Elect Lennart Mauritzson as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
16	Ratify KPMG as Auditors	G	Mgmt	For	For
17	Authorize Chair of the Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	G	Mgmt	For	For
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
19	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
20	Authorize Share Repurchase Program	G	Mgmt	For	For
21	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	For
22	Approve Creation of Pool of Capital without Preemptive Rights	G	Mgmt	For	For
23	Other Business	G	Mgmt		
24	Close Meeting	G	Mgmt		

Caterpillar, Inc.

Meeting Date: 11/06/2025

Country: USA

Ticker: CAT

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Joseph E. Creed	G	Mgmt	For	For
1.2	Elect Director James C. Fish, Jr.	G	Mgmt	For	For
1.3	Elect Director Gerald Johnson	G	Mgmt	For	For
1.4	Elect Director Nazzic S. Keene	G	Mgmt	For	For
1.5	Elect Director David W. MacLennan	G	Mgmt	For	For
1.6	Elect Director Judith F. Marks	G	Mgmt	For	For
1.7	Elect Director Debra L. Reed-Klages	G	Mgmt	For	For
1.8	Elect Director Susan C. Schwab	G	Mgmt	For	For
1.9	Elect Director D. James Umpleby, III	G	Mgmt	For	For
1.10	Elect Director Rayford Wilkins, Jr.	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Report on a Civil Rights Audit	S	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-101] No demonstrable economical benefit to shareholders.</i>				
5	Report on Religious Discrimination in Charitable Contributions	E, S	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-101] No demonstrable economical benefit to shareholders.</i>				
6	Consider Abolishing DEI Policies, Departments, and Goals	E, S	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>				

Cathay Financial Holdings Co. Ltd.

Meeting Date: 13/06/2025

Country: Taiwan

Ticker: 2882

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM AGENDA FOR HOLDERS OF COMMON SHARES		Mgmt		
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve to Raise Long-term Capital	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
5.1	Elect Hong Tu Tsai with SHAREHOLDER NO.1372 as Non-independent Director	G	Mgmt	For	For
5.2	Elect Cheng Chiu Tsai with SHAREHOLDER NO.15309 as Non-independent Director	G	Mgmt	For	For
5.3	Elect Chi Wei Joong, a Representative of Chia Yi Capital Co.,Ltd. with SHAREHOLDER NO.572870 as Non-independent Director	G	Mgmt	For	For
5.4	Elect Tzung Han Tsai, a Representative of Chia Yi Capital Co.,Ltd. with SHAREHOLDER NO.572870 as Non-independent Director	G	Mgmt	For	For
5.5	Elect Chung Yan Tsai, a Representative of Chen Sheng Industrial Co., Ltd. with SHAREHOLDER NO.552922 as Non-independent Director	G	Mgmt	For	For
5.6	Elect Andrew Ming Jian Kuo, a Representative of Cathay United Bank Foundation with SHAREHOLDER NO.579581 as Non-independent Director	G	Mgmt	For	For
5.7	Elect Ming Ho Hsiung, a Representative of Cathay Charity Foundation with SHAREHOLDER NO.44702 as Non-independent Director	G	Mgmt	For	For
5.8	Elect Chang Ken Lee, a Representative of Cathay Charity Foundation with SHAREHOLDER NO.44702 as Non-independent Director	G	Mgmt	For	For

Cathay Financial Holdings Co. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.9	Elect Li Ling Wang with SHAREHOLDER NO.M220268XXX as Independent Director	G	Mgmt	For	For
5.10	Elect Tang Chieh Wu with SHAREHOLDER NO.R120204XXX as Independent Director	G	Mgmt	For	For
5.11	Elect Pei Pei Yu with SHAREHOLDER NO.F220938XXX as Independent Director	G	Mgmt	For	For
5.12	Elect Denny Cheng Hung Kuo with SHAREHOLDER NO.S121773XXX as Independent Director	G	Mgmt	For	For
5.13	Elect James Wei Wang with SHAREHOLDER NO.E120494XXX as Independent Director	G	Mgmt	For	For
6	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	For

Cathay General Bancorp

Meeting Date: 12/05/2025 **Country:** USA **Ticker:** CATY
Record Date: 20/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Dunson K. Cheng	G	Mgmt	For	For
1b	Elect Director Chang M. Liu	G	Mgmt	For	For
1c	Elect Director Shally Wang	G	Mgmt	For	For
1d	Elect Director Elizabeth Woo	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Cava Group, Inc.

Meeting Date: 20/06/2025 **Country:** USA **Ticker:** CAVA
Record Date: 21/04/2025 **Meeting Type:** Annual

Cava Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Benjamin Felt	G	Mgmt	For	Withhold
	<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>				
1b	Elect Director Ronald Shaich	G	Mgmt	For	Withhold
	<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>				
1c	Elect Director Theodoros Xenohristos	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Cawachi Ltd.

Meeting Date: 11/06/2025

Country: Japan

Ticker: 2664

Record Date: 15/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 80	G	Mgmt	For	For
2.1	Elect Director Kawachi, Shinji	G	Mgmt	For	Against
	<i>Blended Rationale: [RJ-M0201-021] AGAINST directors responsible for company's poor ROE/ROA performance.</i>				
2.2	Elect Director Okubo, Katsuyuki	G	Mgmt	For	For
2.3	Elect Director Watanabe, Rinji	G	Mgmt	For	For
2.4	Elect Director Eto, Miho	G	Mgmt	For	For

CBIZ, Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: CBZ

Record Date: 17/03/2025

Meeting Type: Annual

CBIZ, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Rick L. Burdick	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-005] Vote against for failure of the nom/gov committee to take action with respect to substantial votes against one or more directors last year.</i>					
1.2	Elect Director Jerome P. Grisko, Jr.	G	Mgmt	For	For
1.3	Elect Director Kathy A. Raffa	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

CBRE Group, Inc.

Meeting Date: 21/05/2025 Country: USA Ticker: CBRE
 Record Date: 24/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Brandon B. Boze	G	Mgmt	For	For
1b	Elect Director Vincent Clancy	G	Mgmt	For	For
1c	Elect Director Beth F. Cobert	G	Mgmt	For	For
1d	Elect Director Reginald H. Gilyard	G	Mgmt	For	For
1e	Elect Director Shira D. Goodman	G	Mgmt	For	For
1f	Elect Director Gerardo I. Lopez	G	Mgmt	For	For
1g	Elect Director Guy A. Metcalfe	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1h	Elect Director Gunjan Soni	G	Mgmt	For	For
1i	Elect Director Robert E. Sulentic	G	Mgmt	For	For
1j	Elect Director Sanjiv Yajnik	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

CCC Intelligent Solutions Holdings Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: CCCS

Record Date: 25/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Director Teri Williams	G	Mgmt	For	Withhold
	<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent and a lead independent director has not been identified.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

CCC SA

Meeting Date: 04/06/2025

Country: Poland

Ticker: CCC

Record Date: 19/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Meeting Chairman	G	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Receive Management Board Reports on Company's and Group's Operations and Standalone and Consolidated Financial Statements	G	Mgmt		
6a	Receive Supervisory Board Report on Its Activities	G	Mgmt		
6b	Receive Supervisory Board Report on Its Review of Standalone and Consolidated Financial Statements, and Management Board Reports on Company's and Group's Operations	G	Mgmt		
7	Approve Financial Statements	G	Mgmt	For	For
8	Approve Consolidated Financial Statements and Management Board Report on Group's Operations	G	Mgmt	For	For
9	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10.1	Approve Discharge of Dariusz Milek (CEO)	G	Mgmt	For	For
10.2	Approve Discharge of Karol Poltorak (Deputy CEO)	G	Mgmt	For	For
10.3	Approve Discharge of Igor Matus (Deputy CEO)	G	Mgmt	For	For
11.1	Approve Discharge of Wieslaw Oles (Supervisory Board Chairman)	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-010] As chairman of the board, responsible for lack of diversity. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11.2	Approve Discharge of Filip Gorczyca (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured. [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
11.3	Approve Discharge of Zofia Dzik (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11.4	Approve Discharge of Piotr Kaminski (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11.5	Approve Discharge of Marcin Stanko (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11.6	Approve Discharge of Mariusz Gnych (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
12	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
13	Approve Remuneration Policy	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					

CCC SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14.1	Fix Number of Supervisory Board Members at Five	G	Mgmt	For	For
14.2	Elect Supervisory Board Member	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
14.3	Elect Supervisory Board Member	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
14.4	Elect Supervisory Board Member	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
14.5	Elect Supervisory Board Member	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
14.6	Elect Supervisory Board Member	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
15	Elect Chairman of Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
16	Close Meeting	G	Mgmt		

CCR SA

Meeting Date: 23/04/2025 **Country:** Brazil **Ticker:** CCRO3
Record Date: **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Change Company Name to MOTIVA INFRAESTRUTURA DE MOBILIDADE S.A. and Amend Article 1 Accordingly	G	Mgmt	For	For
2	Amend Article 4 Re: Company Headquarters	G	Mgmt	For	For
3	Consolidate Bylaws	G	Mgmt	For	For

CCR SA

Meeting Date: 23/04/2025 **Country:** Brazil **Ticker:** CCRO3
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Approve Capital Budget	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends	G	Mgmt	For	For
4	Fix Number of Directors at 11	G	Mgmt	For	For
5	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
6	Elect Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification</i>					
7	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	G	Mgmt	None	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
	If Voting FOR on Item 8, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.		Mgmt		
8	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
9.1	Percentage of Votes to Be Assigned - Elect Joao Henrique Batista de Souza Schmidt as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
9.2	Percentage of Votes to Be Assigned - Elect Claudio Borin Guedes Palaia as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.3	Percentage of Votes to Be Assigned - Elect Roberto Egydio Setubal as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
9.4	Percentage of Votes to Be Assigned - Elect Ana Maria Marcondes Penido Sant'Anna as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
9.5	Percentage of Votes to Be Assigned - Elect Luiz Carlos Cavalcanti Dutra Junior as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
9.6	Percentage of Votes to Be Assigned - Elect Vicente Furletti Assis as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
9.7	Percentage of Votes to Be Assigned - Elect Leonardo de Mattos Galvao as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
9.8	Percentage of Votes to Be Assigned - Elect Mateus Gomes Ferreira as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
9.9	Percentage of Votes to Be Assigned - Elect Eduardo Bunker Gentil as Independent Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
9.10	Percentage of Votes to Be Assigned - Elect Eliane Aleixo Lustosa de Andrade as Independent Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
9.11	Percentage of Votes to Be Assigned - Elect Jose Guimaraes Monforte as Independent Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
10	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				

CCR SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Elect Joao Henrique Batista de Souza Schimidt as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification</i>					
12	Elect Claudio Borin Guedes Palaia as Board Vice-Chair	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification</i>					
13	Approve Remuneration of Company's Management	G	Mgmt	For	For
14	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	G	Mgmt	None	For
15	Elect Fiscal Council Members	G	Mgmt	For	For
16	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	G	Mgmt	None	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
17	Approve Remuneration of Fiscal Council Members	G	Mgmt	For	For

CD Projekt SA

Meeting Date: 23/06/2025

Country: Poland

Ticker: CDR

Record Date: 07/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Meeting Chairman	G	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Receive Standalone and Consolidated Financial Statements, and Statutory Reports	G	Mgmt		
6	Approve Financial Statements	G	Mgmt	For	For
7	Approve Consolidated Financial Statements	G	Mgmt	For	For

CD Projekt SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Management Board Report on Group's Operations, and Report on Non-Financial Information	G	Mgmt	For	For
9	Approve Allocation of Income and Dividends of PLN 1.00 per Share	G	Mgmt	For	For
10	Approve Discharge of Adam Badowski (Management Board Member)	G	Mgmt	For	For
11	Approve Discharge of Michal Nowakowski (Management Board Member)	G	Mgmt	For	For
12	Approve Discharge of Adam Kicinski (Management Board Member)	G	Mgmt	For	For
13	Approve Discharge of Piotr Nielubowicz (Management Board Member)	G	Mgmt	For	For
14	Approve Discharge of Piotr Karwowski (Management Board Member)	G	Mgmt	For	For
15	Approve Discharge of Pawel Zawodny (Management Board Member)	G	Mgmt	For	For
16	Approve Discharge of Jeremiah Cohn (Management Board Member)	G	Mgmt	For	For
17	Approve Discharge of Marcin Iwinski (Supervisory Board Chairman)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
18	Approve Discharge of Katarzyna Szwarc (Supervisory Board Deputy Chairwoman)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
19	Approve Discharge of Michal Bien (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
20	Approve Discharge of Maciej Nielubowicz (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					

CD Projekt SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
21	Approve Discharge of Jan Wejchert (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
22	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
23	Approve Supervisory Board Report	G	Mgmt	For	For
24	Authorize Share Repurchase Program for Purpose of Incentive Plan A; Approve Creation of Reserve Capital for Purposes of Share Repurchase Program	G	Mgmt	For	For
25	Amend Statute Re: Corporate Purpose	G	Mgmt	For	For
26	Amend April 7, 2023, EGM, Resolutions Re: Incentive Program B and Issuance of Warrants without Preemptive Rights to Subscribe to Series P Shares; Approve Conditional Increase in Share Capital via Issuance of P Series Shares; Amend Statute Accordingly	G	Mgmt	For	For
27	Amend Statute Re: Supervisory Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i></p>					
28	Close Meeting	G	Mgmt		

CDL Hospitality Real Estate Investment Trust

Meeting Date: 24/04/2025

Country: Singapore

Ticker: J85

Record Date:

Meeting Type: Annual

CDL Hospitality Real Estate Investment Trust

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt the Trustee-Manager's Report, Statement by the Chief Executive Officer of the HBT Trustee-Manager, the H-REIT Trustee's Report, the H-REIT Manager's Report, H-REIT and CDL Hospitality Trusts, Financial Statements and Directors' and Auditors' Reports	G	Mgmt	For	For
2	Approve KPMG LLP as Independent Auditors and Authorize H-REIT Manager and the HBT Trustee-Manager to Fix Their Remuneration	G	Mgmt	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For

CDW Corporation

Meeting Date: 20/05/2025

Country: USA

Ticker: CDW

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Virginia C. Addicott	G	Mgmt	For	For
1b	Elect Director James A. Bell	G	Mgmt	For	For
1c	Elect Director Lynda M. Clarizio	G	Mgmt	For	For
1d	Elect Director Anthony R. Foxx	G	Mgmt	For	For
1e	Elect Director Kelly J. Grier	G	Mgmt	For	For
1f	Elect Director Marc E. Jones	G	Mgmt	For	For
1g	Elect Director Christine A. Leahy	G	Mgmt	For	For
1h	Elect Director Sanjay Mehrotra	G	Mgmt	For	For
1i	Elect Director David W. Nelms	G	Mgmt	For	For
1j	Elect Director Joseph R. Swedish	G	Mgmt	For	For
1k	Elect Director Donna F. Zarcone	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

CDW Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Provide Right to Act by Written Consent	G	SH	Against	Against

Blended Rationale: [SF-S0238-002] Shareholders should have the right to act without waiting for the company to call a shareholder meeting. At this company, shareholders already have the right to act by calling a special meeting.

CECEP Solar Energy Co., Ltd.

Meeting Date: 15/05/2025

Country: China

Ticker: 000591

Record Date: 07/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Remuneration of Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
6	Approve Special Report on the Deposit and Usage of Raised Funds	G	Mgmt	For	For
7	Approve Internal Control Self-Evaluation Report	G	Mgmt	For	For
8	Approve Related Party Transactions	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks.</i>					
9	Approve Annual Report and Summary	G	Mgmt	For	For
10	Approve Environmental, Social and Governance (ESG) Report	G	Mgmt	For	For
11	Approve Financial Budget Report	G	Mgmt	For	For
12	Approve Additional Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
13	Approve to Appoint Financial and Internal Control Auditor	G	Mgmt	For	For
	APPROVE SHARE REPURCHASE PLAN		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

CECEP Solar Energy Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14.1	Approve Purpose of Share Repurchase	G	Mgmt	For	For
14.2	Approve Repurchase of Shares Meets Relevant Conditions	G	Mgmt	For	For
14.3	Approve Method of Share Repurchase	G	Mgmt	For	For
14.4	Approve Price Range of Share Repurchase	G	Mgmt	For	For
14.5	Approve Type of Share Repurchase	G	Mgmt	For	For
14.6	Approve Share Repurchase Usage	G	Mgmt	For	For
14.7	Approve Total Amount of Repurchase Funds	G	Mgmt	For	For
14.8	Approve Source of Funds for Share Repurchase	G	Mgmt	For	For
14.9	Approve Implementation Period for Share Repurchase	G	Mgmt	For	For
14.10	Approve Specific Authorization for Handling Matters Related to this Share Repurchase	G	Mgmt	For	For

CECEP Wind-Power Corp.

Meeting Date: 21/04/2025

Country: China

Ticker: 601016

Record Date: 15/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve to Authorize the Board of Directors to Decide on the Interim Profit Distribution Plan	G	Mgmt	For	For
6	Approve Financial Budget Report	G	Mgmt	For	For
7	Approve to Appoint Auditor	G	Mgmt	For	For
8	Approve Increase in Guarantee Amount	G	Mgmt	For	For
9	Approve Investment Plan	G	Mgmt	For	For

CECEP Wind-Power Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Daily Related Party Transactions	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks</i>					
11	Approve Report of the Independent Directors	G	Mgmt	For	For
12	Approve 2024 Remuneration of the Company's Directors and Supervisors and the 2025 Performance Appraisal and Remuneration Plan	G	Mgmt	For	For

CECEP Wind-Power Corp.

Meeting Date: 23/05/2025

Country: China

Ticker: 601016

Record Date: 19/05/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Downward Adjustment on Conversion Price of Convertible Bonds	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.</i>					
	APPROVE SHARE REPURCHASE PLAN		Mgmt		
2.1	Approve Purpose of Share Repurchase	G	Mgmt	For	For
2.2	Approve Types of Shares to be Repurchased	G	Mgmt	For	For
2.3	Approve Methods of Share Repurchase	G	Mgmt	For	For
2.4	Approve Implementation Period of Share Repurchase	G	Mgmt	For	For
2.5	Approve Usage, Quantity, Proportion of the Company's Total Share Capital and Total Amount of Funds for the Shares to be Repurchased	G	Mgmt	For	For
2.6	Approve Price or Price Range of Repurchased Shares and Pricing Principles	G	Mgmt	For	For
2.7	Approve Source of Funds for Share Repurchase	G	Mgmt	For	For
2.8	Approve Relevant Arrangements for Legal Cancellation or Transfer of Repurchased Shares	G	Mgmt	For	For

CECEP Wind-Power Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.9	Approve Relevant Arrangements of the Company to Prevent Infringement of Creditors' Interests	G	Mgmt	For	For
2.10	Approve Specific Authorization for Handling the Share Repurchase	G	Mgmt	For	For

CECEP Wind-Power Corp.

Meeting Date: 16/06/2025 **Country:** China **Ticker:** 601016
Record Date: 10/06/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles of Association	G	Mgmt	For	For

Celanese Corporation

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** CE
Record Date: 17/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Bruce E. Chinn	G	Mgmt	For	For
1b	Elect Director Edward G. Galante	G	Mgmt	For	For
1c	Elect Director Timothy Go	G	Mgmt	For	For
1d	Elect Director Kathryn M. Hill	G	Mgmt	For	For
1e	Elect Director David F. Hoffmeister	G	Mgmt	For	For
1f	Elect Director Jay V. Ihlenfeld	G	Mgmt	For	For
1g	Elect Director Deborah J. Kissire	G	Mgmt	For	For
1h	Elect Director Michael Koenig	G	Mgmt	For	For
1i	Elect Director Christopher J. Kuehn	G	Mgmt	For	For
1j	Elect Director Ganesh Moorthy	G	Mgmt	For	For
1k	Elect Director Scott A. Richardson	G	Mgmt	For	For

Celanese Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1l	Elect Director Kim K.W. Rucker	G	Mgmt	For	Against
<i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
1m	Elect Director Scott M. Sutton	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4a	Eliminate Supermajority Vote Requirement to Amend Bylaws	G	Mgmt	For	For
4b	Eliminate Supermajority Vote Requirement to Allow Future Amendments in the Certificate of Incorporation	G	Mgmt	For	For
4c	Eliminate Supermajority Vote Requirement to Allow Filling of Open Board Seats	G	Mgmt	For	For
4d	Eliminate Supermajority Vote Requirement to Remove Directors	G	Mgmt	For	For
5	Adopt Simple Majority Vote	G	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					

CelcomDigi Bhd.

Meeting Date: 22/05/2025 **Country:** Malaysia **Ticker:** 6947
Record Date: 15/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Rita Skjaervik as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence</i>					
2	Elect Vivek Sood as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence</i>					
3	Elect Nik Rizal Kamil Bin Nik Ibrahim Kamil as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					
4	Elect Jon Omund Revhaug as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					

CelcomDigi Bhd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Elect Irfan UL Wahab Khan as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-MQ201-005] Non-independent director on inadequately independent board.</i>					
6	Approve Directors' Fees and Benefits	G	Mgmt	For	For
7	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Approve Renewal of Existing Shareholders' Mandate for Recurrent Related Party Transactions between CelcomDigi Berhad and its Subsidiaries and Telenor ASA and its Subsidiaries	G	Mgmt	For	For
9	Approve Renewal of Existing Shareholders' Mandate for Recurrent Related Party Transactions between CelcomDigi Group and Axiata Group Berhad and its Subsidiaries	G	Mgmt	For	For
10	Approve Renewal of Existing Shareholders' Mandate for Recurrent Related Party Transactions between CelcomDigi Group and Khazanah Nasional Berhad and its Related Entities	G	Mgmt	For	For
11	Approve Renewal of Existing Shareholders' Mandate for Recurrent Related Party Transactions between CelcomDigi Group and Digital Nasional Berhad	G	Mgmt	For	For
12	Approve Renewal of Existing Shareholders' Mandate for Recurrent Related Party Transactions between CelcomDigi Group and Telekom Malaysia Berhad and its Subsidiaries	G	Mgmt	For	For

Celestica Inc.

Meeting Date: 17/06/2025

Country: Canada

Ticker: CLS

Record Date: 22/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kulvinder (Kelly) Ahuja	G	Mgmt	For	For
1.2	Elect Director Robert A. Cascella	G	Mgmt	For	For
1.3	Elect Director Francoise Colpron	G	Mgmt	For	For
1.4	Elect Director Jill Kale	G	Mgmt	For	For
1.5	Elect Director Amar Maletira	G	Mgmt	For	For
1.6	Elect Director Robert A. Mionis	G	Mgmt	For	For
1.7	Elect Director Luis A. Muller	G	Mgmt	For	For
1.8	Elect Director Michael M. Wilson	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
5	Approve Omnibus Stock Plan	G	Mgmt	For	For
6	Approve Advance Notice Requirement for Director Nominations	G	Mgmt	For	For

Celldex Therapeutics, Inc.

Meeting Date: 05/06/2025 Country: USA Ticker: CLDX
 Record Date: 09/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Anthony S. Marucci	G	Mgmt	For	For
1b	Elect Director Keith L. Brownlie	G	Mgmt	For	For
1c	Elect Director Cheryl L. Cohen	G	Mgmt	For	For
1d	Elect Director Herbert J. Conrad	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1e	Elect Director Rita I. Jain	G	Mgmt	For	For

Celldex Therapeutics, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director James J. Marino	G	Mgmt	For	For
1g	Elect Director Garry Neil	G	Mgmt	For	For
1h	Elect Director Harry H. Penner, Jr.	G	Mgmt	For	For
1i	Elect Director Denice Torres	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Cellnex Telecom SA

Meeting Date: 08/05/2025

Country: Spain

Ticker: CLNX

Record Date: 02/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For
2	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
3	Approve Allocation of Income	G	Mgmt	For	For
4	Approve Discharge of Board	G	Mgmt	For	For
5	Approve Dividends Charged Against Reserves	G	Mgmt	For	For
6	Approve Reduction in Share Capital via Cancellation of Treasury Shares	G	Mgmt	For	For
7.1	Elect Luis Manas Anton as Director	G	Mgmt	For	For
7.2	Maintain Vacant Board Seats and Number of Directors	G	Mgmt	For	For
8.1	Approve Annual Maximum Remuneration	G	Mgmt	For	For
8.2	Approve Remuneration Policy	G	Mgmt	For	For
8.3	Approve Stock-for-Salary Plan	G	Mgmt	For	For
9	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
10	Advisory Vote on Remuneration Report	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Celsius Holdings, Inc.

Meeting Date: 28/05/2025

Country: USA

Ticker: CELH

Record Date: 01/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director John Fieldly	G	Mgmt	For	For
1.2	Elect Director Nicholas Castaldo	G	Mgmt	For	For
1.3	Elect Director Damon DeSantis	G	Mgmt	For	For
1.4	Elect Director Israel Kontorovsky	G	Mgmt	For	For
1.5	Elect Director Hal Kravitz	G	Mgmt	For	For
1.6	Elect Director Caroline Levy	G	Mgmt	For	For
1.7	Elect Director Hans Melotte	G	Mgmt	For	For
1.8	Elect Director Cheryl Miller	G	Mgmt	For	For
1.9	Elect Director Joyce Russell	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Increase Authorized Common Stock	G	Mgmt	For	For
5	Approve Omnibus Stock Plan	G	Mgmt	For	For
6	Approve Qualified Employee Stock Purchase Plan	G	Mgmt	For	For
7	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Cembra Money Bank AG

Meeting Date: 24/04/2025

Country: Switzerland

Ticker: CMBN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Non-Financial Report	E, S	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 4.25 per Share	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Cembra Money Bank AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
5.1.1	Reelect Franco Morra as Director	G	Mgmt	For	For
5.1.2	Reelect Marc Berg as Director	G	Mgmt	For	For
5.1.3	Reelect Thomas Buess as Director	G	Mgmt	For	For
5.1.4	Reelect Susanne Kloess-Braekler as Director	G	Mgmt	For	For
5.1.5	Reelect Sandra Hauser as Director	G	Mgmt	For	For
5.2	Elect Wanda Eriksen as Director	G	Mgmt	For	For
5.3	Reelect Franco Morra as Board Chair	G	Mgmt	For	For
5.4.1	Reappoint Susanne Kloess-Braekler as Member of the Compensation and Nomination Committee	G	Mgmt	For	For
5.4.2	Reappoint Marc Berg as Member of the Compensation and Nomination Committee	G	Mgmt	For	For
5.4.3	Reappoint Thomas Buess as Member of the Compensation and Nomination Committee	G	Mgmt	For	For
5.5	Designate Keller AG as Independent Proxy	G	Mgmt	For	For
5.6	Ratify KPMG AG as Auditors	G	Mgmt	For	For
6	Approve Creation of Capital Band within the Upper Limit of CHF 33 Million and the Lower Limit of CHF 28.5 Million with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	G	Mgmt	For	For
7.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 8.7 Million	G	Mgmt	For	For
8	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Cencosud SA

Meeting Date: 25/04/2025

Country: Chile

Ticker: CENCOSUD

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
a	Approve Financial Statements and Statutory Reports	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i></p>					
b	Approve Allocation of Income and Dividends of CLP 15 Per Share; Information on Policy of Dividends	G	Mgmt	For	For
c	Approve Remuneration of Directors	G	Mgmt	For	For
d	Approve Remuneration and Budget of Directors' Committee	G	Mgmt	For	For
e	Receive Report on Expenses of Directors and Directors' Committee	G	Mgmt	For	For
f	Appoint Auditors	G	Mgmt	For	For
g	Designate Risk Assessment Companies	G	Mgmt	For	For
h	Receive Report of Directors' Committee; Receive Report Regarding Related-Party Transactions	G	Mgmt	For	For
i	Receive Report on Oppositions Recorded on Minutes of Board Meetings	G	Mgmt	For	For
j	Designate Newspaper to Publish Announcements	G	Mgmt	For	For
k	Other Business	G	Mgmt	For	Against

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Centene Corporation

Meeting Date: 13/05/2025

Country: USA

Ticker: CNC

Record Date: 14/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jessica L. Blume	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Centene Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Kenneth A. Burdick	G	Mgmt	For	For
1c	Elect Director Christopher J. Coughlin	G	Mgmt	For	For
1d	Elect Director H. James Dallas	G	Mgmt	For	For
1e	Elect Director Wayne S. DeVeydt	G	Mgmt	For	For
1f	Elect Director Frederick H. Eppinger	G	Mgmt	For	For
1g	Elect Director Monte E. Ford	G	Mgmt	For	For
1h	Elect Director Thomas R. Greco	G	Mgmt	For	For
1i	Elect Director Sarah M. London	G	Mgmt	For	For
1j	Elect Director Theodore R. Samuels	G	Mgmt	For	For
1k	Elect Director Kenneth Y. Tanji	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For
5	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	E	SH	Against	For
<i>Blended Rationale: [DC-D0000-009] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
6	Report on Climate Risk in Retirement Plan Options	E	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					

CenterPoint Energy, Inc.

Meeting Date: 16/04/2025

Country: USA

Ticker: CNP

Record Date: 18/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Wendy Montoya Cloonan	G	Mgmt	For	For
1b	Elect Director Barbara J. Duganier	G	Mgmt	For	For
1c	Elect Director Laurie L. Fitch	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

CenterPoint Energy, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Christopher H. Franklin	G	Mgmt	For	For
1e	Elect Director Raquelle W. Lewis	G	Mgmt	For	For
1f	Elect Director Thaddeus J. Malik	G	Mgmt	For	For
1g	Elect Director Manuel B. Miranda	G	Mgmt	For	For
1h	Elect Director Theodore F. Pound	G	Mgmt	For	For
1i	Elect Director Dean L. Seavers	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1j	Elect Director Phillip R. Smith	G	Mgmt	For	For
1k	Elect Director Jason P. Wells	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Non-Employee Director Stock Plan	G	Mgmt	For	For

Centerra Gold Inc.

Meeting Date: 06/05/2025

Country: Canada

Ticker: CG

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Karen David-Green	G	Mgmt	For	For
1.2	Elect Director Wendy Kei	G	Mgmt	For	For
1.3	Elect Director Nancy Lipson	G	Mgmt	For	For
1.4	Elect Director Craig MacDougall	G	Mgmt	For	For
1.5	Elect Director Michael S. Parrett	G	Mgmt	For	For
1.6	Elect Director Jacques Perron	G	Mgmt	For	For
1.7	Elect Director Paul Tomory	G	Mgmt	For	For
1.8	Elect Director Paul N. Wright	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Centerra Gold Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Centerspace

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** CSR
Record Date: 20/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director John A. Schissel	G	Mgmt	For	For
1b	Elect Director Emily Nagle Green	G	Mgmt	For	For
1c	Elect Director Ola Oyinsan Hixon	G	Mgmt	For	For
1d	Elect Director Rodney Jones-Tyson	G	Mgmt	For	For
1e	Elect Director Anne M. Olson	G	Mgmt	For	For
1f	Elect Director Jay L. Rosenberg	G	Mgmt	For	For
1g	Elect Director Mary J. Twinem	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For

Centrais Eletricas Brasileiras SA

Meeting Date: 29/04/2025 **Country:** Brazil **Ticker:** ELET6
Record Date: **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Conciliation Agreement Signed by the Company with the Federal Government and Approve Related Bylaw Amendments	G	Mgmt	For	For
2	Consolidate Bylaws	G	Mgmt	For	For

Centrais Eletricas Brasileiras SA

Meeting Date: 29/04/2025

Country: Brazil

Ticker: ELET6

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i></p>					
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3	Allow Jose Joao Abdalla Filho to Be Involved in Other Companies	G	Mgmt	None	Against
<p><i>Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.</i></p>					
4	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<p><i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i></p>					
	Shareholders Must Vote For Only Nine of the Candidates Under Items 5.1 to 5.12		Mgmt		
5.1	Elect Vicente Falconi Campos as Independent Director	G	Mgmt	For	For
5.2	Elect Ana Silvia Corso Matte as Independent Director	G	Mgmt	For	For
5.3	Elect Daniel Alves Ferreira as Independent Director	G	Mgmt	For	For
5.4	Elect Felipe Villela Dias as Independent Director	G	Mgmt	For	For
5.5	Elect Marisete Fatima Dadald Pereira as Independent Director	G	Mgmt	For	For
5.6	Elect Carlos Marcio Ferreira as Independent Director	G	Mgmt	For	For
5.7	Elect Vanessa Claro Lopes as Independent Director (Candidate Could Be Withdrawn)	G	Mgmt	For	For
5.8	Elect Mauricio Tolmasquim as Director (Appointed by Uniao Federal - Candidate Could Be Withdrawn)	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Centrais Eletricas Brasileiras SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.9	Elect Silas Rondeau as Director (Appointed by Uniao Federal - Candidate Could Be Withdrawn)	G	Mgmt	For	For
5.10	Elect Jose Joao Abdalla Filho as Independent Director Appointed by Shareholder	G	SH	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
5.11	Elect Marcelo Gasparino da Silva as Independent Director Appointed by Shareholder	G	SH	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
5.12	Elect Afonso Henriques Moreira Santos as Independent Director Appointed by Shareholder	G	SH	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
	If Voting FOR on Item 6, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.		Mgmt		
6	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	G	Mgmt	None	For
7.1	Percentage of Votes to Be Assigned - Elect Vicente Falconi Campos as Independent Director	G	Mgmt	None	For
7.2	Percentage of Votes to Be Assigned - Elect Ana Silvia Corso Matte as Independent Director	G	Mgmt	None	For
7.3	Percentage of Votes to Be Assigned - Elect Daniel Alves Ferreira as Independent Director	G	Mgmt	None	For
7.4	Percentage of Votes to Be Assigned - Elect Felipe Villela Dias as Independent Director	G	Mgmt	None	For
7.5	Percentage of Votes to Be Assigned - Elect Marisete Fatima Dadald Pereira as Independent Director	G	Mgmt	None	For
7.6	Percentage of Votes to Be Assigned - Elect Carlos Marcio Ferreira as Independent Director	G	Mgmt	None	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Centrais Eletricas Brasileiras SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.7	Percentage of Votes to Be Assigned - Elect Vanessa Claro Lopes as Independent Director (Candidate Could Be Withdrawn)	G	Mgmt	None	For
7.8	Percentage of Votes to Be Assigned - Elect Mauricio Tolmasquim as Director (Appointed by Uniao Federal - Candidate Could Be Withdrawn)	G	Mgmt	None	For
7.9	Percentage of Votes to Be Assigned - Elect Silas Rondeau as Director (Appointed by Uniao Federal - Candidate Could Be Withdrawn)	G	Mgmt	None	For
7.10	Percentage of Votes to Be Assigned - Elect Jose Joao Abdalla Filho as Independent Director Appointed by Shareholder	G	SH	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
7.11	Percentage of Votes to Be Assigned - Elect Marcelo Gasparino da Silva as Independent Director Appointed by Shareholder	G	SH	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
7.12	Percentage of Votes to Be Assigned - Elect Afonso Henriques Moreira Santos as Independent Director Appointed by Shareholder	G	SH	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
	In the Conciliation Scenario, The Number of Vacancies in the Election of Directors Will Be Reduced to 6. If You Have Voted for More than 6 Candidates in Item 5, You Have to Indicate Which of These Candidates Should Be Maintained		Mgmt		
8	If You Have Voted for the Candidate Vicente Falconi Campos in Item 5, Do You Wish to Maintain Your Vote in the Conciliation Scenario?	G	Mgmt	None	For
9	If You Have Voted for the Candidate Ana Silvia Corso Matte in Item 5, Do You Wish to Maintain Your Vote in the Conciliation Scenario?	G	Mgmt	None	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Centrais Eletricas Brasileiras SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	If You Have Voted for the Candidate Daniel Alves Ferreira in Item 5, Do You Wish to Maintain Your Vote in the Conciliation Scenario?	G	Mgmt	None	For
11	If You Have Voted for the Candidate Felipe Villela Dias in Item 5, Do You Wish to Maintain Your Vote in the Conciliation Scenario?	G	Mgmt	None	For
12	If You Have Voted for the Candidate Marisete Fatima Dadald Pereira in Item 5, Do You Wish to Maintain Your Vote in the Conciliation Scenario?	G	Mgmt	None	For
13	If You Have Voted for the Candidate Carlos Marcio Ferreira in Item 5, Do You Wish to Maintain Your Vote in the Conciliation Scenario?	G	Mgmt	None	For
14	If You Have Voted for the Candidate Jose Joao Abdalla Filho in Item 5, Do You Wish to Maintain Your Vote in the Conciliation Scenario?	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
15	If You Have Voted for the Candidate Marcelo Gasparino da Silva in Item 5, Do You Wish to Maintain Your Vote in the Conciliation Scenario?	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
16	If You Have Voted for the Candidate Afonso Henriques Moreira Santos in Item 5, Do You Wish to Maintain Your Vote in the Conciliation Scenario?	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
17	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	G	Mgmt	For	For
	Shareholders Must Vote For Only Four of the Candidates Under Items 18.1 to 18.6		Mgmt		
18.1	Elect Guido Mantega as Fiscal Council Member and Regis Anderson Dudena as Alternate (Appointed by Uniao Federal)	G	Mgmt	For	For

Centrais Eletricas Brasileiras SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
18.2	Elect Marcelo Souza Monteiro as Fiscal Council Member and Jose Ricardo Elbel Simao as Alternate	G	Mgmt	For	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
18.3	Elect Cristina Fontes Doherty as Fiscal Council Member and Alessandra Eloy Gadelha as Alternate	G	Mgmt	For	For
18.4	Elect Saulo Benigno Puttini as Fiscal Council Member and Marcio Eduardo Matta de Andrade Prado as Alternate	G	Mgmt	For	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
18.5	Elect Jose Raimundo dos Santos as Fiscal Council Member and Paulo Roberto Bellentani Brandao as Alternate	G	Mgmt	For	For
18.6	Elect Carlos Eduardo Teixeira Taveiros as Fiscal Council Member and Rochana Grossi Freire as Alternate	G	Mgmt	For	For
	In the Conciliation Scenario, The Number of Vacancies in the Election of Fiscal Council Members Will Be Reduced to 3. If You Have Voted for More than 3 Candidates in Item 18, You Have to Indicate Which of These Candidates Should Be Maintained		Mgmt		
19	If You Have Voted for the Candidates Marcelo Souza Monteiro and Jose Ricardo Elbel Simao in Item 18, Do You Wish to Maintain Your Vote in the Conciliation Scenario?	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
20	If You Have Voted for the Candidates Cristina Fontes Doherty and Alessandra Eloy Gadelha in Item 18, Do You Wish to Maintain Your Vote in the Conciliation Scenario?	G	Mgmt	None	For
21	If You Have Voted for the Candidates Saulo Benigno Puttini and Marcio Eduardo Matta de Andrade Prado in Item 18, Do You Wish to Maintain Your Vote in the Conciliation Scenario?	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					

Centrais Eletricas Brasileiras SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
22	If You Have Voted for the Candidates Jose Raimundo dos Santos and Paulo Roberto Bellentani Brandao in Item 18, Do You Wish to Maintain Your Vote in the Conciliation Scenario?	G	Mgmt	None	For
23	If You Have Voted for the Candidates Carlos Eduardo Teixeira Taveiros and Rochana Grossi Freire in Item 18, Do You Wish to Maintain Your Vote in the Conciliation Scenario?	G	Mgmt	None	For
24	Approve Remuneration of Company's Management, Fiscal Council, and External Members of Advisory Committee	G	Mgmt	For	For
25	Fix Number of Fiscal Council Members at Five	G	Mgmt	For	For

Centrais Eletricas Brasileiras SA

Meeting Date: 29/04/2025

Country: Brazil

Ticker: ELET6

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Preferred Shareholders		Mgmt		
1.1	Elect Pedro Batista de Lima Filho as Director Appointed by Preferred Shareholder	G	SH	None	For
	<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders</i>				
1.2	Elect Rachel de Oliveira Maia as Director Appointed by Preferred Shareholder	G	SH	None	Abstain
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
2	In Case Neither Class of Shares Reaches the Minimum Quorum Required by the Brazilian Corporate Law to Elect a Board Representative in Separate Elections, Would You Like to Use Your Votes to Elect the Candidate with More Votes to Represent Both Classes?	G	Mgmt	None	For
3	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	G	Mgmt	None	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Centrais Eletricas Brasileiras SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.1	Elect Gisomar Francisco de Bittencourt Marinho as Fiscal Council Member and Paulo Roberto Franceschi as Alternate Appointed by Preferred Shareholder	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders</i>					
4.2	Elect Ivanyra Maura de Medeiros Correia as Fiscal Council Member and Antonio Candido Prativiera Calcagnotto as Alternate Appointed by Preferred Shareholder	G	SH	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					

Centrais Eletricas Brasileiras SA

Meeting Date: 29/04/2025 **Country:** Brazil **Ticker:** ELET6
Record Date: **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Agreement to Absorb and Absorption of Eletrobras Participacoes S.A., Amend Article 4 Accordingly, and Authorize Board to Ratify and Execute Operation	G	Mgmt	For	For
2	Amend Article 25	G	Mgmt	For	For
3	Amend Article 28	G	Mgmt	For	For
4	Amend Article 43	G	Mgmt	For	For
5	Consolidate Bylaws	G	Mgmt	For	For

Central Japan Railway Co.

Meeting Date: 25/06/2025 **Country:** Japan **Ticker:** 9022
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 16	G	Mgmt	For	For

Central Japan Railway Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Director Kaneko, Shin	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2.2	Elect Director Niwa, Shunsuke	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2.3	Elect Director Takeda, Kentaro	G	Mgmt	For	For
2.4	Elect Director Nakamura, Akihiko	G	Mgmt	For	For
2.5	Elect Director Mizuno, Takanori	G	Mgmt	For	For
2.6	Elect Director Suzuki, Hiroshi	G	Mgmt	For	For
2.7	Elect Director Kasama, Haruo	G	Mgmt	For	For
2.8	Elect Director Oshima, Taku	G	Mgmt	For	For
2.9	Elect Director Nagano, Tsuyoshi	G	Mgmt	For	For
2.10	Elect Director Kiba, Hiroko	G	Mgmt	For	For
2.11	Elect Director Joseph Schmelzeis	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Ishii, Shohei	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Watanabe, Kuniyoshi	G	Mgmt	For	For

Central New Energy Holding Group Limited

Meeting Date: 27/06/2025 **Country:** Cayman Islands **Ticker:** 1735
Record Date: 23/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve HLB Hodgson Impey Cheng Limited as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3a	Elect Yu Zhuyun as Director	G	Mgmt	For	For
3b	Elect Li Menglin as Director	G	Mgmt	For	For
3c	Elect Zhu Yujuan as Director	G	Mgmt	For	For
4	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For

Central New Energy Holding Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Central Pacific Financial Corp.

Meeting Date: 24/04/2025 **Country:** USA **Ticker:** CPF
Record Date: 19/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Earl E. Fry	G	Mgmt	For	For
1.2	Elect Director Jason R. Fujimoto	G	Mgmt	For	For
1.3	Elect Director Jonathan B. Kindred	G	Mgmt	For	For
1.4	Elect Director Paul J. Kosasa	G	Mgmt	For	For
1.5	Elect Director Christopher T. Lutes	G	Mgmt	For	For
1.6	Elect Director Arnold D. Martines	G	Mgmt	For	For
1.7	Elect Director A. Catherine Ngo	G	Mgmt	For	For
1.8	Elect Director Robert K. W. H. Nobriga	G	Mgmt	For	For
1.9	Elect Director Saedene K. Ota	G	Mgmt	For	For
1.10	Elect Director Diane S. L. Paloma	G	Mgmt	For	For
1.11	Elect Director Crystal K. Rose	G	Mgmt	For	For
1.12	Elect Director Paul K. Yonamine	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Crowe LLP as Auditors	G	Mgmt	For	For

Central Security Patrols Co., Ltd.

Meeting Date: 29/05/2025 **Country:** Japan **Ticker:** 9740
Record Date: 28/02/2025 **Meeting Type:** Annual

Central Security Patrols Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	G	Mgmt	For	For
2	Amend Articles to Amend Business Lines	G	Mgmt	For	For
3.1	Elect Director Sawamoto, Takashi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i>					
3.2	Elect Director Ichikawa, Totaro	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i>					
3.3	Elect Director Horiba, Hirofumi	G	Mgmt	For	For
3.4	Elect Director Kusunoki, Hiroyuki	G	Mgmt	For	For
3.5	Elect Director Masuzaki, Masako	G	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Tabata, Tomoaki	G	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Goto, Keiji	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
4.3	Elect Director and Audit Committee Member Hiyama, Takeo	G	Mgmt	For	For
4.4	Elect Director and Audit Committee Member Karatsu, Mami	G	Mgmt	For	For

Centrica Plc

Meeting Date: 08/05/2025 **Country:** United Kingdom **Ticker:** CNA
Record Date: 06/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	G	Mgmt	For	For
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
3	Approve Remuneration Policy	G	Mgmt	For	For
4	Approve Sharesave Plan	G	Mgmt	For	For
5	Amend Long-Term Incentive Plan	G	Mgmt	For	For
6	Approve Final Dividend	G	Mgmt	For	For
7	Re-elect Carol Arrowsmith as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
8	Re-elect Philippe Boisseau as Director	G	Mgmt	For	For
9	Re-elect Nathan Bostock as Director	G	Mgmt	For	For
10	Re-elect Chandpreet Duggal as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11	Re-elect Jo Harlow as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
12	Re-elect Heidi Mottram as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
13	Re-elect Kevin O'Byrne as Director	G	Mgmt	For	For
14	Re-elect Russell O'Brien as Director	G	Mgmt	For	For
15	Re-elect Chris O'Shea as Director	G	Mgmt	For	For

Centrica Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16	Re-elect Amber Rudd as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
17	Re-elect Sue Whalley as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
18	Reappoint Deloitte LLP as Auditors	G	Mgmt	For	For
19	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
20	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
21	Approve Climate Transition Plan	E	Mgmt	For	For
22	Authorise Issue of Equity	G	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
25	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Certara, Inc.

Meeting Date: 21/05/2025 **Country:** USA **Ticker:** CERT
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Eran Broshy	G	Mgmt	For	For
1.2	Elect Director Cynthia Collins	G	Mgmt	For	For
1.3	Elect Director John Reynders	G	Mgmt	For	For

Certara, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Matthew Walsh	G	Mgmt	For	For
2	Ratify RSM US LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Cerus Corporation

Meeting Date: 03/06/2025 **Country:** USA **Ticker:** CERS
Record Date: 11/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jami Dover Nachtsheim	G	Mgmt	For	For
1.2	Elect Director Hua Shan	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

CEWE Stiftung & Co. KGaA

Meeting Date: 04/06/2025 **Country:** Germany **Ticker:** CWC
Record Date: 13/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2024	G	Mgmt	For	For
2	Approve Allocation of Income and Dividends of EUR 2.85 per Share	G	Mgmt	For	For
3	Approve Discharge of Personally Liable Partner Neumueller CEWE COLOR Stiftung for Fiscal Year 20234	G	Mgmt	For	For

CEWE Stiftung & Co. KGaA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
5.1	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025	G	Mgmt	For	For
5.2	Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
7	Approve Virtual-Only Shareholder Meetings Until 2028	G	Mgmt	For	For

CEZ as

Meeting Date: 23/06/2025 **Country:** Czech Republic **Ticker:** CEZ
Record Date: 16/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Reports of Management and Supervisory Boards, and Audit Committee	G	Mgmt		
2.1	Approve Financial Statements	G	Mgmt	For	For
2.2	Approve Consolidated Financial Statements	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CZK 47.00 per Share	G	Mgmt	For	For
4	Approve Donations Budget for Fiscal 2026	S	Mgmt	For	For
5	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
6.1	Recall Supervisory Board Members	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i></p>					

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.2	Elect Supervisory Board Members	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
7.1	Recall Members of Audit Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
7.2	Elect Members of Audit Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

CF Industries Holdings, Inc.

Meeting Date: 06/05/2025 Country: USA Ticker: CF
Record Date: 13/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Javed Ahmed	G	Mgmt	For	For
1b	Elect Director Robert C. Arzbaecher	G	Mgmt	For	For
1c	Elect Director Christopher D. Bohn	G	Mgmt	For	For
1d	Elect Director Deborah L. DeHaas	G	Mgmt	For	For
1e	Elect Director John W. Eaves	G	Mgmt	For	For
1f	Elect Director Susan A. Ellerbusch	G	Mgmt	For	For
1g	Elect Director Stephen J. Hagge	G	Mgmt	For	For
1h	Elect Director Jesus Madrazo Yris	G	Mgmt	For	For
1i	Elect Director Anne P. Noonan	G	Mgmt	For	For
1j	Elect Director Michael J. Toelle	G	Mgmt	For	For
1k	Elect Director Theresa E. Wagler	G	Mgmt	For	For
1l	Elect Director Celso L. White	G	Mgmt	For	For
1m	Elect Director W. Anthony Will	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

CF Industries Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Submit Severance Agreement to Shareholder Vote	G	SH	Against	Against

Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.

CGN New Energy Holdings Co., Ltd.

Meeting Date: 22/05/2025 **Country:** Bermuda **Ticker:** 1811
Record Date: 16/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Mu Wenjun as Director	G	Mgmt	For	For
3b	Elect Wang Minhao as Director	G	Mgmt	For	For
3c	Elect Leung Chi Ching Frederick as Director	G	Mgmt	For	For
3d	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against

Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion

Chailease Holding Co., Ltd.

Meeting Date: 28/05/2025 **Country:** Cayman Islands **Ticker:** 5871
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Profit Distribution	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Chailease Holding Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve the Issuance of New Shares by Capitalization of Profit	G	Mgmt	For	For
4	Amend Procedures for Endorsement and Guarantees	G	Mgmt	For	For
5	Approve Amendments to Articles of Association	G	Mgmt	For	For
6	Approve Plan to Raise Long Term Capital	G	Mgmt	For	For
7	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	For

Champion Real Estate Investment Trust

Meeting Date: 28/05/2025 **Country:** Hong Kong **Ticker:** 2778
Record Date: 22/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Elect Shek Lai Him, Abraham as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-008] Audit Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent. [HK-M0201-007] Chair of Audit Committee not independent [SF-M0201-019] Nominee serves on a number of public company boards which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
4	Approve Grant of General Mandate to the REIT Manager to Buy-Back Units	G	Mgmt	For	For

ChampionX Corporation

Meeting Date: 10/06/2025 **Country:** USA **Ticker:** CHX
Record Date: 24/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Heidi S. Alderman	G	Mgmt	For	For
1.2	Elect Director Mamatha Chamarthi	G	Mgmt	For	For
1.3	Elect Director Carlos A. Fierro	G	Mgmt	For	For
1.4	Elect Director Gary P. Luquette	G	Mgmt	For	For

ChampionX Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Elaine Pickle	G	Mgmt	For	For
1.6	Elect Director Stuart Porter	G	Mgmt	For	For
1.7	Elect Director Daniel W. Rabun	G	Mgmt	For	For
1.8	Elect Director Sivasankaran ("Soma") Somasundaram	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Chang Hwa Commercial Bank Ltd.

Meeting Date: 13/06/2025 **Country:** Taiwan **Ticker:** 2801
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve the Issuance of New Shares by Capitalization of Profit	G	Mgmt	For	For
4	Approve Amendments to Articles of Association	G	Mgmt	For	For
5	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	For

Changchun High-Tech Industry (Group) Co., Ltd.

Meeting Date: 12/05/2025 **Country:** China **Ticker:** 000661
Record Date: 06/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For

Changchun High-Tech Industry (Group) Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve to Appoint Financial Auditor	G	Mgmt	For	For
7	Approve to Appoint Internal Control Auditor	G	Mgmt	For	For
8	Amend Articles of Association	G	Mgmt	For	For
9	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	For
10	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	For
11	Amend Rules and Procedures Regarding Meetings of Board of Supervisors	G	Mgmt	For	For
12	Amend System for Independent Directors	G	Mgmt	For	For

Changjiang Securities Co., Ltd.

Meeting Date: 20/05/2025

Country: China

Ticker: 000783

Record Date: 13/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve General Authorization to Issue Domestic Debt Financing Instruments	G	Mgmt	For	For
	APPROVE DAILY RELATED PARTY TRANSACTIONS		Mgmt		
6.1	Approve Related Party Transaction with Guohua Life Insurance Co., Ltd. and Related Enterprises	G	Mgmt	For	For

Changjiang Securities Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.2	Approve Related Party Transaction with Three Gorges Capital Holdings Co., Ltd. and Related Enterprises	G	Mgmt	For	For
6.3	Approve Related Party Transaction with Changjiang Industrial Investment Group Co., Ltd. and Related Enterprises	G	Mgmt	For	For
6.4	Approve Related Party Transaction with Changxin Fund Management Co., Ltd. and Related Enterprises	G	Mgmt	For	For
6.5	Approve Related Party Transaction with Other Related Parties	G	Mgmt	For	For
7	Approve to Appoint Auditor	G	Mgmt	For	For
8	Approve Remuneration and Assessment of Directors	G	Mgmt	For	For
9	Approve Remuneration and Assessment of Supervisors	G	Mgmt	For	For
10	Approve Performance Appraisal and Remuneration of Company's Management	G	Mgmt	For	For
11	Elect Zhu Xifeng as Supervisor	G	Mgmt	For	For
12	Approve Risk Control Indicators Report	G	Mgmt	For	For
13	Approve Risk Appetite Authorization	G	Mgmt	For	For
	APPROVE REPORT OF INDEPENDENT DIRECTORS		Mgmt		
14.1	Approve Report of Independent Director Shi Zhanzhong	G	Mgmt	For	For
14.2	Approve Report of Independent Director Yu Zhen	G	Mgmt	For	For
14.3	Approve Report of Independent Director Pan Hongbo	G	Mgmt	For	For
14.4	Approve Report of Independent Director Zhang Yuewen	G	Mgmt	For	For

Charles River Laboratories International, Inc.

Meeting Date: 20/05/2025

Country: USA

Ticker: CRL

Record Date: 21/03/2025

Meeting Type: Annual

Charles River Laboratories International, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director James C. Foster	G	Mgmt	For	For
1.2	Elect Director Nancy C. Andrews	G	Mgmt	For	For
1.3	Elect Director Robert Bertolini	G	Mgmt	For	For
1.4	Elect Director Reshema Kemps-Polanco	G	Mgmt	For	For
1.5	Elect Director Deborah T. Kochevar	G	Mgmt	For	For
1.6	Elect Director George Llado, Sr.	G	Mgmt	For	For
1.7	Elect Director Martin W. Mackay	G	Mgmt	For	For
1.8	Elect Director George E. Massaro	G	Mgmt	For	For
1.9	Elect Director Craig B. Thompson	G	Mgmt	For	For
1.10	Elect Director Richard F. Wallman	G	Mgmt	For	For
1.11	Elect Director Virginia M. Wilson	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLC as Auditors	G	Mgmt	For	For
4	Report on Imported Nonhuman Primates	S	SH	Against	Against

Blended Rationale: 1 - [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies. 2 - [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.

Chart Industries, Inc.

Meeting Date: 20/05/2025

Country: USA

Ticker: GTLS

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jillian C. Evanko	G	Mgmt	For	For
1.2	Elect Director Andrew R. Cichocki	G	Mgmt	For	For
1.3	Elect Director Paula M. Harris	G	Mgmt	For	For
1.4	Elect Director Linda A. Harty	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Chart Industries, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Paul E. Mahoney	G	Mgmt	For	For
1.6	Elect Director David M. Sagehorn	G	Mgmt	For	For
1.7	Elect Director Spencer S. Stiles	G	Mgmt	For	For
1.8	Elect Director Roger A. Strauch	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Charter Communications, Inc.

Meeting Date: 22/04/2025 **Country:** USA **Ticker:** CHTR
Record Date: 21/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Eric L. Zinterhofer	G	Mgmt	For	For
1b	Elect Director W. Lance Conn	G	Mgmt	For	For
1c	Elect Director Kim C. Goodman	G	Mgmt	For	For
1d	Elect Director John D. Markley, Jr.	G	Mgmt	For	For
1e	Elect Director David C. Merritt	G	Mgmt	For	For
1f	Elect Director Steven A. Miron	G	Mgmt	For	For
1g	Elect Director Balan Nair	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board.</i>					
1h	Elect Director Michael A. Newhouse	G	Mgmt	For	For
1i	Elect Director Martin E. Patterson	G	Mgmt	For	For
1j	Elect Director Mauricio Ramos	G	Mgmt	For	For
1k	Elect Director Carolyn J. Slaski	G	Mgmt	For	For
1l	Elect Director J. David Wargo	G	Mgmt	For	For
1m	Elect Director Christopher L. Winfrey	G	Mgmt	For	For
2	Approve Qualified Employee Stock Purchase Plan	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Charter Communications, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Report on Political Contributions	S	SH	Against	For

Blended Rationale: [SF-S0809-002] We recognize the Company's efforts to date, but believe that supporting the proposal may accelerate company's progress on material political activities/lobbying issues

Chartwell Retirement Residences

Meeting Date: 07/05/2025 **Country:** Canada **Ticker:** CSH.UN
Record Date: 18/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Trustee V. Ann Davis of Chartwell Retirement Residences	G	Mgmt	For	For
1.2	Elect Trustee James Scarlett of Chartwell Retirement Residences	G	Mgmt	For	For
1.3	Elect Trustee Huw Thomas of Chartwell Retirement Residences	G	Mgmt	For	For
2.1	Elect Trustee Valerie Pisano of CSH Trust	G	Mgmt	For	For
2.2	Elect Trustee Sharon Sallows of CSH Trust	G	Mgmt	For	For
2.3	Elect Trustee Gary Whitelaw of CSH Trust	G	Mgmt	For	For
3.1	Elect Director W. Brent Binions of Chartwell Master Care Corporation	G	Mgmt	For	For
3.2	Elect Director V. Ann Davis of Chartwell Master Care Corporation	G	Mgmt	For	For
3.3	Elect Director Alka Gautam of Chartwell Master Care Corporation	G	Mgmt	For	For
3.4	Elect Director Valerie Pisano of Chartwell Master Care Corporation	G	Mgmt	For	For
3.5	Elect Director Sharon Sallows of Chartwell Master Care Corporation	G	Mgmt	For	For
3.6	Elect Director James Scarlett of Chartwell Master Care Corporation	G	Mgmt	For	For
3.7	Elect Director Huw Thomas of Chartwell Master Care Corporation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Chartwell Retirement Residences

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.8	Elect Director Vlad Volodarski of Chartwell Master Care Corporation	G	Mgmt	For	For
3.9	Elect Director Gary Whitelaw of Chartwell Master Care Corporation	G	Mgmt	For	For
4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Chegg, Inc.

Meeting Date: 04/06/2025 **Country:** USA **Ticker:** CHGG
Record Date: 07/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Director Marcela Martin	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Chemed Corporation

Meeting Date: 19/05/2025 **Country:** USA **Ticker:** CHE
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kevin J. McNamara	G	Mgmt	For	For
1.2	Elect Director Ron DeLyons	G	Mgmt	For	For
1.3	Elect Director Patrick P. Grace	G	Mgmt	For	For
1.4	Elect Director Christopher J. Heaney	G	Mgmt	For	For
1.5	Elect Director Thomas C. Hutton	G	Mgmt	For	For
1.6	Elect Director Andrea R. Lindell	G	Mgmt	For	For

Chemed Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.7	Elect Director Eileen P. McCarthy	G	Mgmt	For	For
1.8	Elect Director John M. Mount, Jr.	G	Mgmt	For	For
1.9	Elect Director George J. Walsh, III	G	Mgmt	For	For
2	Approve Omnibus Stock Plan	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Chemical Works of Gedeon Richter Plc

Meeting Date: 29/04/2025

Country: Hungary

Ticker: RICHT

Record Date: 27/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Procedural Items		Mgmt		
1	Approve Use of Electronic Vote Collection Method	G	Mgmt	For	For
2	Authorize Company to Produce Sound Recording of Meeting Proceedings	G	Mgmt	For	For
3	Elect Chairman and Other Meeting Officials	G	Mgmt	For	For
	Annual Meeting Agenda		Mgmt		
1	Approve Management Board Report on Company's Operations and Sustainability Report	G	Mgmt	For	For
2	Approve Consolidated Financial Statements	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Discharge of Board of Directors	G	Mgmt	For	Against

Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.

Chemical Works of Gedeon Richter Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Allocation of Income and Dividends	G	Mgmt	For	For
6	Approve Company's Corporate Governance Statement	G	Mgmt	For	For
7	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
8	Amend Bylaws	G	Mgmt	For	For
9	Receive Report on Share Repurchase Program; Authorize Share Repurchase Program	G	Mgmt	For	For
10	Elect Laszlo Kovacs as Management Board Member	G	Mgmt	For	For
11	Elect Gabor Csepregi as Supervisory Board Member	G	Mgmt	For	For
12	Approve Remuneration of Management, Supervisory Board Members and the Audit Committee	G	Mgmt	For	For
13.1	Ratify Deloitte Auditing and Consulting Ltd. as Auditor	G	Mgmt	For	For
13.2	Approve Auditor's Remuneration	G	Mgmt	For	For
14.1	Ratify Deloitte Auditing and Consulting Ltd. as Auditor for Sustainability Reporting	G	Mgmt	For	For
14.2	Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
15	Transact Other Business	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i></p>					

Cheng Shin Rubber Ind. Co., Ltd.

Meeting Date: 26/05/2025

Country: Taiwan

Ticker: 2105

Record Date: 27/03/2025

Meeting Type: Annual

Cheng Shin Rubber Ind. Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For

Chengxin Lithium Group Co., Ltd.

Meeting Date: 11/04/2025 **Country:** China **Ticker:** 002240
Record Date: 08/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Profit Distribution Plan	G	Mgmt	For	For
6	Approve to Appoint Auditor	G	Mgmt	For	For
7	Approve Provision of Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
8	Approve Commodity Futures Hedging Business	G	Mgmt	For	For
9	Approve Foreign Exchange Hedging Business	G	Mgmt	For	For

Cheniere Energy, Inc.

Meeting Date: 15/05/2025 **Country:** USA **Ticker:** LNG
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director G. Andrea Botta	G	Mgmt	For	Against

Cheniere Energy, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
<p><i>Blended Rationale: [DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines. [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
1b	Elect Director Jack A. Fusco	G	Mgmt	For	For
1c	Elect Director Patricia K. Collawn	G	Mgmt	For	For
1d	Elect Director Brian E. Edwards	G	Mgmt	For	For
1e	Elect Director Denise Gray	G	Mgmt	For	For
1f	Elect Director Lorraine Mitchelmore	G	Mgmt	For	For
1g	Elect Director W. Benjamin Moreland	G	Mgmt	For	For
1h	Elect Director Donald F. Robillard, Jr.	G	Mgmt	For	For
1i	Elect Director Matthew Runkle	G	Mgmt	For	For
1j	Elect Director Neal A. Shear	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Chesapeake Utilities Corporation

Meeting Date: 07/05/2025 **Country:** USA **Ticker:** CPK
Record Date: 10/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jeffrey M. Householder	G	Mgmt	For	For
1b	Elect Director Lila A. Jaber	G	Mgmt	For	For
2	Declassify the Board of Directors	G	Mgmt	For	For
3	Increase Authorized Common Stock	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
6	Ratify Baker Tilly US, LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Meeting Date: 28/05/2025

Country: USA

Ticker: CVX

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	G	Mgmt	For	For
1b	Elect Director John B. Frank	G	Mgmt	For	For
1c	Elect Director Alice P. Gast	G	Mgmt	For	For
1d	Elect Director Enrique Hernandez, Jr.	G	Mgmt	For	For
1e	Elect Director Marillyn A. Hewson	G	Mgmt	For	For
1f	Elect Director Jon M. Huntsman, Jr.	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1g	Elect Director Charles W. Moorman	G	Mgmt	For	For
1h	Elect Director Dambisa F. Moyo	G	Mgmt	For	For
1i	Elect Director Debra Reed-Klages	G	Mgmt	For	For
1j	Elect Director D. James Umpleby, III	G	Mgmt	For	For
1k	Elect Director Cynthia J. Warner	G	Mgmt	For	For
1l	Elect Director Michael K. (Mike) Wirth	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	G	Mgmt	For	For
5	Commission Third Party Assessment of Implementation of Human Rights Policy	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue.</i>					
6	Report on Risk of Reverse Stranded Assets of Investing in Renewables	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosure.</i>					
7	Amend Right to Call Special Meeting	G	SH	Against	Against
<i>Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.</i>					

Chicony Electronics Co., Ltd.

Meeting Date: 28/05/2025

Country: Taiwan

Ticker: 2385

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report, Financial Statements and Profit Distribution	G	Mgmt	For	For
2	Approve Amendments to Articles of Association	G	Mgmt	For	For
3	Amend Procedures for Endorsement and Guarantees	G	Mgmt	For	For
4	Amend Procedures Governing the Acquisition or Disposal of Assets	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
5.1	Elect Hsu Kun Tai, with SHAREHOLDER NO.1, as Non-Independent Director	G	Mgmt	For	For
5.2	Elect Lu Chin Chung, with SHAREHOLDER NO.112, as Non-Independent Director	G	Mgmt	For	For
5.3	Elect Tsai Ming Hsien, with SHAREHOLDER NO.702, as Non-Independent Director	G	Mgmt	For	For
5.4	Elect Liu Chia Sheng, a REPRESENTATIVE of Dong Ling Investment Co., Ltd. Legal, with SHAREHOLDER NO.8456, as Non-Independent Director	G	Mgmt	For	For
5.5	Elect Li Cih Jing, with SHAREHOLDER NO.232, as Non-Independent Director	G	Mgmt	For	For
5.6	Elect Kuo Tsung Ming, with ID NO.R122200XXX, as Independent Director	G	Mgmt	For	For
5.7	Elect Chu Jia Siang, with ID NO.H123394XXX, as Independent Director	G	Mgmt	For	For
5.8	Elect Peng Chu Ju, with ID NO.M220882XXX, as Independent Director	G	Mgmt	For	For
6	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Chimera Investment Corporation

Meeting Date: 10/06/2025

Country: USA

Ticker: CIM

Record Date: 10/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Phillip J. Kardis, II	G	Mgmt	For	For
1b	Elect Director Brian P. Reilly	G	Mgmt	For	For
1c	Elect Director Cynthia B. Walsh	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

China Airlines Ltd.

Meeting Date: 28/05/2025

Country: Taiwan

Ticker: 2610

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect HSIEH, WEI-CHENG, a Representative of CHINA AVIATION DEVELOPMENT FOUNDATION., with SHAREHOLDER NO.1, as Non-independent Director	G	Mgmt	For	For
4.2	Elect SHON, ZHENG-YI, a Representative of NATIONAL DEVELOPMENT FUND, EXECUTIVE YUAN., with SHAREHOLDER NO.348715, as Non-independent Director	G	Mgmt	For	For
5	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China Aviation Oil (Singapore) Corporation Ltd.

Meeting Date: 24/04/2025

Country: Singapore

Ticker: G92

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	G	Mgmt	For	For
2	Approve First and Final Dividend	G	Mgmt	For	For
3	Approve Directors' Fees	G	Mgmt	For	For
4	Elect Fu Xingran as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-046] Vote AGAINST director due to concerns of gender-related diversity at the board level. Greater board diversity may lead to better risk management and identification of business opportunities, leading to better financial outcomes for shareholders.</i></p>					
5	Elect Jeffrey Goh Mau Seong as Director	G	Mgmt	For	For
6	Elect Lin Yi as Director	G	Mgmt	For	For
7	Approve BDO LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0300-001] Potential to be excessively dilutive to existing shareholders.</i></p>					
9	Approve Renewal of General Mandate for Interested Person Transactions	G	Mgmt	For	For
10	Authorize Share Repurchase Program	G	Mgmt	For	For

China Baoan Group Co., Ltd.

Meeting Date: 30/06/2025

Country: China

Ticker: 000009

Record Date: 25/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Work Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China Baoan Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Equity Distribution Plan	G	Mgmt	For	For
6	Approve Provision of Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
7	Approve Allowance of Directors and Supervisors	G	Mgmt	For	For
8	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
9	Approve Appointment of Auditor	G	Mgmt	For	For
10	Elect Liu Zhihua as Non-independent Director and Adjustment of Members of Special Committee of Board of Directors	G	Mgmt	For	For

China CITIC Bank Corporation Limited

Meeting Date: 20/06/2025

Country: China

Ticker: 998

Record Date: 16/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Annual Report	G	Mgmt	For	For
2	Approve Financial Report	G	Mgmt	For	For
3	Approve Profit Distribution Plan	G	Mgmt	For	For
4	Approve Fixed Assets Investment Budget Plan	G	Mgmt	For	For
5	Approve KPMG Huazhen LLP as Domestic Accounting Firm and KPMG as International Accounting Firm and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Approve Report of the Board of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China CITIC Bank Corporation Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Report of the Board of Supervisors	G	Mgmt	For	For
8	Approve Proposal on No Need to Prepare the Report of the Use of Proceeds from the Previous Issuance	G	Mgmt	For	For
9	Approve Extension of the Effective Period of the General Meeting Resolutions in Relation to the Rights Issue	G	Mgmt	For	For

China CITIC Bank Corporation Limited

Meeting Date: 20/06/2025 **Country:** China **Ticker:** 998
Record Date: 16/06/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Extension of the Effective Period of the General Meeting Resolutions in Relation to the Rights Issue	G	Mgmt	For	For

China Conch Venture Holdings Limited

Meeting Date: 25/06/2025 **Country:** Cayman Islands **Ticker:** 586
Record Date: 17/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Ji Qinying as Director	G	Mgmt	For	For
3b	Elect Wang Xuesen as Director	G	Mgmt	For	For
3c	Elect Wan Changbao as Director	G	Mgmt	For	For
3d	Elect Lyu Wenbin as Director	G	Mgmt	For	For
3e	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For

China Conch Venture Holdings Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					

China Construction Bank Corporation

Meeting Date: 22/04/2025

Country: China

Ticker: 939

Record Date: 14/04/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Profit Distribution Plan	G	Mgmt	For	For
2	Elect Li Li as Director	G	Mgmt	For	For
3	Elect Zhang Weiguo as Director	G	Mgmt	For	For
4	Approve Fulfilment of the Conditions for the Issuance of A Shares to Specific Target	G	Mgmt	For	For
5	Approve Demonstration and Analysis Report for the Issuance Plan of A Shares to Specific Target	G	Mgmt	For	For
6	Approve Feasibility Analysis Report on the Use of Proceeds from the Issuance of A Shares to Specific Target	G	Mgmt	For	For
7	Approve Dilution of Immediate Returns from the Issuance of A Shares to Specific Target, Mitigation Measures, and Commitments by Relevant Parties	G	Mgmt	For	For
8	Approve Shareholder Return Plan for the Next Three Years (2025-2027)	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China Construction Bank Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Exemption from the Preparation of Report on the Use of Proceeds Previously Raised	G	Mgmt	For	For
10	Approve Annual Issuance Plan for the Group's Financial Bonds	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE ISSUANCE PLAN OF A SHARES TO SPECIFIC TARGET		Mgmt		
11.1	Approve Type and Par Value of the Shares to be Issued	G	Mgmt	For	For
11.2	Approve Issuance Method and Time	G	Mgmt	For	For
11.3	Approve Issuance Target and Subscription Method	G	Mgmt	For	For
11.4	Approve Issuance Price and Pricing Methods	G	Mgmt	For	For
11.5	Approve Number of Shares to be Issued	G	Mgmt	For	For
11.6	Approve Arrangement for Lock-Up Period	G	Mgmt	For	For
11.7	Approve Listing Venue	G	Mgmt	For	For
11.8	Approve Arrangement of Accumulated Profits Before the Completion of the Issuance	G	Mgmt	For	For
11.9	Approve Scale and Use of Proceeds	G	Mgmt	For	For
11.10	Approve Validity Period of the Resolution of the Issuance	G	Mgmt	For	For
12	Approve Execution of Share Subscription Agreement with Conditions Between CCB and Specific Target	G	Mgmt	For	For
13	Approve Introducing Strategic Investment from the Ministry of Finance of the People's Republic of China	G	Mgmt	For	For
14	Authorize Board to Deal with All Matters in Relation to the Issuance of A Shares to Specific Target	G	Mgmt	For	For

China Construction Bank Corporation

Meeting Date: 22/04/2025

Country: China

Ticker: 939

Record Date: 14/04/2025

Meeting Type: Special

China Construction Bank Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES		Mgmt		
	RESOLUTIONS IN RELATION TO THE ISSUANCE PLAN OF A SHARES TO SPECIFIC TARGET		Mgmt		
1.1	Approve Type and Par Value of the Shares to be Issued	G	Mgmt	For	For
1.2	Approve Issuance Method and Time	G	Mgmt	For	For
1.3	Approve Issuance Target and Subscription Method	G	Mgmt	For	For
1.4	Approve Issuance Price and Pricing Methods	G	Mgmt	For	For
1.5	Approve Number of Shares to be Issued	G	Mgmt	For	For
1.6	Approve Arrangement for Lock-Up Period	G	Mgmt	For	For
1.7	Approve Listing Venue	G	Mgmt	For	For
1.8	Approve Arrangement of Accumulated Profits Before the Completion of the Issuance	G	Mgmt	For	For
1.9	Approve Scale and Use of Proceeds	G	Mgmt	For	For
1.10	Approve Validity Period of the Resolution of the Issuance	G	Mgmt	For	For
2	Authorize Board to Deal with All Matters in Relation to the Issuance of A Shares to Specific Target	G	Mgmt	For	For

China Construction Bank Corporation

Meeting Date: 22/04/2025

Country: China

Ticker: 939

Record Date: 14/04/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Annual Issuance Plan for the Group's Financial Bonds	G	Mgmt	For	For
2	Approve Profit Distribution Plan	G	Mgmt	For	For
3	Elect Li Li as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China Construction Bank Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Elect Zhang Weiguo as Director	G	Mgmt	For	For
5	Approve Fulfilment of the Conditions for the Issuance of A Shares to Specific Target	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE ISSUANCE PLAN OF A SHARES TO SPECIFIC TARGET		Mgmt		
6.1	Approve Type and Par Value of the Shares to be Issued	G	Mgmt	For	For
6.2	Approve Issuance Method and Time	G	Mgmt	For	For
6.3	Approve Issuance Target and Subscription Method	G	Mgmt	For	For
6.4	Approve Issuance Price and Pricing Methods	G	Mgmt	For	For
6.5	Approve Number of Shares to be Issued	G	Mgmt	For	For
6.6	Approve Arrangement for Lock-Up Period	G	Mgmt	For	For
6.7	Approve Listing Venue	G	Mgmt	For	For
6.8	Approve Arrangement of Accumulated Profits Before the Completion of the Issuance	G	Mgmt	For	For
6.9	Approve Scale and Use of Proceeds	G	Mgmt	For	For
6.10	Approve Validity Period of the Resolution of the Issuance	G	Mgmt	For	For
7	Approve Demonstration and Analysis Report for the Issuance Plan of A Shares to Specific Target	G	Mgmt	For	For
8	Approve Feasibility Analysis Report on the Use of Proceeds from the Issuance of A Shares to Specific Target	G	Mgmt	For	For
9	Approve Dilution of Immediate Returns from the Issuance of A Shares to Specific Target, Mitigation Measures, and Commitments by Relevant Parties	G	Mgmt	For	For
10	Approve Shareholder Return Plan for the Next Three Years (2025-2027)	G	Mgmt	For	For
11	Approve Exemption from the Preparation of Report on the Use of Proceeds Previously Raised	G	Mgmt	For	For
12	Approve Execution of Share Subscription Agreement with Conditions Between CCB and Specific Target	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China Construction Bank Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Approve Introducing Strategic Investment from the Ministry of Finance of the People's Republic of China	G	Mgmt	For	For
14	Authorize Board to Deal with All Matters in Relation to the Issuance of A Shares to Specific Target	G	Mgmt	For	For

China Construction Bank Corporation

Meeting Date: 22/04/2025

Country: China

Ticker: 939

Record Date: 14/04/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF A SHARES		Mgmt		
	RESOLUTIONS IN RELATION TO THE ISSUANCE PLAN OF A SHARES TO SPECIFIC TARGET		Mgmt		
1.1	Approve Type and Par Value of the Shares to be Issued	G	Mgmt	For	For
1.2	Approve Issuance Method and Time	G	Mgmt	For	For
1.3	Approve Issuance Target and Subscription Method	G	Mgmt	For	For
1.4	Approve Issuance Price and Pricing Methods	G	Mgmt	For	For
1.5	Approve Number of Shares to be Issued	G	Mgmt	For	For
1.6	Approve Arrangement for Lock-Up Period	G	Mgmt	For	For
1.7	Approve Listing Venue	G	Mgmt	For	For
1.8	Approve Arrangement of Accumulated Profits Before the Completion of the Issuance	G	Mgmt	For	For
1.9	Approve Scale and Use of Proceeds	G	Mgmt	For	For
1.10	Approve Validity Period of the Resolution of the Issuance	G	Mgmt	For	For
2	Authorize Board to Deal with All Matters in Relation to the Issuance of A Shares to Specific Target	G	Mgmt	For	For

China Construction Bank Corporation

Meeting Date: 27/06/2025

Country: China

Ticker: 939

Record Date: 23/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Final Financial Accounts	G	Mgmt	For	For
4	Approve Fixed Assets Investment Budget	G	Mgmt	For	For
5	Approve Ernst & Young Hua Ming LLP as Domestic Auditor and Ernst & Young as International Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Approve Authorization Quota for External Charitable Donations	S	Mgmt	For	For
7	Elect Zhang Jinliang as Director	G	Mgmt	For	For
8	Elect Li Lu as Director	G	Mgmt	For	For
9	Elect Xin Xiaodai as Director	G	Mgmt	For	For
10	Elect Dou Hongquan as Director	G	Mgmt	For	For
11	Amend Articles of Association	G	Mgmt	For	For
12	Amend Procedural Rules for the Shareholders' General Meeting	G	Mgmt	For	For
13	Amend Procedural Rules for the Board of Directors	G	Mgmt	For	For
14	Approve Cancellation of the Board of Supervisors	G	Mgmt	For	For

China Construction Bank Corporation

Meeting Date: 27/06/2025

Country: China

Ticker: 939

Record Date: 23/06/2025

Meeting Type: Annual

China Construction Bank Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Final Financial Accounts	G	Mgmt	For	For
4	Approve Fixed Assets Investment Budget	G	Mgmt	For	For
5	Approve Ernst & Young Hua Ming LLP as Domestic Auditor and Ernst & Young as International Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Approve Authorization Quota for External Charitable Donations	S	Mgmt	For	For
7	Elect Zhang Jinliang as Director	G	Mgmt	For	For
8	Elect Li Lu as Director	G	Mgmt	For	For
9	Elect Xin Xiaodai as Director	G	Mgmt	For	For
10	Elect Dou Hongquan as Director	G	Mgmt	For	For
11	Amend Articles of Association	G	Mgmt	For	For
12	Amend Procedural Rules for the Shareholders' General Meeting	G	Mgmt	For	For
13	Amend Procedural Rules for the Board of Directors	G	Mgmt	For	For
14	Approve Cancellation of the Board of Supervisors	G	Mgmt	For	For

China CSSC Holdings Ltd.

Meeting Date: 03/06/2025

Country: China

Ticker: 600150

Record Date: 21/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China CSSC Holdings Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Amend Articles of Association	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
6	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	SH	For	Against
<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>					
ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING			Mgmt		
7.1	Elect Hu Xianfu as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
7.2	Elect Zhang Jiande as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
7.3	Elect Tao Tao as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
7.4	Elect Han Dongwang as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
7.5	Elect Chen Gang as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
7.6	Elect Shi Weidong as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING			Mgmt		
8.1	Elect Wang Ying as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
8.2	Elect Gao Mingxiang as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

China CSSC Holdings Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.3	Elect Chen Ying as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
8.4	Elect Leng Jianxing as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

China Energy Engineering Corporation Limited

Meeting Date: 24/06/2025 **Country:** China **Ticker:** 3996
Record Date: 13/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Annual Report	G	Mgmt	For	For
2	Approve Work Report of the Board	G	Mgmt	For	For
3	Approve Work Report of the Independent Directors	G	Mgmt	For	For
4	Approve Work Report of the Board of Supervisors	G	Mgmt	For	For
5	Approve Standards on Remuneration Payment of the Directors	G	Mgmt	For	For
6	Approve Remuneration Plan for the Directors	G	Mgmt	For	For
7	Approve Standards on Remuneration Payment of the Supervisors	G	Mgmt	For	For
8	Approve Remuneration Plan for the Supervisors	G	Mgmt	For	For
9	Approve Final Financial Report	G	Mgmt	For	For
10	Approve Profit Distribution Plan	G	Mgmt	For	For
11	Approve Financial Budget Proposal	G	Mgmt	For	For
12	Approve External Guarantees Plan	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
13	Approve Pan-China Certified Public Accountants LLP as Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China Energy Engineering Corporation Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Approve General Mandate to Issue Domestic and Overseas Bonds	G	Mgmt	For	For
15	Elect Pei Zhenjiang as Director	G	SH	For	For

Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.

China Everbright Bank Company Limited

Meeting Date: 27/06/2025 **Country:** China **Ticker:** 6818
Record Date: 23/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Work Report of the Board of Directors	G	Mgmt	For	For
2	Approve Work Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Budget of Fixed Asset Investment	G	Mgmt	For	For
4	Approve Audited Accounts Report	G	Mgmt	For	For
5	Approve Profit Distribution Plan	G	Mgmt	For	For
6	Approve KPMG Huazhen LLP and KPMG as External Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Approve Remuneration of Directors	G	Mgmt	For	For
8	Approve Remuneration of Supervisors	G	Mgmt	For	For
9	Approve Donations for Supporting Designated Assistance	S	Mgmt	For	For

China Everbright Bank Company Limited

Meeting Date: 27/06/2025 **Country:** China **Ticker:** 6818
Record Date: 19/06/2025 **Meeting Type:** Annual

China Everbright Bank Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Work Report of the Board of Directors	G	Mgmt	For	For
2	Approve Work Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Budget of Fixed Asset Investment	G	Mgmt	For	For
4	Approve Audited Accounts Report	G	Mgmt	For	For
5	Approve Profit Distribution Plan	G	Mgmt	For	For
6	Approve KPMG Huazhen LLP and KPMG as External Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Approve Remuneration of Directors	G	Mgmt	For	For
8	Approve Remuneration of Supervisors	G	Mgmt	For	For
9	Approve Donations for Supporting Designated Assistance	S	Mgmt	For	For

China Everbright Environment Group Limited

Meeting Date: 29/05/2025 **Country:** Hong Kong **Ticker:** 257
Record Date: 23/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3.1	Elect Wang Silian as Director	G	Mgmt	For	For
3.2	Elect Kang Guoming as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence</i>					
3.3	Elect Qu Li as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification</i>					

China Everbright Environment Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.4	Elect Fan Yan Hok, Philip as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent. [HK-M0201-012] Chair of Remuneration Committee not independent [DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
3.5	Elect Li Shuk Yin, Edwina as Director	G	Mgmt	For	For
3.6	Elect Zhang Xiang as Director	G	Mgmt	For	For
3.7	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5.1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i></p>					
5.2	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
5.3	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i></p>					

China Feihe Limited

Meeting Date: 29/05/2025 **Country:** Cayman Islands **Ticker:** 6186
Record Date: 23/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Judy Fong-Yee Tu as Director	G	Mgmt	For	For
3b	Elect Gao Yu as Director	G	Mgmt	For	For
3c	Elect Kingsley Kwok King Chan as Director	G	Mgmt	For	For
3d	Elect Fan Yonghong as Director	G	Mgmt	For	For
3e	Elect Maher El-omari as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China Feihe Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3f	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					

China Galaxy Securities Co., Ltd.

Meeting Date: 27/06/2025

Country: China

Ticker: 6881

Record Date: 20/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Final Accounts Plan	G	Mgmt	For	For
2	Approve Profit Distribution Plan	G	Mgmt	For	For
3	Approve Annual Report	G	Mgmt	For	For
4	Approve Work Report of the Board of Directors	G	Mgmt	For	For
5	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE DUTY REPORTS OF INDEPENDENT DIRECTORS		Mgmt		
6.01	Approve Duty Report of Law Cheuk Kin Stephen	G	Mgmt	For	For
6.02	Approve Duty Report of Liu Li	G	Mgmt	For	For
6.03	Approve Duty Report of Ma Zhiming	G	Mgmt	For	For
6.04	Approve Duty Report of Wang Zhenjun	G	Mgmt	For	For
6.05	Approve Duty Report of Liu Chun	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China Galaxy Securities Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Ernst & Young Hua Ming LLP (Special General Partnership) and Ernst & Young as External Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Elect Fan Xiaoyun as Director	G	Mgmt	For	For

China Galaxy Securities Co., Ltd.

Meeting Date: 27/06/2025

Country: China

Ticker: 6881

Record Date: 20/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Final Accounts Plan	G	Mgmt	For	For
2	Approve Profit Distribution Plan	G	Mgmt	For	For
3	Approve Annual Report	G	Mgmt	For	For
4	Approve Work Report of the Board of Directors	G	Mgmt	For	For
5	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE DUTY REPORTS OF INDEPENDENT DIRECTORS		Mgmt		
6.01	Approve Duty Report of Law Cheuk Kin Stephen	G	Mgmt	For	For
6.02	Approve Duty Report of Liu Li	G	Mgmt	For	For
6.03	Approve Duty Report of Ma Zhiming	G	Mgmt	For	For
6.04	Approve Duty Report of Wang Zhenjun	G	Mgmt	For	For
6.05	Approve Duty Report of Liu Chun	G	Mgmt	For	For
7	Approve Ernst & Young Hua Ming LLP (Special General Partnership) and Ernst & Young as External Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Elect Fan Xiaoyun as Director	G	Mgmt	For	For

China Hongqiao Group Limited

Meeting Date: 07/05/2025

Country: Cayman Islands

Ticker: 1378

Record Date: 29/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2.1	Elect Zhang Bo as Director	G	Mgmt	For	For
2.2	Elect Zheng Shuliang as Director	G	Mgmt	For	For
2.3	Elect Zhang Ruilian as Director	G	Mgmt	For	For
2.4	Elect Wong Yuting as Director	G	Mgmt	For	For
2.5	Elect Yang Congsen as Director	G	Mgmt	For	For
2.6	Elect Zhang Jinglei as Director	G	Mgmt	For	For
2.7	Elect Tian Mingming as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					
2.8	Elect Sun Dongdong as Director	G	Mgmt	For	For
2.9	Elect Wen Xianjun as Director	G	Mgmt	For	For
2.10	Elect Han Benwen as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-006] Director responsible for failing to ensure sufficient board independence. [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent. [HK-M0201-007] Chair of Audit Committee not independent [HK-M0201-012] Chair of Remuneration Committee not independent</i>					
2.11	Elect Dong Xinyi as Director	G	Mgmt	For	For
2.12	Elect Fu Yulin as Director	G	Mgmt	For	For
2.13	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
3	Approve Shinewing (HK) CPA Limited as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Approve Final Dividend	G	Mgmt	For	For
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China Industrial Securities Co. Ltd.

Meeting Date: 23/06/2025

Country: China

Ticker: 601377

Record Date: 16/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Related Party Transaction	G	Mgmt	For	For
5	Approve Amendments to Articles of Association	G	Mgmt	For	For
6	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	For
7	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	For
8	Approve Abolition of the Supervisory Board	G	Mgmt	For	For
9	Approve Financial Statements	G	Mgmt	For	For
10	Approve Profit Distribution	G	Mgmt	For	For
11	Approve Authorization for the Board of Directors to Formulate Interim Cash Dividend	G	Mgmt	For	For
12	Approve Securities Investment Scale	G	Mgmt	For	For
13	Approve to Appoint Auditor	G	Mgmt	For	For
14	Approve Authorization of Domestic Debt Financing Instruments	G	Mgmt	For	For
15	Approve Authorization of Provision of Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
16	Approve 2024 Performance Appraisal and Remuneration of Directors	G	Mgmt	For	For
17	Approve 2024 Performance Appraisal and Remuneration of Supervisors	G	Mgmt	For	For
18	Approve Report of the Independent Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China Industrial Securities Co. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
19	Elect Su Junliang as Non-Independent Director	G	SH	None	For

Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.

China International Capital Corporation Limited

Meeting Date: 27/06/2025

Country: China

Ticker: 3908

Record Date: 23/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Work Report of the Board of Directors	G	Mgmt	For	For
2	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Annual Report	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve Ernst & Young Hua Ming LLP as Domestic Accounting Firm and Ernst & Young as International Accounting Firm and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE 2025 ANNUAL ESTIMATION FOR DAILY RELATED PARTY TRANSACTIONS		Mgmt		
6.01	Approve Estimated Related Party Transactions with Legal Persons Controlled by Deng Xingbin or in which He Serves as a Director or Senior Management	G	Mgmt	For	For
6.02	Approve Estimated Related Party Transactions with Other Related Legal Persons or Other Organizations	G	Mgmt	For	For
6.03	Approve Estimated Related Party Transactions with Other Related Natural Persons	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE 2024 ANNUAL WORK REPORT OF INDEPENDENT NON-EXECUTIVE DIRECTORS		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China International Capital Corporation Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.01	Approve Annual Work Report of Independent Non-Executive Director (Ng Kong Ping Albert)	G	Mgmt	For	For
7.02	Approve Annual Work Report of Independent Non-Executive Director (Lu Zhengfei)	G	Mgmt	For	For
7.03	Approve Annual Work Report of Independent Non-Executive Director (Peter Hugh Nolan)	G	Mgmt	For	For
7.04	Approve Annual Work Report of Independent Non-Executive Director (Zhou Yu)	G	Mgmt	For	For

China International Capital Corporation Limited

Meeting Date: 27/06/2025 **Country:** China **Ticker:** 3908
Record Date: 23/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Work Report of the Board of Directors	G	Mgmt	For	For
2	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Annual Report	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve Ernst & Young Hua Ming LLP as Domestic Accounting Firm and Ernst & Young as International Accounting Firm and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE 2025 ANNUAL ESTIMATION FOR DAILY RELATED PARTY TRANSACTIONS		Mgmt		
6.01	Approve Estimated Related Party Transactions with Legal Persons Controlled by Deng Xingbin or in which He Serves as a Director or Senior Management	G	Mgmt	For	For
6.02	Approve Estimated Related Party Transactions with Other Related Legal Persons or Other Organizations	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China International Capital Corporation Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.03	Approve Estimated Related Party Transactions with Other Related Natural Persons	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE 2024 ANNUAL WORK REPORT OF INDEPENDENT NON-EXECUTIVE DIRECTORS		Mgmt		
7.01	Approve Annual Work Report of Independent Non-Executive Director (Ng Kong Ping Albert)	G	Mgmt	For	For
7.02	Approve Annual Work Report of Independent Non-Executive Director (Lu Zhengfei)	G	Mgmt	For	For
7.03	Approve Annual Work Report of Independent Non-Executive Director (Peter Hugh Nolan)	G	Mgmt	For	For
7.04	Approve Annual Work Report of Independent Non-Executive Director (Zhou Yu)	G	Mgmt	For	For

China Jinmao Holdings Group Limited

Meeting Date: 17/06/2025 Country: Hong Kong Ticker: 817
Record Date: 11/06/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Elect Chen Yijiang as Director	G	Mgmt	For	For
3	Elect Gao Shibin as Director	G	Mgmt	For	For
4	Elect Liu Feng as Director	G	Mgmt	For	For
5	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
6	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>				
9	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China Jinmao Holdings Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Adopt New Articles of Association	G	Mgmt	For	For

China Lesso Group Holdings Limited

Meeting Date: 20/05/2025 **Country:** Cayman Islands **Ticker:** 2128
Record Date: 15/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Elect Huang Zhanxiong as Director	G	Mgmt	For	For
4a	Elect Wong Luen Hei as Director	G	Mgmt	For	For
4b	Elect Lai Zhiqiang as Director	G	Mgmt	For	For
4c	Elect Cheng Dickson as Director	G	Mgmt	For	For
4d	Elect Hong Ruijiang as Director	G	Mgmt	For	For
4e	Elect Lee Vanessa as Director	G	Mgmt	For	For
5	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
6	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
7B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

China Life Insurance Co. Ltd.

Meeting Date: 26/06/2025 **Country:** China **Ticker:** 2628
Record Date: 19/06/2025 **Meeting Type:** Annual

China Life Insurance Co. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Report	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve Remuneration of Directors and Supervisors	G	Mgmt	For	For
6	Approve Ernst & Young Hua Ming LLP and Ernst & Young as Domestic and Overseas Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

China Life Insurance Company Limited

Meeting Date: 26/06/2025

Country: China

Ticker: 2628

Record Date: 18/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Report	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve Remuneration of Directors and Supervisors	G	Mgmt	For	For
6	Approve Ernst & Young Hua Ming LLP and Ernst & Young as Domestic and Overseas Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

China Literature Limited

Meeting Date: 30/05/2025

Country: Cayman Islands

Ticker: 772

Record Date: 26/05/2025

Meeting Type: Annual

China Literature Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2A	Elect Huang Yan as Director	G	Mgmt	For	For
2B	Elect Pu Hai Tao as Director	G	Mgmt	For	For
2C	Elect Xie Qinghua as Director	G	Mgmt	For	For
2D	Elect Leung Sau Ting Miranda as Director	G	Mgmt	For	For
2E	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
3	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
4B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
4C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

China Longyuan Power Group Corporation Limited

Meeting Date: 17/06/2025 **Country:** China **Ticker:** 916
Record Date: 11/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Annual Report	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Supervisory Board	G	Mgmt	For	For
4	Approve Audited Financial Statements and Final Accounts Report	G	Mgmt	For	For
5	Approve Profit Distribution Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China Longyuan Power Group Corporation Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Budget Report	G	Mgmt	For	For
7	Approve Remuneration Plan for Directors and Supervisors	G	Mgmt	For	For
8	Approve Zhongshen Zhonghuan Certified Public Accountants LLP as PRC Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
9	Approve KPMG as International Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
10	Approve Provision of Financial Assistance to the Controlled Subsidiary	G	Mgmt	For	For
11	Approve Grant of General Mandate to the Board to Apply for Registration and Issuance of Debt Financing Instruments in the PRC	G	Mgmt	For	For
12	Approve Grant of General Mandate to the Board to Apply for Registration and Issuance of Debt Financing Instruments Overseas	G	Mgmt	For	For
13	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i></p>					
14	Authorize Repurchase of Issued H Share Capital	G	Mgmt	For	For
15	Approve 2025-2027 Cash Dividend Plan	G	Mgmt	For	For

China Longyuan Power Group Corporation Limited

Meeting Date: 17/06/2025

Country: China

Ticker: 916

Record Date: 11/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	CLASS MEETING FOR HOLDERS OF H SHARES Authorize Repurchase of Issued H Share Capital	G	Mgmt	For	For

China Longyuan Power Group Corporation Limited

Meeting Date: 17/06/2025

Country: China

Ticker: 916

Record Date: 11/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Annual Report	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Supervisory Board	G	Mgmt	For	For
4	Approve Audited Financial Statements and Final Accounts Report	G	Mgmt	For	For
5	Approve Profit Distribution Plan	G	Mgmt	For	For
6	Approve Budget Report	G	Mgmt	For	For
7	Approve Remuneration Plan for Directors and Supervisors	G	Mgmt	For	For
8	Approve Zhongshen Zhonghuan Certified Public Accountants LLP as PRC Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
9	Approve KPMG as International Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
10	Approve Provision of Financial Assistance to the Controlled Subsidiary	G	Mgmt	For	For
11	Approve Grant of General Mandate to the Board to Apply for Registration and Issuance of Debt Financing Instruments in the PRC	G	Mgmt	For	For
12	Approve Grant of General Mandate to the Board to Apply for Registration and Issuance of Debt Financing Instruments Overseas	G	Mgmt	For	For
13	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>				
14	Authorize Repurchase of Issued H Share Capital	G	Mgmt	For	For
15	Approve 2025-2027 Cash Dividend Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China Longyuan Power Group Corporation Limited

Meeting Date: 17/06/2025

Country: China

Ticker: 916

Record Date: 11/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF A SHARES		Mgmt		
1	Authorize Repurchase of Issued H Share Capital	G	Mgmt	For	For

China Medical System Holdings Limited

Meeting Date: 24/04/2025

Country: Cayman Islands

Ticker: 867

Record Date: 15/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Chen Yanling as Director	G	Mgmt	For	For
3b	Elect Leung Chong Shun as Director	G	Mgmt	For	For
3c	Elect Luo Laura Ying as Director	G	Mgmt	For	For
3d	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against

Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.

China Medical System Holdings Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Proposed Amendments to the Existing Fourth Amended and Restated Memorandum and Articles of Association and Adopt Fifth Amended and Restated Memorandum and Articles of Association	G	Mgmt	For	For

China Mengniu Dairy Company Limited

Meeting Date: 12/06/2025 **Country:** Cayman Islands **Ticker:** 2319
Record Date: 06/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Wang Yan as Director and Authorize Board to Fix Her Remuneration	G	Mgmt	For	For
3b	Elect Meng Fanjie as Director and Authorize Board to Fix His Remuneration	G	Mgmt	For	For
3c	Elect Wang Xi as Director and Authorize Board to Fix His Remuneration	G	Mgmt	For	For
3d	Elect Li Michael Hankin as Director and Authorize Board to Fix His Remuneration	G	Mgmt	For	For
3e	Elect Lillie Li Valeur as Director and Authorize Board to Fix Her Remuneration	G	Mgmt	For	For
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For

China Merchants Bank Co., Ltd.

Meeting Date: 25/06/2025 **Country:** China **Ticker:** 3968
Record Date: 17/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Work Report of the Board of Directors	G	Mgmt	For	For
2	Approve Work Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report (Including the Audited Financial Report)	G	Mgmt	For	For
4	Approve Audited Financial Statements	G	Mgmt	For	For
5	Approve Profit Appropriation Plan	G	Mgmt	For	For
6	Approve Interim Profit Appropriation Plan	G	Mgmt	For	For
7	Approve Capital Management Plan for 2025-2029	G	Mgmt	For	For
8	Approve Ernst & Young Hua Ming LLP (Special General Partnership) as Domestic Accounting Firm and Ernst & Young et al. as International Accounting Firms and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
9	Approve Related Party Transactions Report	G	Mgmt	For	For
	ELECT SHAREHOLDER DIRECTORS AND EXECUTIVE DIRECTORS		Mgmt		
10.01	Elect Miao Jianmin as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.02	Elect Shi Dai as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.03	Elect Sun Yunfei as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.04	Elect Deng Renjie as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				

China Merchants Bank Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10.05	Elect Jiang Chaoyang as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.06	Elect Zhu Eric Liwei as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.07	Elect Huang Jian as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.08	Elect Ma Xianghui as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.09	Elect Wang Liang as Director	G	Mgmt	For	For
10.10	Elect Zhong Desheng as Director	G	Mgmt	For	For
10.11	Elect Wang Xiaoqing as Director	G	Mgmt	For	For
11	Approve Cancellation of the Board of Supervisors	G	Mgmt	For	For
12	Approve Revision of the Articles of Association	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>				
	ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
13.01	Elect Tian Hongqi as Director	G	Mgmt	For	For
13.02	Elect Li Chaoxian as Director	G	Mgmt	For	For
13.03	Elect Shi Yongdong as Director	G	Mgmt	For	For
13.04	Elect Li Jian as Director	G	Mgmt	For	For
13.05	Elect Wong Yuk Shan as Director	G	Mgmt	For	For
13.06	Elect Lu Liping as Director	G	Mgmt	For	For

China Merchants Bank Co., Ltd.

Meeting Date: 25/06/2025

Country: China

Ticker: 3968

Record Date: 18/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Work Report of the Board of Directors	G	Mgmt	For	For
2	Approve Work Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report (Including the Audited Financial Report)	G	Mgmt	For	For
4	Approve Audited Financial Statements	G	Mgmt	For	For
5	Approve Profit Appropriation Plan	G	Mgmt	For	For
6	Approve Interim Profit Appropriation Plan	G	Mgmt	For	For
7	Approve Capital Management Plan for 2025-2029	G	Mgmt	For	For
8	Approve Ernst & Young Hua Ming LLP (Special General Partnership) as Domestic Accounting Firm and Ernst & Young et al. as International Accounting Firms and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
9	Approve Related Party Transactions Report	G	Mgmt	For	For
	ELECT SHAREHOLDER DIRECTORS AND EXECUTIVE DIRECTORS		Mgmt		
10.01	Elect Miao Jianmin as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.02	Elect Shi Dai as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.03	Elect Sun Yunfei as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.04	Elect Deng Renjie as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				

China Merchants Bank Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10.05	Elect Jiang Chaoyang as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.06	Elect Zhu Eric Liwei as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.07	Elect Huang Jian as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.08	Elect Ma Xianghui as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.09	Elect Wang Liang as Director	G	Mgmt	For	For
10.10	Elect Zhong Desheng as Director	G	Mgmt	For	For
10.11	Elect Wang Xiaoqing as Director	G	Mgmt	For	For
11	Approve Cancellation of the Board of Supervisors	G	Mgmt	For	For
12	Approve Revision of the Articles of Association	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>				
	ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
13.01	Elect Tian Hongqi as Director	G	Mgmt	For	For
13.02	Elect Li Chaoxian as Director	G	Mgmt	For	For
13.03	Elect Shi Yongdong as Director	G	Mgmt	For	For
13.04	Elect Li Jian as Director	G	Mgmt	For	For
13.05	Elect Wong Yuk Shan as Director	G	Mgmt	For	For
13.06	Elect Lu Liping as Director	G	Mgmt	For	For

China Merchants Energy Shipping Co., Ltd.

Meeting Date: 29/04/2025

Country: China

Ticker: 601872

Record Date: 22/04/2025

Meeting Type: Annual

China Merchants Energy Shipping Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Independent Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve to Appoint Financial Auditor and Internal Control Auditor	G	Mgmt	For	For
7	Approve Application of Credit Lines	G	Mgmt	For	For
8	Approve Authorization on Provision of Guarantee for Subsidiaries	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
9	Approve Authorization of Donation to China Merchants Charity Fund	S	Mgmt	For	For
<i>Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.</i>					
10	Approve Remuneration of Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
11	Approve to Authorize the Board of Directors to Carry Out Interim Dividends	G	Mgmt	For	For
	ELECT SUPERVISOR VIA CUMULATIVE VOTING		Mgmt		
12.1	Elect Wu Yuehua as Supervisor	G	Mgmt	For	For

China Merchants Port Holdings Company Limited

Meeting Date: 03/06/2025

Country: Hong Kong

Ticker: 144

Record Date: 27/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China Merchants Port Holdings Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3Aa	Elect Yim Kong as Director	G	Mgmt	For	For
3Ab	Elect Lu Yongxin as Director	G	Mgmt	For	For
3Ac	Elect Tu Xiaoping as Director	G	Mgmt	For	For
3Ad	Elect Chan Yuen Sau Kelly as Director	G	Mgmt	For	For
3B	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
5B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
5C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					
6	Adopt New Articles of Association	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					

China Merchants Securities Co., Ltd.

Meeting Date: 07/04/2025 **Country:** China **Ticker:** 6099
Record Date: 31/03/2025 **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve 2024 CMG Framework Agreement, Proposed Annual Caps and Related Transactions	G	Mgmt	For	For
2	Approve 2024 COSCO Framework Agreement, Proposed Annual Caps and Related Transactions	G	Mgmt	For	For
3	Elect Luo Li as Director	G	Mgmt	For	For
4	Elect Huang Zheng as Supervisor	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China Merchants Securities Co., Ltd.

Meeting Date: 07/04/2025

Country: China

Ticker: 6099

Record Date: 31/03/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve 2024 CMG Framework Agreement, Proposed Annual Caps and Related Transactions	G	Mgmt	For	For
2	Approve 2024 COSCO Framework Agreement, Proposed Annual Caps and Related Transactions	G	Mgmt	For	For
3	Elect Luo Li as Director	G	Mgmt	For	For
4	Elect Huang Zheng as Supervisor	G	Mgmt	For	For

China Merchants Securities Co., Ltd.

Meeting Date: 26/06/2025

Country: China

Ticker: 6099

Record Date: 20/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Working Report of the Board	G	Mgmt	For	For
2	Approve Working Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Duty Report of Independent Directors	G	Mgmt	For	For
4	Approve Annual Report	G	Mgmt	For	For
5	Approve Final Accounts Report	G	Mgmt	For	For
6	Approve Profit Distribution Plan	G	Mgmt	For	For
7	Approve Authorization for Interim Profit Distribution	G	Mgmt	For	For
8	Approve Budget for Proprietary Investment	G	Mgmt	For	For
9	Approve KPMG Huazhen LLP and KPMG as External Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China Merchants Securities Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	RESOLUTIONS IN RELATION TO THE CONTEMPLATED ORDINARY RELATED PARTY TRANSACTIONS		Mgmt		
10.01	Approve Contemplated Ordinary Related Party Transactions with China Merchants Bank Co., Ltd. and Its Subsidiaries	G	Mgmt	For	For
10.02	Approve Contemplated Ordinary Related Party Transactions with China Merchants Group Limited and Its Related Parties (Including Major Upstream and Downstream Enterprises, Excluding China Merchants Bank and Its Subsidiaries)	G	Mgmt	For	For
10.03	Approve Contemplated Ordinary Related Party Transactions with China COSCO Shipping Corporation Limited and Its Related Parties	G	Mgmt	For	For
10.04	Approve Contemplated Ordinary Related Party Transactions with PICC Life Insurance Company Limited and Its Related Parties	G	Mgmt	For	For
10.05	Approve Contemplated Ordinary Related Party Transactions with Directors, Supervisors and Senior Management of the Company and Their Close Relatives	G	Mgmt	For	For
10.06	Approve Contemplated Ordinary Related Party Transactions with Other Related Parties	G	Mgmt	For	For
11	Approve Guarantee Authorization Scheme of China Merchants Securities International Company Limited and Its Wholly-Owned Subsidiaries	G	Mgmt	For	For
12	Elect Zhu Jiangtao as Director	G	Mgmt	For	For
13	Approve Grant of General Mandate to the Board to Issue Additional H Shares	G	Mgmt	For	Against

Blended Rationale: [LN-MQ300-001] Potential to be excessively dilutive to existing shareholders.

China Merchants Securities Co., Ltd.

Meeting Date: 26/06/2025

Country: China

Ticker: 6099

Record Date: 19/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Working Report of the Board	G	Mgmt	For	For
2	Approve Working Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Duty Report of Independent Directors	G	Mgmt	For	For
4	Approve Annual Report	G	Mgmt	For	For
5	Approve Final Accounts Report	G	Mgmt	For	For
6	Approve Profit Distribution Plan	G	Mgmt	For	For
7	Approve Authorization for Interim Profit Distribution	G	Mgmt	For	For
8	Approve Budget for Proprietary Investment	G	Mgmt	For	For
9	Approve KPMG Huazhen LLP and KPMG as External Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE CONTEMPLATED ORDINARY RELATED PARTY TRANSACTIONS		Mgmt		
10.01	Approve Contemplated Ordinary Related Party Transactions with China Merchants Bank Co., Ltd. and Its Subsidiaries	G	Mgmt	For	For
10.02	Approve Contemplated Ordinary Related Party Transactions with China Merchants Group Limited and Its Related Parties (Including Major Upstream and Downstream Enterprises, Excluding China Merchants Bank and Its Subsidiaries)	G	Mgmt	For	For
10.03	Approve Contemplated Ordinary Related Party Transactions with China COSCO Shipping Corporation Limited and Its Related Parties	G	Mgmt	For	For
10.04	Approve Contemplated Ordinary Related Party Transactions with PICC Life Insurance Company Limited and Its Related Parties	G	Mgmt	For	For

China Merchants Securities Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10.05	Approve Contemplated Ordinary Related Party Transactions with Directors, Supervisors and Senior Management of the Company and Their Close Relatives	G	Mgmt	For	For
10.06	Approve Contemplated Ordinary Related Party Transactions with Other Related Parties	G	Mgmt	For	For
11	Approve Guarantee Authorization Scheme of China Merchants Securities International Company Limited and Its Wholly-Owned Subsidiaries	G	Mgmt	For	For
12	Elect Zhu Jiangtao as Director	G	Mgmt	For	For
13	Approve Grant of General Mandate to the Board to Issue Additional H Shares	G	Mgmt	For	Against

Blended Rationale: [LN-M0300-001] Potential to be excessively dilutive to existing shareholders.

China Minsheng Banking Corp., Ltd.

Meeting Date: 26/06/2025

Country: China

Ticker: 1988

Record Date: 20/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Annual Report	G	Mgmt	For	For
2	Approve Final Financial Report	G	Mgmt	For	For
3	Approve Profit Distribution Plan	G	Mgmt	For	For
4	Approve Authorization for Interim Profit Distribution	G	Mgmt	For	For
5	Approve Annual Budgets	G	Mgmt	For	For
6	Approve Work Report of the Board	G	Mgmt	For	Against
	<i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>				
7	Approve Work Report of the Board of Supervisors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China Minsheng Banking Corp., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Report of Remuneration of Directors	G	Mgmt	For	For
9	Approve Report of Remuneration of Supervisors	G	Mgmt	For	For
10	Approve KPMG Huazhen LLP and KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
11	Approve Authorization of Liability Insurance for Directors, Supervisors and Senior Management	G	Mgmt	For	For
12	Approve Related Party Transactions with Dajia Insurance Group Co., Ltd.	G	Mgmt	For	For
13	Amend Articles of Association	G	Mgmt	For	For
14	Amend Rules of Procedure for the Shareholders' Meeting	G	Mgmt	For	For
15	Amend Rules of Procedure for the Board of Directors	G	Mgmt	For	For
16	Approve Cancellation of the Board of Supervisors	G	Mgmt	For	For
17	Elect Zheng Haiyang as Director	G	Mgmt	For	For

China Minsheng Banking Corp., Ltd.

Meeting Date: 26/06/2025

Country: China

Ticker: 1988

Record Date: 18/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Annual Report	G	Mgmt	For	For
2	Approve Final Financial Report	G	Mgmt	For	For
3	Approve Profit Distribution Plan	G	Mgmt	For	For
4	Approve Authorization for Interim Profit Distribution	G	Mgmt	For	For
5	Approve Annual Budgets	G	Mgmt	For	For

China Minsheng Banking Corp., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Work Report of the Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
7	Approve Work Report of the Board of Supervisors	G	Mgmt	For	For
8	Approve Report of Remuneration of Directors	G	Mgmt	For	For
9	Approve Report of Remuneration of Supervisors	G	Mgmt	For	For
10	Approve KPMG Huazhen LLP and KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
11	Approve Authorization of Liability Insurance for Directors, Supervisors and Senior Management	G	Mgmt	For	For
12	Approve Related Party Transactions with Dajia Insurance Group Co., Ltd.	G	Mgmt	For	For
13	Amend Articles of Association	G	Mgmt	For	For
14	Amend Rules of Procedure for the Shareholders' Meeting	G	Mgmt	For	For
15	Amend Rules of Procedure for the Board of Directors	G	Mgmt	For	For
16	Approve Cancellation of the Board of Supervisors	G	Mgmt	For	For
17	Elect Zheng Haiyang as Director	G	Mgmt	For	For

China National Building Material Company Limited

Meeting Date: 25/04/2025 **Country:** China **Ticker:** 3323
Record Date: 17/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					

China National Building Material Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Auditors' Report and Audited Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution Plan and Final Dividend Distribution Plan and Authorize Board to Distribute Such Final Dividend to the Shareholders	G	Mgmt	For	For
5	Authorize Board to Deal with All Matters in Relation to the Company's Distribution of Interim Dividend	G	Mgmt	For	For
6	Approve Moore Stephens CPA Limited as International Auditor and Da Hua Certified Public Accountants (Special General Partnership) as Domestic Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional Domestic Shares and H Shares and Authorize Board to Amend Articles of Association to Reflect the New Share Capital Structure	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
8	Approve Grant of General Mandate to the Board to Repurchase H Shares	G	Mgmt	For	For
9	Authorize Reissuance of Repurchased H Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					
10	Approve Registration and Issuance of Debt Financing Instruments and Related Transactions	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

China National Building Material Company Limited

Meeting Date: 25/04/2025

Country: China

Ticker: 3323

Record Date: 17/04/2025

Meeting Type: Special

China National Building Material Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	CLASS MEETING FOR HOLDERS OF H SHARES Approve Grant of General Mandate to the Board to Repurchase H Shares	G	Mgmt	For	For

China Northern Rare Earth (Group) High-Tech Co., Ltd.

Meeting Date: 19/05/2025 **Country:** China **Ticker:** 600111
Record Date: 09/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Financial Budget Report	G	Mgmt	For	For
6	Approve Profit Distribution	G	Mgmt	For	For
7	Approve Related Party Transaction	G	Mgmt	For	Against
<i>Blended Rationale: [HK-MQ460-001] Such transactions could expose company to unnecessary risks</i>					
8	Approve Application of Credit Lines	G	Mgmt	For	For
9	Approve to Appoint Auditor	G	Mgmt	For	For
10	Approve Report of the Independent Directors	G	Mgmt	For	For
11	Approve Issuance of Debt Financing Instruments for Non-financial Enterprises in the Inter-bank Bond Market	G	Mgmt	For	For

China Oilfield Services Limited

Meeting Date: 22/05/2025 **Country:** China **Ticker:** 2883
Record Date: 16/05/2025 **Meeting Type:** Annual

China Oilfield Services Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Audited Financial Statements and Report of the Auditor	G	Mgmt	For	For
2	Approve Profit Distribution Plan and Final Dividend Distribution Plan	G	Mgmt	For	For
3	Approve Report of the Board of Directors	G	Mgmt	For	For
4	Approve Report of the Supervisory Committee	G	Mgmt	For	For
5	Approve Ernst & Young Hua Ming LLP as Domestic Auditors and Ernst & Young as International Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Approve US Dollar Loans Extension by Wholly-Owned Subsidiary and Provision of Guarantee	G	Mgmt	For	For
	ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
7.1	Elect Kwok Lam Kwong, Larry as Director	G	Mgmt	For	For
7.2	Elect Yao Xin as Director	G	Mgmt	For	For
8	Approve Provision of Guarantees for Wholly-Owned Subsidiaries	G	Mgmt	For	For
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>				
10	Authorize Repurchase of Issued A and H Share Capital	G	Mgmt	For	For

China Oilfield Services Limited

Meeting Date: 22/05/2025

Country: China

Ticker: 2883

Record Date: 16/05/2025

Meeting Type: Special

China Oilfield Services Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	CLASS MEETING FOR HOLDERS OF H SHARES Authorize Repurchase of Issued A and H Share Capital	G	Mgmt	For	For

China Overseas Land & Investment Ltd.

Meeting Date: 25/06/2025 **Country:** Hong Kong **Ticker:** 688
Record Date: 19/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Guo Guanghui as Director	G	Mgmt	For	For
3b	Elect Zhuang Yong as Director	G	Mgmt	For	For
3c	Elect Ma Yao as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					
3d	Elect Li Man Bun, Brian David as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-007] Chair of Audit Committee not independent</i>					
4	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
5	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
8	Adopt New Articles of Association	G	Mgmt	For	For

China Overseas Property Holdings Limited

Meeting Date: 18/06/2025

Country: Cayman Islands

Ticker: 2669

Record Date: 11/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3A	Elect Kam Yuk Fai as Director	G	Mgmt	For	For
3B	Elect Guo Lei as Director	G	Mgmt	For	For
3C	Elect Ng, Yat Wing Athena as Director	G	Mgmt	For	For
3D	Elect Yung, Wing Ki Samuel as Director	G	Mgmt	For	For
4	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
5	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
7	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
8	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

China Pacific Insurance (Group) Co., Ltd.

Meeting Date: 11/06/2025

Country: China

Ticker: 2601

Record Date: 05/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China Pacific Insurance (Group) Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Accept Financial Statements and Report	G	Mgmt	For	For
5	Approve Profit Distribution Plan	G	Mgmt	For	For
6	Approve Ernst & Young Hua Ming LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Approve External Donations	S	Mgmt	For	For
8	Elect Huang Jinwen as Director	G	Mgmt	For	For
9	Approve Profit Distribution Policy Plan	G	Mgmt	For	For
10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i></p>					
11	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

China Pacific Insurance (Group) Co., Ltd.

Meeting Date: 11/06/2025

Country: China

Ticker: 2601

Record Date: 03/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report	G	Mgmt	For	For
4	Accept Financial Statements and Report	G	Mgmt	For	For
5	Approve Profit Distribution Policy Plan	G	Mgmt	For	For
6	Approve Profit Distribution Plan	G	Mgmt	For	For
7	Approve Ernst & Young Hua Ming LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Approve External Donations	S	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China Pacific Insurance (Group) Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
10	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
11	Elect Huang Jinwen as Director	G	Mgmt	For	For

China Railway Group Limited

Meeting Date: 20/06/2025 **Country:** China **Ticker:** 390
Record Date: 13/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Work Report of the Board of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-033] Greater climate-related disclosure, including disclosure of scope 1 and scope 2 emissions, would enable investors to better assess climate-related investment risks and opportunities. [SF-M0201-034] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related investment risks and opportunities.[SF-M0100-004] Shareholders would be able to better assess investment risks and opportunities if the company offered greater disclosure/evidence on how the company is mitigating adverse impacts and/or managing related risks.[DC-D0000-001] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
2	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Work Report of Independent Directors	G	Mgmt	For	For
4	Approve A Share Annual Report and the Abstract, H Share Annual Report and Results Announcement	G	Mgmt	For	For
5	Approve Audited Consolidated Financial Statements	G	Mgmt	For	For
6	Approve Profit Distribution Plan and Interim Dividend Plan	G	Mgmt	For	For
7	Approve Salary (Remuneration, Work Subsidy) of Directors and Supervisors	G	Mgmt	For	For
8	Approve Budget Plan Proposal	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China Railway Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Deloitte Touche Tohmatsu as International Auditor and Deloitte Touche Tohmatsu Certified Public Accountants LLP as Domestic Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
10	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Internal Control Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
11	Approve Purchase of Liabilities Insurance for Directors, Supervisors and Senior Management	G	Mgmt	For	For
12	Approve Budget Proposal for External Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
13	Amend Administrative Regulations for the Independent Directors	G	Mgmt	For	For
14	Amend Articles of Association	G	Mgmt	For	For
15	Amend Procedural Rules for the General Meeting of Shareholders	G	Mgmt	For	For
16	Amend Procedural Rules for the Board of Directors	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE PROPOSAL ON THE REPURCHASE OF CERTAIN A SHARES THROUGH CENTRALIZED BIDDING TRADING		Mgmt		
17.01	Approve Purpose of Share Repurchase	G	Mgmt	For	For
17.02	Approve Type of Shares to be Repurchased	G	Mgmt	For	For
17.03	Approve Method of the Share Repurchase	G	Mgmt	For	For
17.04	Approve Implementation Period of Share Repurchase	G	Mgmt	For	For
17.05	Approve Use and Number of Shares to be Repurchased, Proportion to the Company's Total Share Capital and Total Amount of Funds	G	Mgmt	For	For
17.06	Approve Price for the Share Repurchase	G	Mgmt	For	For
17.07	Approve Source of Funds for the Repurchase	G	Mgmt	For	For

China Railway Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
17.08	Approve Specific Authorization for Handling the Share Repurchase	G	Mgmt	For	For
18	Elect Fang Xiaobing as Director	G	SH	None	For

Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.

China Railway Group Limited

Meeting Date: 20/06/2025 **Country:** China **Ticker:** 390
Record Date: 13/06/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES		Mgmt		
	RESOLUTIONS IN RELATION TO THE PROPOSAL ON THE REPURCHASE OF CERTAIN A SHARES THROUGH CENTRALIZED BIDDING TRADING		Mgmt		
1.01	Approve Purpose of Share Repurchase	G	Mgmt	For	For
1.02	Approve Type of Shares to be Repurchased	G	Mgmt	For	For
1.03	Approve Method of the Share Repurchase	G	Mgmt	For	For
1.04	Approve Implementation Period of Share Repurchase	G	Mgmt	For	For
1.05	Approve Use and Number of Shares to be Repurchased, Proportion to the Company's Total Share Capital and Total Amount of Funds	G	Mgmt	For	For
1.06	Approve Price for the Share Repurchase	G	Mgmt	For	For
1.07	Approve Source of Funds for the Repurchase	G	Mgmt	For	For
1.08	Approve Specific Authorization for Handling the Share Repurchase	G	Mgmt	For	For

China Railway Group Limited

Meeting Date: 20/06/2025 **Country:** China **Ticker:** 390
Record Date: 13/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Work Report of the Board of Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-033] Greater climate-related disclosure, including disclosure of scope 1 and scope 2 emissions, would enable investors to better assess climate-related investment risks and opportunities. [SF-M0201-034] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related investment risks and opportunities. [SF-M0100-004] Shareholders would be able to better assess investment risks and opportunities if the company offered greater disclosure/evidence on how the company is mitigating adverse impacts and/or managing related risks. [DC-D0000-001] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines. [DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
2	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Work Report of Independent Directors	G	Mgmt	For	For
4	Approve A Share Annual Report and the Abstract, H Share Annual Report and Results Announcement	G	Mgmt	For	For
5	Approve Audited Consolidated Financial Statements	G	Mgmt	For	For
6	Approve Profit Distribution Plan and Interim Dividend Plan	G	Mgmt	For	For
7	Approve Salary (Remuneration, Work Subsidy) of Directors and Supervisors	G	Mgmt	For	For
8	Approve Budget Plan Proposal	G	Mgmt	For	For
9	Approve Deloitte Touche Tohmatsu as International Auditor and Deloitte Touche Tohmatsu Certified Public Accountants LLP as Domestic Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
10	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Internal Control Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
11	Approve Purchase of Liabilities Insurance for Directors, Supervisors and Senior Management	G	Mgmt	For	For
12	Approve Budget Proposal for External Guarantee	G	Mgmt	For	Against

Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.

China Railway Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Amend Administrative Regulations for the Independent Directors	G	Mgmt	For	For
14	Amend Articles of Association	G	Mgmt	For	For
15	Amend Procedural Rules for the General Meeting of Shareholders	G	Mgmt	For	For
16	Amend Procedural Rules for the Board of Directors	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE PROPOSAL ON THE REPURCHASE OF CERTAIN A SHARES THROUGH CENTRALIZED BIDDING TRADING		Mgmt		
17.01	Approve Purpose of Share Repurchase	G	Mgmt	For	For
17.02	Approve Type of Shares to be Repurchased	G	Mgmt	For	For
17.03	Approve Method of the Share Repurchase	G	Mgmt	For	For
17.04	Approve Implementation Period of Share Repurchase	G	Mgmt	For	For
17.05	Approve Use and Number of Shares to be Repurchased, Proportion to the Company's Total Share Capital and Total Amount of Funds	G	Mgmt	For	For
17.06	Approve Price for the Share Repurchase	G	Mgmt	For	For
17.07	Approve Source of Funds for the Repurchase	G	Mgmt	For	For
17.08	Approve Specific Authorization for Handling the Share Repurchase	G	Mgmt	For	For
18	Elect Fang Xiaobing as Director	G	SH	None	For

Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.

China Railway Group Limited

Meeting Date: 20/06/2025

Country: China

Ticker: 390

Record Date: 13/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF A SHARES		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China Railway Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	RESOLUTIONS IN RELATION TO THE PROPOSAL ON THE REPURCHASE OF CERTAIN A SHARES THROUGH CENTRALIZED BIDDING TRADING		Mgmt		
1.01	Approve Purpose of Share Repurchase	G	Mgmt	For	For
1.02	Approve Type of Shares to be Repurchased	G	Mgmt	For	For
1.03	Approve Method of the Share Repurchase	G	Mgmt	For	For
1.04	Approve Implementation Period of Share Repurchase	G	Mgmt	For	For
1.05	Approve Use and Number of Shares to be Repurchased, Proportion to the Company's Total Share Capital and Total Amount of Funds	G	Mgmt	For	For
1.06	Approve Price for the Share Repurchase	G	Mgmt	For	For
1.07	Approve Source of Funds for the Repurchase	G	Mgmt	For	For
1.08	Approve Specific Authorization for Handling the Share Repurchase	G	Mgmt	For	For

China Rare Earth Resources & Technology Co., Ltd.

Meeting Date: 27/05/2025

Country: China

Ticker: 000831

Record Date: 20/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Financial Budget Report	G	Mgmt	For	For
5	Approve Profit Distribution and Capitalization of Capital Reserves	G	Mgmt	For	For
6	Approve Annual Report and Summary	G	Mgmt	For	For
7	Approve Related Party Transaction	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China Rare Earth Resources & Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	G	Mgmt	For	For

China Resources Building Materials Technology Holdings Ltd.

Meeting Date: 30/05/2025 Country: Cayman Islands Ticker: 1313
Record Date: 23/05/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3.1	Elect Jing Shiqing as Director	G	Mgmt	For	For
3.2	Elect Xie Ji as Director	G	Mgmt	For	For
3.3	Elect Zhu Ping as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-025] The nomination committee is not majority independent.</i>					
3.4	Elect Deng Ronghui as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					
3.5	Elect Ng Kam Wah Webster as Director	G	Mgmt	For	Against
<i>Blended Rationale: [DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
3.6	Elect Tang Yi Hoi as Director	G	Mgmt	For	For
3.7	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve KPMG as Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

China Resources Building Materials Technology Holdings Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against

Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion

China Resources Gas Group Limited

Meeting Date: 28/05/2025 **Country:** Bermuda **Ticker:** 1193
Record Date: 22/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3.1	Elect Qin Yan as Director	G	Mgmt	For	For
3.2	Elect Li Xiaoshuang as Director	G	Mgmt	For	For
3.3	Elect Wang Gaoqiang as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence</i>					
3.4	Elect Li Weiwei as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					
3.5	Elect Zhang Junzheng as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board,[HK-M0201-013] Remuneration Committee without majority independence</i>					
3.6	Elect Fang Xin as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board,[HK-M0201-008] Audit Committee without majority independence</i>					
3.7	Elect Wong Tak Shing as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent. [HK-M0201-012] Chair of Remuneration Committee not independent</i>					
3.8	Elect Yang Yuchuan as Director	G	Mgmt	For	For
3.9	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

China Resources Gas Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
5B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
5C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					

China Resources Land Limited

Meeting Date: 06/06/2025 **Country:** Cayman Islands **Ticker:** 1109
Record Date: 30/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3.1	Elect Li Xin as Director	G	Mgmt	For	For
3.2	Elect Xu Rong as Director	G	Mgmt	For	For
3.3	Elect Zhang Dawei as Director	G	Mgmt	For	For
3.4	Elect Guo Shiqing as Director	G	Mgmt	For	For
3.5	Elect Chen Wei as Director	G	Mgmt	For	For
3.6	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

China Resources Mixc Lifestyle Services Limited

Meeting Date: 05/06/2025

Country: Cayman Islands

Ticker: 1209

Record Date: 30/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3.1	Elect Guo Shiqing as Director	G	Mgmt	For	For
3.2	Elect Wang Haimin as Director	G	Mgmt	For	For
3.3	Elect Cheung Kwok Ching as Director	G	Mgmt	For	For
3.4	Elect Chan Chung Yee Alan as Director	G	Mgmt	For	For
3.5	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

China Resources Pharmaceutical Group Limited

Meeting Date: 23/05/2025

Country: Hong Kong

Ticker: 3320

Record Date: 19/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3.1	Elect Guo Wei as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence</i>					
3.2	Elect Guo Chuan as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China Resources Pharmaceutical Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.3	Elect Fu Tingmei as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence</i>				
3.4	Elect Zhang Kejian as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence</i>				
4.1	Elect Chiu Mun Wai as Director	G	Mgmt	For	For
4.2	Elect Shi Luwen as Director	G	Mgmt	For	For
5	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
6	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>				
9	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>				

China Resources Sanjiu Medical & Pharmaceutical Co., Ltd.

Meeting Date: 17/04/2025

Country: China

Ticker: 000999

Record Date: 10/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Report	G	Mgmt	For	For
2	Approve Equity Distribution Plan	G	Mgmt	For	For
3	Approve Report of the Board of Directors	G	Mgmt	For	For
4	Approve Report of the Board of Supervisors	G	Mgmt	For	For
5	Approve Annual Report and Summary	G	Mgmt	For	For
6	Approve Guarantee Plan	G	Mgmt	For	For

China Resources Sanjiu Medical & Pharmaceutical Co., Ltd.

Meeting Date: 14/05/2025

Country: China

Ticker: 000999

Record Date: 07/05/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Guarantee Plan	G	Mgmt	For	For

China Ruyi Holdings Limited

Meeting Date: 03/06/2025

Country: Bermuda

Ticker: 136

Record Date: 28/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Elect Yang Ming as Director	G	Mgmt	For	For
3	Elect Nie Zhixin as Director	G	Mgmt	For	For
4	Elect Chen Haiquan as Director	G	Mgmt	For	For
5	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
6	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>				
8	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
9	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against

Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.

China Southern Airlines Company Limited

Meeting Date: 23/05/2025

Country: China

Ticker: 1055

Record Date: 13/05/2025

Meeting Type: Annual

China Southern Airlines Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	AGM BALLOT FOR HOLDERS OF H SHARES Approve Report of the Board of Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-037] Greater board-level oversight of climate-related risks would result in more comprehensive risk management and potentially improved financial outcomes for shareholders.[DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[SF-M0201-033] Greater climate-related disclosure, including disclosure of scope 1 and scope 2 emissions, would enable investors to better assess climate-related investment risks and opportunities.[SF-M0201-034] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related investment risks and opportunities.</i></p>					
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Annual Report and Annual Results Announcement	G	Mgmt	For	For
4	Approve Audited Consolidated Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution Proposal	G	Mgmt	For	For
6	Approve Unrecovered Losses Amounting to One-Third of the Total Paid-Up Share Capital	G	Mgmt	For	For
7	Approve KPMG Huazhen (Special General Partnership) as Auditor for Domestic Financial Reporting and Internal Control Reporting and KPMG as Auditor for Hong Kong Financial Reporting and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Approve Provision of Guarantees by Xiamen Airlines Company Limited	G	Mgmt	For	For
<p><i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i></p>					
9	Approve Plan of Shareholders' Return of China Southern Airlines Company Limited (2025-2027)	G	Mgmt	For	For
10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i></p>					
11	Authorize Board to Issue Debt Financing Instruments Under the General Mandate	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i></p>					
12	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China Southern Airlines Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	ELECT DIRECTOR VIA CUMULATIVE VOTING		Mgmt		
13.01	Elect Zhu Haiping as Director	G	Mgmt	For	For
	ELECT SUPERVISOR VIA CUMULATIVE VOTING		Mgmt		
14.01	Elect Zhang Tao as Supervisor	G	SH	For	For

Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.

China State Construction Engineering Corp. Ltd.

Meeting Date: 23/05/2025 **Country:** China **Ticker:** 601668
Record Date: 16/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [DC-D0000-001] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
2	Approve Report of the Independent Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Annual Report	G	Mgmt	For	For
6	Approve Profit Distribution	G	Mgmt	For	For
7	Approve Implementation of Investment Budget in 2024 and Proposed Investment Budget in 2025	G	Mgmt	For	For
8	Approve Comprehensive Budget Plan	G	Mgmt	For	For
9	Approve Provision of Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
10	Approve Bond Issuance Plan	G	Mgmt	For	For
11	Approve to Appoint Financial Auditor	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China State Construction Engineering Corp. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Approve Appointment of Internal Control Auditor	G	Mgmt	For	For

China State Construction International Holdings Limited

Meeting Date: 13/06/2025 **Country:** Cayman Islands **Ticker:** 3311
Record Date: 09/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3A	Elect Yan Jianguo as Director	G	Mgmt	For	For
3B	Elect Ye Nan as Director	G	Mgmt	For	For
3C	Elect Wong Wai Ching as Director	G	Mgmt	For	For
3D	Elect Chan Fan as Director	G	Mgmt	For	For
4	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
5	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
6B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

China Steel Corp.

Meeting Date: 19/06/2025 **Country:** Taiwan **Ticker:** 2002
Record Date: 18/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect CHIEN-CHIH HWANG, a Representative of MINISTRY OF ECONOMIC AFFAIRS with SHAREHOLDER NO.Y00001 as Non-independent Director	G	Mgmt	For	For
4.2	Elect CHIEN-HSIN LAI, a Representative of MINISTRY OF ECONOMIC AFFAIRS with SHAREHOLDER NO.Y00001 as Non-independent Director	G	Mgmt	For	For
4.3	Elect WEN-CHUNG HU, a Representative of MINISTRY OF ECONOMIC AFFAIRS with SHAREHOLDER NO.Y00001 as Non-independent Director	G	Mgmt	For	For
4.4	Elect SHOU-TAO CHEN, a Representative of GAU RUEI INVESTMENT CORPORATION with SHAREHOLDER NO.V01360 as Non-independent Director	G	Mgmt	For	For
4.5	Elect JIH-JAU JENG, a Representative of EVER WEALTHY INTERNATIONAL CORPORATION with SHAREHOLDER NO.V02376 as Non-independent Director	G	Mgmt	For	For
4.6	Elect JUNG-CHI CHANG, a Representative of CHIUN YU INVESTMENT CORPORATION with SHAREHOLDER NO.V01357 as Non-independent Director	G	Mgmt	For	For
4.7	Elect CHUN-SHENG CHEN, a Representative of LABOR UNION OF CHINA STEEL CORPORATION, KAOHSIUNG CITY with SHAREHOLDER NO.X00012 as Non-independent Director	G	Mgmt	For	For
4.8	Elect SHIH-KUN WANG with SHAREHOLDER NO.D101646XXX as Independent Director	G	Mgmt	For	For

China Steel Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.9	Elect CHIA-CHI LU with SHAREHOLDER NO.A223900XXX as Independent Director	G	Mgmt	For	For
4.10	Elect WAN-RU YANG with SHAREHOLDER NO.F223304XXX as Independent Director	G	Mgmt	For	For
4.11	Elect YU-CHIN LIAO with SHAREHOLDER NO.S222250XXX as Independent Director	G	Mgmt	For	For
5	Approve to Release the Prohibition on Director CHIEN-CHIH HWANG FROM HOLDING THE POSITIONS IN CHINA ECOTEK CORPORATION AND TAIWAN HIGH SPEED RAIL CORPORATION	G	Mgmt	For	For
6	Approve to Release the Prohibition on Director CHIEN-HSIN LAI FROM HOLDING THE POSITION IN CSBC CORPORATION, TAIWAN	G	Mgmt	For	For
7	Approve to Release the Prohibition on Director SHOU-TAO CHEN FROM HOLDING THE POSITIONS IN CHINA STEEL MACHINERY CORPORATION, CHINA ECOTEK CORPORATION, AND CHUNG HUNG STEEL CORPORATION	G	Mgmt	For	For
8	Approve to Release the Prohibition on Director JIH-JAU JENG FROM HOLDING THE POSITIONS IN CHINA STEEL STRUCTURE CO., LTD., FORMOSA HA TINH CAYMAN LIMITED, AND FORMOSA HA TINH STEEL CORPORATION	G	Mgmt	For	For
9	Approve to Release the Prohibition on Independent Director CHIA-CHI LU FROM HOLDING THE POSITION IN SONG CHUAN PRECISION CO., LTD.	G	Mgmt	For	For

China Suntien Green Energy Corporation Limited

Meeting Date: 27/06/2025

Country: China

Ticker: 956

Record Date: 24/06/2025

Meeting Type: Annual

China Suntien Green Energy Corporation Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	AGM BALLOT FOR HOLDERS OF A SHARES Authorize Board of Directors to Exercise the General Mandate to Issue Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
2	Approve Profit Distribution Proposal	G	Mgmt	For	For
3	Approve Ernst & Young Hua Ming LLP as Financial and Internal Control Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Approve Report of the Board of Directors	G	Mgmt	For	For
5	Approve Report of the Board of Supervisors	G	Mgmt	For	For
6	Approve Financial Report	G	Mgmt	For	For
7	Approve Report of the Final Accounts	G	Mgmt	For	For
8	Approve Annual Report	G	Mgmt	For	For
9	Amend Articles of Association	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
10	Amend Rules of Procedures for General Meetings	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
11	Amend Rules of Procedures for the Board of Directors	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

China Taiping Insurance Holdings Company Limited

Meeting Date: 30/05/2025 **Country:** Hong Kong **Ticker:** 966
Record Date: 26/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China Taiping Insurance Holdings Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Final Dividend	G	Mgmt	For	For
3a1	Elect Guo Zhaoxu as Director	G	Mgmt	For	For
3a2	Elect Hu Xingguo as Director	G	Mgmt	For	For
3a3	Elect Zhou Lianggang as Director	G	Mgmt	For	For
3a4	Elect Liu Yi as Director	G	Mgmt	For	For
3a5	Elect Shiu Sin Por as Director	G	Mgmt	For	For
3a6	Elect Cai Hongping as Director	G	Mgmt	For	For
3b	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

China Three Gorges Renewables (Group) Co., Ltd.

Meeting Date: 24/04/2025

Country: China

Ticker: 600905

Record Date: 15/04/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Liu Zi as Non-independent Director	G	SH	For	For

Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.

China Three Gorges Renewables (Group) Co., Ltd.

Meeting Date: 27/06/2025

Country: China

Ticker: 600905

Record Date: 18/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Annual Report and Summary	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China Three Gorges Renewables (Group) Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve 2024 Remuneration of Directors	G	Mgmt	For	For
7	Approve 2024 Remuneration of Supervisors	G	Mgmt	For	For
8	Approve Investment Plan and Financial Budget	G	Mgmt	For	For
9	Approve Bond Registration and Bond Financing Plan	G	Mgmt	For	For
10	Approve Related Party Transaction	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks</i>					
11	Approve Credit Line Application and Financial Services Agreement	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks</i>					
12	Approve Appointment of Internal Control Auditor	G	Mgmt	For	For

China Tourism Group Duty Free Corporation Limited

Meeting Date: 27/05/2025

Country: China

Ticker: 1880

Record Date: 21/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Work Report of the Board of Directors	G	Mgmt	For	For
2	Approve Work Report of the Supervisory Board	G	Mgmt	For	For
3	Approve Final Financial Report	G	Mgmt	For	For
4	Approve Annual Report and Its Summary	G	Mgmt	For	For
5	Approve Profit Distribution Proposal	G	Mgmt	For	For
6	Approve Remuneration of Directors	G	Mgmt	For	For

China Tourism Group Duty Free Corporation Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Ernst & Young Hua Ming LLP ("EY Hua Ming") and Ernst & Young ("EY Hong Kong") as Domestic and International Financial Reporting Auditors, Respectively, and Authorize Board to Fix Their Remuneration	G	Mgmt	For	Against
	<i>Blended Rationale: [HK-M0100-002] Without explanation, non-audit fees exceed audit fees which may impair the independence of the external audit process.</i>				
8	Approve Ernst & Young Hua Ming LLP ("EY Hua Ming") as Internal Control Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	Against
	<i>Blended Rationale: [HK-M0100-002] Without explanation, non-audit fees exceed audit fees which may impair the independence of the external audit process.</i>				
9	Approve Financial Services Agreement and Connected Transactions with CTG Finance Company Limited	G	Mgmt	For	Against
	<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks.</i>				
10	Amend Articles of Association	G	Mgmt	For	For

China Tourism Group Duty Free Corporation Limited

Meeting Date: 27/05/2025

Country: China

Ticker: 1880

Record Date: 22/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Work Report of the Board of Directors	G	Mgmt	For	For
2	Approve Work Report of the Supervisory Board	G	Mgmt	For	For
3	Approve Final Financial Report	G	Mgmt	For	For
4	Approve Annual Report and Its Summary	G	Mgmt	For	For
5	Approve Profit Distribution Proposal	G	Mgmt	For	For
6	Approve Remuneration of Directors	G	Mgmt	For	For

China Tourism Group Duty Free Corporation Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Ernst & Young Hua Ming LLP ("EY Hua Ming") and Ernst & Young ("EY Hong Kong") as Domestic and International Financial Reporting Auditors, Respectively, and Authorize Board to Fix Their Remuneration	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0100-002] Without explanation, non-audit fees exceed audit fees which may impair the independence of the external audit process.</i>					
8	Approve Ernst & Young Hua Ming LLP ("EY Hua Ming") as Internal Control Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0100-002] Without explanation, non-audit fees exceed audit fees which may impair the independence of the external audit process.</i>					
9	Approve Financial Services Agreement and Connected Transactions with CTG Finance Company Limited	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks.</i>					
10	Amend Articles of Association	G	Mgmt	For	For

China Tower Corporation Limited

Meeting Date: 20/05/2025

Country: China

Ticker: 788

Record Date: 14/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Profit Distribution Proposal and Final Dividend Declaration and Payment	G	Mgmt	For	For
3	Approve Interim Profit Distribution Plan	G	Mgmt	For	For
4	Approve KPMG and KPMG Huazhen LLP as International Auditor and Domestic Auditor, Respectively, and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Elect Cheng Jianjun as Director and Authorize Board to Sign Director's Service Contract with Him	G	Mgmt	For	For

China Tower Corporation Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Issuance of Domestic or Overseas Debt Financing Instruments	G	Mgmt	For	For
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Domestic Shares and H Shares and Authorize Board to Increase the Registered Capital and Amend Articles of Association to Reflect Increase in the Registered Capital	G	Mgmt	For	Against

Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion

China Traditional Chinese Medicine Holdings Co. Limited

Meeting Date: 27/06/2025 **Country:** Hong Kong **Ticker:** 570
Record Date: 23/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend and Special Dividend	G	Mgmt	For	For
3a1	Elect Yang Jun as Director	G	Mgmt	For	For
3a2	Elect Li Hongjian as Director	G	Mgmt	For	For
3a3	Elect Liu Haijian as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board,[SF-M0201-025] The nomination committee is not majority independent.</i>					
3a4	Elect Li Xiangrong as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					
3a5	Elect Zu Jing as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					
3a6	Elect Xu Jinghui as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					
3a7	Elect Huang Hao as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					
3a8	Elect Yu Tze Shan Hailson as Director	G	Mgmt	For	Against

Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence[SF-M0201-025] The nomination committee is not majority independent.

China Traditional Chinese Medicine Holdings Co. Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3a9	Elect Qin Ling as Director	G	Mgmt	For	For
3b	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For

China United Network Communications Ltd.

Meeting Date: 27/05/2025 **Country:** China **Ticker:** 600050
Record Date: 19/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Profit Distribution	G	Mgmt	For	For
3	Approve to Appoint Auditor	G	Mgmt	For	For
4	Approve Report of the Board of Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
5	Approve Report of the Board of Supervisors	G	Mgmt	For	For
6	Approve Annual Report	G	Mgmt	For	For
	APPROVE PENETRATION VOTING FOR ANNUAL SHAREHOLDERS' MEETING OF CHINA UNITED NETWORK COMMUNICATIONS (HONG KONG) CO.,LTD.		Mgmt		
7.1	Approve Profit Distribution	G	Mgmt	For	For
7.2	Approve Election of Directors and Authorization of the Board to Determine the Directors Remuneration	G	Mgmt	For	Against
<p><i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence. [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-008] Audit Committee without majority independence [HK-M0201-007] Chair of Audit Committee not independent</i></p>					
7.3	Approve Authorization of Board to Handle All Related Matters Regarding the Purchase of Shares in Accordance with All Applicable Laws	G	Mgmt	For	For

China United Network Communications Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.4	Approve Authorization of Board to Allot, Issue and Handle Additional Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
8	Approve Matters Concerning the Continued Performance of the Related Party Transaction Agreement between China Unicom and China Tower Corporation	G	Mgmt	For	For
9	Approve Matters Concerning the Related Party Transaction Agreement between China Unicom and China Tower Corporation	G	Mgmt	For	For
10	Approve Provision of Non-financing Guarantee Business	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

China Vanke Co., Ltd.

Meeting Date: 27/06/2025

Country: China

Ticker: 2202

Record Date: 23/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Annual Report	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve Provision of Financial Assistance to Third Parties	G	Mgmt	For	For
6	Approve Provision of Guarantee to Third Parties	G	Mgmt	For	For
7	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP and Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

China Vanke Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Supplemental Loan Agreement and Related Transactions	G	Mgmt	For	For
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional H Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
10	Amend Articles of Association	G	Mgmt	For	For
11	Amend Procedural Rules for the General Meeting	G	Mgmt	For	For
12	Amend Procedural Rules for the Board of Directors	G	Mgmt	For	For

China Vanke Co., Ltd.

Meeting Date: 27/06/2025

Country: China

Ticker: 2202

Record Date: 23/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Annual Report	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve Provision of Financial Assistance to Third Parties	G	Mgmt	For	For
6	Approve Provision of Guarantee to Third Parties	G	Mgmt	For	For
7	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP and Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Approve Supplemental Loan Agreement and Related Transactions	G	Mgmt	For	For

China Vanke Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional H Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
10	Amend Articles of Association	G	Mgmt	For	For
11	Amend Procedural Rules for the General Meeting	G	Mgmt	For	For
12	Amend Procedural Rules for the Board of Directors	G	Mgmt	For	For

China Yangtze Power Co., Ltd.

Meeting Date: 25/04/2025 **Country:** China **Ticker:** 600900
Record Date: 18/04/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
1.1	Elect He Hongxin as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
1.2	Elect Liu Haibo as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

China Yangtze Power Co., Ltd.

Meeting Date: 22/05/2025 **Country:** China **Ticker:** 600900
Record Date: 14/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For

China Yangtze Power Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Profit Distribution and to Authorize the Board of Directors to Decide on the Specific Plan for the Interim Profit Distribution	G	Mgmt	For	For
4	Approve Annual Report	G	Mgmt	For	For
5	Approve Financial Statements and Budget Report	G	Mgmt	For	For
6	Approve Use of Idle Funds to Carry Out Treasury Bond Reverse Repurchase Business	G	Mgmt	For	For
7	Approve Investment Plan	G	Mgmt	For	For
8	Approve Issuance of Bonds by Overseas Subsidiaries	G	Mgmt	For	For
9	Approve Financial Services Framework Agreement	G	Mgmt	For	For
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks</i>					
10	Approve Financing Business Framework Agreement	G	Mgmt	For	For

China Zheshang Bank Co., Ltd.

Meeting Date: 13/06/2025

Country: China

Ticker: 2016

Record Date: 06/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Work Report of the Board	G	Mgmt	For	For
2	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Annual Report and Its Summary (Domestic and International Standards)	G	Mgmt	For	For
4	Approve Final Financial Report	G	Mgmt	For	For
5	Approve Profit Distribution Plan	G	Mgmt	For	For
6	Approve Annual Budget Report	G	Mgmt	For	For
7	Approve Appointment of Accounting Firms	G	Mgmt	For	For

China Zheshang Bank Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Report of Connected Transaction Management System Implementation and Information of Connected Transactions	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
9	Approve Amendments to the Authorization by Shareholders' General Meeting to the Board of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
10	Approve Removal of Gao Qiang as Supervisor	G	Mgmt	For	For
11	Approve Issuance of RMB-denominated Financial Bonds	G	Mgmt	For	For

Chinasoft International Limited

Meeting Date: 20/05/2025

Country: Cayman Islands

Ticker: 354

Record Date: 13/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2.1	Elect Tang Zhenming as Director	G	Mgmt	For	For
2.2	Elect Zhang Yaqin as Director	G	Mgmt	For	For
2.3	Elect Mo Lai Lan as Director	G	Mgmt	For	For
3	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
7	Approve Final Dividend	G	Mgmt	For	For

Chinese Estates Holdings Limited

Meeting Date: 23/05/2025

Country: Bermuda

Ticker: 127

Record Date: 19/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3.1	Elect Chan, Hoi-wan as Director	G	Mgmt	For	For
3.2	Elect Chan, Lok-wan as Director	G	Mgmt	For	For
3.3	Elect Lau, Ming-wai as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-006] Nominee has demonstrated pattern of poor meeting attendance. [HK-M0201-006] Director responsible for failing to ensure sufficient board independence. [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent.</i></p>					
3.4	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve HLB Hodgson Impey Cheng Limited as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i></p>					
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i></p>					

Chipotle Mexican Grill, Inc.

Meeting Date: 11/06/2025

Country: USA

Ticker: CMG

Record Date: 15/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Albert Baldocchi	G	Mgmt	For	For
1b	Elect Director Scott Boatwright	G	Mgmt	For	For
1c	Elect Director Matthew Carey	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Chipotle Mexican Grill, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Patricia Fili-Krushel	G	Mgmt	For	For
1e	Elect Director Laura Fuentes	G	Mgmt	For	For
1f	Elect Director Mauricio Gutierrez	G	Mgmt	For	For
1g	Elect Director Robin Hickenlooper	G	Mgmt	For	For
1h	Elect Director Scott Maw	G	Mgmt	For	For
1i	Elect Director Mary Winston	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-002] Remuneration arrangements and remuneration committee are poorly structured.</i>					
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Require Independent Board Chair	G	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					

Chiyoda Corp.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 6366

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sakakida, Masakazu	G	Mgmt	For	For
1.2	Elect Director Ota, Koji	G	Mgmt	For	For
1.3	Elect Director Shimizu, Hiroyuki	G	Mgmt	For	For
1.4	Elect Director Deguchi, Atsushi	G	Mgmt	For	For
1.5	Elect Director Kobayashi, Naoki	G	Mgmt	For	For
1.6	Elect Director Sato, Satoshi	G	Mgmt	For	For
1.7	Elect Director Matsukawa, Ryo	G	Mgmt	For	For
1.8	Elect Director Kunigo, Yutaka	G	Mgmt	For	For
1.9	Elect Director Kuroki, Shoko	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Watanabe, Shuhei	G	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Mukuno, Takashi	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Chiyoda Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For

Choice Hotels International, Inc.

Meeting Date: 15/05/2025 **Country:** USA **Ticker:** CHH
Record Date: 17/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Brian B. Bainum	G	Mgmt	For	For
1.2	Elect Director Stewart W. Bainum, Jr.	G	Mgmt	For	For
1.3	Elect Director William L. Jews	G	Mgmt	For	For
1.4	Elect Director Monte J.M. Koch	G	Mgmt	For	For
1.5	Elect Director Liza K. Landsman	G	Mgmt	For	For
1.6	Elect Director Patrick S. Pacious	G	Mgmt	For	For
1.7	Elect Director Ervin R. Shames	G	Mgmt	For	For
1.8	Elect Director Gordon A. Smith	G	Mgmt	For	For
1.9	Elect Director Maureen D. Sullivan	G	Mgmt	For	For
1.10	Elect Director John P. Tague	G	Mgmt	For	For
1.11	Elect Director Donna F. Vieira	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
5	Adopt Simple Majority Vote	G	SH	For	Against

Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.

Choice Properties Real Estate Investment Trust

Meeting Date: 24/04/2025 **Country:** Canada **Ticker:** CHP.UN
Record Date: 10/03/2025 **Meeting Type:** Annual

Choice Properties Real Estate Investment Trust

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Trustee L. Jay Cross	G	Mgmt	For	For
1.2	Elect Trustee Gordon A.M. Currie	G	Mgmt	For	For
1.3	Elect Trustee Rael L. Diamond	G	Mgmt	For	For
1.4	Elect Trustee Diane Kazarian	G	Mgmt	For	For
1.5	Elect Trustee Karen Kinsley	G	Mgmt	For	For
1.6	Elect Trustee R. Michael Latimer	G	Mgmt	For	For
1.7	Elect Trustee Nancy H.O. Lockhart	G	Mgmt	For	For
1.8	Elect Trustee Dale R. Ponder	G	Mgmt	For	For
1.9	Elect Trustee Jan Sucharda	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.10	Elect Trustee Qi Tang	G	Mgmt	For	For
1.11	Elect Trustee Cornell Wright	G	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Trustees to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Chongqing Changan Automobile Co. Ltd.

Meeting Date: 27/05/2025 **Country:** China **Ticker:** 000625
Record Date: 16/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For

Chongqing Changan Automobile Co. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Financial Statements and Financial Budget Description	G	Mgmt	For	For
6	Approve Related Party Transaction	G	Mgmt	For	For
7	Approve Investment Plan	G	Mgmt	For	For
8	Approve Bill Pool Business	G	Mgmt	For	For
9	Approve Foreign Exchange Hedging Business	G	Mgmt	For	For
10	Approve to Appoint Financial Auditor and Internal Control Auditor	G	Mgmt	For	For

Chongqing Rural Commercial Bank Co., Ltd.

Meeting Date: 21/05/2025

Country: China

Ticker: 3618

Record Date: 15/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Work Report of the Board	G	Mgmt	For	For
2	Approve Work Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Final Proposal	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve Interim Profit Distribution Arrangement	G	Mgmt	For	For
6	Approve Financial Budget Proposal	G	Mgmt	For	For
7	Approve Annual Report	G	Mgmt	For	For
8	Approve KPMG Huazhen LLP and KPMG as Accounting Firms and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
9	Elect Liu Xiaojun as Director	G	Mgmt	For	For
10	Approve Related Party Transactions with Chongqing City Construction Investment (Group) Company Limited and Its Related Parties	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Chongqing Rural Commercial Bank Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Approve Related Party Transactions with Chongqing Development Investment Co., Ltd. and Its Related Parties	G	Mgmt	For	For
12	Elect Ma Bao as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
13	Elect Dong Bin as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
14	Elect Yuan Gang as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
15	Approve Related Party Transactions with Chongqing Yufu Capital Operation Group Company Limited and Its Related Parties	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

Chongqing Zhifei Biological Products Co., Ltd.

Meeting Date: 18/06/2025

Country: China

Ticker: 300122

Record Date: 12/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Audited Financial Report	G	Mgmt	For	For
6	Approve Application of Credit Lines	G	Mgmt	For	For
7	Approve to Appoint Auditor	G	Mgmt	For	For
8	Approve Profit Distribution Plan	G	Mgmt	For	For
	AMEND COMPANY'S INTERNAL MANAGEMENT SYSTEM		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Chongqing Zhifei Biological Products Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.1	Amend Investment, Financing and Guarantee Management System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
9.2	Amend Related Party Transaction Decision-making System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
9.3	Amend Working System for Independent Directors	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
9.4	Amend Remuneration System for Directors, Supervisors and Senior Management Members	G	Mgmt	For	For

Chroma Ate, Inc.

Meeting Date: 10/06/2025 **Country:** Taiwan **Ticker:** 2360
Record Date: 11/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For

Chubb Limited

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

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2.1	Allocate Disposable Profit	G	Mgmt	For	For
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Discharge of Board of Directors	G	Mgmt	For	For
4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	G	Mgmt	For	For
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	G	Mgmt	For	For
4.3	Ratify BDO AG (Zurich) as Special Audit Firm	G	Mgmt	For	For
5.1	Elect Director Evan G. Greenberg	G	Mgmt	For	For
5.2	Elect Director Michael P. Connors	G	Mgmt	For	For
5.3	Elect Director Michael G. Atieh	G	Mgmt	For	For
5.4	Elect Director Nancy K. Buese	G	Mgmt	For	For
5.5	Elect Director Sheila P. Burke	G	Mgmt	For	For
5.6	Elect Director Nelson J. Chai	G	Mgmt	For	For
5.7	Elect Director Michael L. Corbat	G	Mgmt	For	For
5.8	Elect Director Fred Hu	G	Mgmt	For	For
5.9	Elect Director Robert J. Hugin	G	Mgmt	For	For
5.10	Elect Director Robert W. Scully	G	Mgmt	For	For
5.11	Elect Director Theodore E. Shasta	G	Mgmt	For	For
5.12	Elect Director David H. Sidwell	G	Mgmt	For	For
5.13	Elect Director Olivier Steimer	G	Mgmt	For	For
5.14	Elect Director Frances F. Townsend	G	Mgmt	For	For
6	Elect Evan G. Greenberg as Board Chairman	G	Mgmt	For	For
7.1	Elect Michael P. Connors as Member of the Compensation Committee	G	Mgmt	For	For
7.2	Elect Michael L. Corbat as Member of the Compensation Committee	G	Mgmt	For	For
7.3	Elect David H. Sidwell as Member of the Compensation Committee	G	Mgmt	For	For
7.4	Elect Frances F. Townsend as Member of the Compensation Committee	G	Mgmt	For	For
8	Designate Homburger AG as Independent Proxy	G	Mgmt	For	For

Chubb Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Renewal of a Capital Band for Authorized Share Capital Increases and Reductions	G	Mgmt	For	For
10.1	Approve Remuneration of Directors in the Amount of USD 6.5 Million	G	Mgmt	For	For
10.2	Approve Remuneration of Executive Management in the Amount of USD 78 Million for Fiscal 2026	G	Mgmt	For	For
10.3	Approve Remuneration Report	G	Mgmt	For	For
11	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
12	Approve Sustainability Report	E, S	Mgmt	For	For
13	Report on GHG Emissions Associated with Underwriting, Insuring, and Investment Activities	E	SH	Against	Against
<p><i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i></p>					
A	Transact Other Business	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i></p>					

Chubu Electric Power Co., Inc.

Meeting Date: 26/06/2025 **Country:** Japan **Ticker:** 9502
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	G	Mgmt	For	For
2.1	Elect Director Katsuno, Satoru	G	Mgmt	For	For
2.2	Elect Director Hayashi, Kingo	G	Mgmt	For	For
2.3	Elect Director Nabeta, Kazuhiro	G	Mgmt	For	For
2.4	Elect Director Hayami, Toshihiro	G	Mgmt	For	For
2.5	Elect Director Hashimoto, Takayuki	G	Mgmt	For	For
2.6	Elect Director Shima, Tadashi	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Chubu Electric Power Co., Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.7	Elect Director Kurihara, Mitsue	G	Mgmt	For	For
2.8	Elect Director Kato, Haruhiko	G	Mgmt	For	For
3	Elect Director and Audit Committee Member Oka, Toshihiko	G	Mgmt	For	For
4	Elect Alternate Director and Audit Committee Member Nagatomi, Fumiko	G	Mgmt	For	For
5	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For
6	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For
7	Amend Articles to Add Provision on Proactive Disclosure and Opinion Exchange	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
8	Amend Articles to Add Provision on Fulfillment of Social Responsibilities including Withdrawal from Nuclear Power Operations	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0709-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
9	Amend Articles to Add Provision on Crisis Management Measures against the Nankai Trough Earthquake and Tsunami	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0709-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
10	Amend Articles to Add Provision on Purchase of Electricity from Other Nuclear Power Plants	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0709-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
11	Amend Articles to Ban Reprocessing of Spent Nuclear Fuels	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0709-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
12	Amend Articles to Add Provision on Disclosure of Financial Risk Audit by Audit Committee	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0222-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Chubu Electric Power Co., Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Amend Articles to Add Provision on Disclosure of Financial Impact resulting from Failure to Meet 1.5 Degree Celsius Target under the Paris Agreement	E	SH	Against	Against

Blended Rationale: [RJ-S0742-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.

Chubushiryo Co., Ltd.

Meeting Date: 26/06/2025 **Country:** Japan **Ticker:** 2053
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 27	G	Mgmt	For	For
2.1	Elect Director Fujita, Kyoichi	G	Mgmt	For	For
2.2	Elect Director Ito, Toshihiro	G	Mgmt	For	For
2.3	Elect Director Zenya, Kazuo	G	Mgmt	For	For
2.4	Elect Director Hirano, Harunobu	G	Mgmt	For	For
2.5	Elect Director Kamei, Atsushi	G	Mgmt	For	For
2.6	Elect Director Shibata, Yuki	G	Mgmt	For	For
2.7	Elect Director Tsukamura, Hiroko	G	Mgmt	For	For

Chugoku Marine Paints, Ltd.

Meeting Date: 25/06/2025 **Country:** Japan **Ticker:** 4617
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 57	G	Mgmt	For	For
2.1	Elect Director Date, Kenshi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>					
2.2	Elect Director Tanaka, Hideyuki	G	Mgmt	For	For

Chugoku Marine Paints, Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.3	Elect Director Kobayashi, Katsunori	G	Mgmt	For	For
2.4	Elect Director Shimizu, Takao	G	Mgmt	For	For
2.5	Elect Director Inami, Toshifumi	G	Mgmt	For	For
2.6	Elect Director Monden, Akiko	G	Mgmt	For	For
2.7	Elect Director Kudo, Takumi	G	Mgmt	For	Against

Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.

3	Appoint Statutory Auditor Enomoto, Tatsuro	G	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Araikawa, Takanori	G	Mgmt	For	For
5	Approve Restricted Stock Plan	G	Mgmt	For	For

Chunghwa Telecom Co., Ltd.

Meeting Date: 29/05/2025

Country: Taiwan

Ticker: 2412

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect CHIH-CHENG CHIEN, a REPRESENTATIVE of MOTC, with SHAREHOLDER NO.0000001, as Non-Independent Director	G	Mgmt	For	For
4.2	Elect RONG-SHY LIN, a REPRESENTATIVE of MOTC, with SHAREHOLDER NO.0000001, as Non-Independent Director	G	Mgmt	For	For
4.3	Elect SHENG-YUAN WU, a REPRESENTATIVE of MOTC, with SHAREHOLDER NO.0000001, as Non-Independent Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Chunghwa Telecom Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.4	Elect CHI-HWA CHERN, a REPRESENTATIVE of MOTC, with SHAREHOLDER NO.0000001, as Non-Independent Director	G	Mgmt	For	For
4.5	Elect KUNG-YEUN JENG, a REPRESENTATIVE of MOTC, with SHAREHOLDER NO.0000001, as Non-Independent Director	G	Mgmt	For	For
4.6	Elect LEE-FENG CHIEN, a REPRESENTATIVE of MOTC, with SHAREHOLDER NO.0000001, as Non-Independent Director	G	Mgmt	For	For
4.7	Elect I-JEN SU, a REPRESENTATIVE of MOTC, with SHAREHOLDER NO.0000001, as Non-Independent Director	G	Mgmt	For	For
4.8	Elect SHIOW-LONG HORNG, a REPRESENTATIVE of MOTC, with SHAREHOLDER NO.0000001, as Non-Independent Director	G	Mgmt	For	For
4.9	Elect SU-MING LIN, with ID NO.M120532XXX, as Independent Director	G	Mgmt	For	For
4.10	Elect YI- CHIN TU, with ID NO.D120908XXX, as Independent Director	G	Mgmt	For	For
4.11	Elect IKUJIN KO, with ID NO.A800135XXX, as Independent Director	G	Mgmt	For	For
4.12	Elect CHING-FENG HSUEH, with ID NO.J120878XXX, as Independent Director	G	Mgmt	For	For
4.13	Elect JER-LIANG YEH, with ID NO.B120081XXX, as Independent Director	G	Mgmt	For	For
5	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	For

Church & Dwight Co., Inc.

Meeting Date: 01/05/2025

Country: USA

Ticker: CHD

Record Date: 05/03/2025

Meeting Type: Annual

Church & Dwight Co., Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Bradlen S. Cashaw	G	Mgmt	For	For
1b	Elect Director Richard A. Dierker	G	Mgmt	For	For
1c	Elect Director Matthew T. Farrell	G	Mgmt	For	For
1d	Elect Director Bradley C. Irwin	G	Mgmt	For	For
1e	Elect Director Penny W. Price	G	Mgmt	For	For
1f	Elect Director Susan G. Saideman	G	Mgmt	For	For
1g	Elect Director Ravichandra K. Saligram	G	Mgmt	For	For
1h	Elect Director Robert K. Shearer	G	Mgmt	For	For
1i	Elect Director Michael R. Smith	G	Mgmt	For	For
1j	Elect Director Janet S. Vergis	G	Mgmt	For	For
1k	Elect Director Arthur B. Winkleblack	G	Mgmt	For	For
1l	Elect Director Laurie J. Yoler	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Amend Right to Call Special Meeting	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Churchill Downs Incorporated

Meeting Date: 22/04/2025

Country: USA

Ticker: CHDN

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director R. Alex Rankin	G	Mgmt	For	For
1.2	Elect Director Andréa Carter	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Churchill Downs Incorporated

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Cibus Nordic Real Estate AB

Meeting Date: 10/04/2025 Country: Sweden Ticker: CIBUS
Record Date: 02/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
6	Approve Agenda of Meeting	G	Mgmt	For	For
7	Receive CEO's Report	G	Mgmt		
8	Receive Financial Statements and Statutory Reports; Receive Auditor's Report	G	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9.b	Approve Allocation of Income and Dividends of SEK 0.90 Per Share	G	Mgmt	For	For
9.c1	Approve Discharge of Patrick Gylling	G	Mgmt	For	For
9.c2	Approve Discharge of Elisabeth Norman	G	Mgmt	For	For
9.c3	Approve Discharge of Victoria Skoglund	G	Mgmt	For	For
9.c4	Approve Discharge of Stefan Gattberg	G	Mgmt	For	For
9.c5	Approve Discharge of Nils Styf	G	Mgmt	For	For
9.c6	Approve Discharge of Christian Fredrixon	G	Mgmt	For	For
9.c7	Approve Discharge of Sverker Kallgarden	G	Mgmt	For	For
10.a	Approve Remuneration of Directors in the Amount EUR 66,000 for Chair and 33,000 for Other Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Cibus Nordic Real Estate AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10.b	Approve Remuneration of Auditors	G	Mgmt	For	For
11a	Determine Number of Members (5) and Deputy Members (0) of Board	G	Mgmt	For	For
11a.1	Reelect Patrick Gylling as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
11a.2	Reelect Elisabeth Norman as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
11a.3	Reelect Victoria Skoglund as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
11a.4	Reelect Stefan Gattberg as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
11a.5	Reelect Nils Styf as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
11a.6	Reelect Stina Lindh Hok as Director	G	Mgmt	For	For
11a.7	Elect Stefan Gattberg as Board Chair	G	Mgmt	For	For
11b.1	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
11b.2	Ratify PricewaterhouseCoopers AB as Auditor	G	Mgmt	For	For
12	Approve Nomination Committee Procedures	G	Mgmt	For	For
13	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For

Cibus Nordic Real Estate AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15	Set Minimum (SEK 750,000) and Maximum (SEK 3 Million) Share Capital; Set Minimum (75 Million) and Maximum (300 Million) Number of Shares	G	Mgmt	For	For
16	Approve Issuance of up to 20 Percent of Share Capital without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
18	Approve Warrant Plan 2025/2028 for Key Employees	G	Mgmt	For	For
19	Approve "Belgian Warrant Plan" 2025/2029 for Key Employees	G	Mgmt	For	For
20	Close Meeting	G	Mgmt		

CIE Automotive SA

Meeting Date: 07/05/2025

Country: Spain

Ticker: CIE

Record Date: 02/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For
2	Approve Discharge of Board	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
3	Approve Allocation of Income and Dividends	G	Mgmt	For	For
4	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
5	Authorize Share Repurchase and Capital Reduction via Cancellation of Repurchased Shares	G	Mgmt	For	For
6	Elect Vinod Sahay as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					

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CIE Automotive SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Annual Maximum Remuneration	G	Mgmt	For	For
8	Approve Public Offer to Repurchase Shares	G	Mgmt	For	For
9	Advisory Vote on Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
10	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
11	Approve Minutes of Meeting	G	Mgmt	For	For

CIMB Group Holdings Berhad

Meeting Date: 29/04/2025 Country: Malaysia Ticker: 1023
Record Date: 22/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Mohd Nasir Ahmad as Director	G	Mgmt	For	For
2	Elect Didi Syafruddin Yahya as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence</i></p>					
3	Elect Shulamite N K Khoo as Director	G	Mgmt	For	For
4	Elect Muhammad Novan Amirudin as Director	G	Mgmt	For	For
5	Elect Azmil Zahrudin Raja Abdul Aziz as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i></p>					
6	Elect Lyn Therese McGrath as Director	G	Mgmt	For	For
7	Approve Directors' Fees	G	Mgmt	For	For
8	Approve Directors' Allowances and Benefits	G	Mgmt	For	For
9	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

CIMB Group Holdings Berhad

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
11	Approve Issuance of New Shares in Relation to the Dividend Reinvestment Scheme	G	Mgmt	For	For
12	Approve Share Repurchase Program	G	Mgmt	For	For

Cincinnati Financial Corporation

Meeting Date: 03/05/2025

Country: USA

Ticker: CINF

Record Date: 05/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nancy C. Benacci	G	Mgmt	For	For
1.2	Elect Director Linda W. Clement-Holmes	G	Mgmt	For	For
1.3	Elect Director Dirk J. Debbink	G	Mgmt	For	For
1.4	Elect Director Steven J. Johnston	G	Mgmt	For	For
1.5	Elect Director Jill P. Meyer	G	Mgmt	For	For
1.6	Elect Director David P. Osborn	G	Mgmt	For	For
1.7	Elect Director Gretchen W. Schar	G	Mgmt	For	For
1.8	Elect Director Charles O. Schiff	G	Mgmt	For	For
1.9	Elect Director Douglas S. Skidmore	G	Mgmt	For	For
1.10	Elect Director Stephen M. Spray	G	Mgmt	For	For
1.11	Elect Director John F. Steele, Jr.	G	Mgmt	For	For
1.12	Elect Director Larry R. Webb	G	Mgmt	For	For
1.13	Elect Director Cheng-sheng Peter Wu	G	Mgmt	For	For
2	Reduce Supermajority Vote Requirement	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Cinemark Holdings, Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: CNK

Record Date: 20/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Benjamin Chereskin	G	Mgmt	For	For
1.2	Elect Director Kevin Mitchell	G	Mgmt	For	For
1.3	Elect Director Raymond Syufy	G	Mgmt	For	For
1.4	Elect Director Sean Gamble	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

CIR SpA - Cie Industriali Riunite

Meeting Date: 28/04/2025

Country: Italy

Ticker: CIR

Record Date: 15/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1b	Approve Allocation of Income	G	Mgmt	For	For
2.1	Approve EY SpA as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
2.2	Approve PricewaterhouseCoopers SpA as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3.1	Appoint EY SpA as Auditor for Sustainability Reporting and Approve Their Remuneration	G	Mgmt	For	For
3.2	Appoint PricewaterhouseCoopers SpA as Auditor for Sustainability Reporting and Approve Their Remuneration	G	Mgmt	For	For
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

CIR SpA - Cie Industriali Riunite

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5a	Approve Remuneration Policy	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
5b	Approve Second Section of the Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i></p>					
6	Approve 2025 Stock Grant Plan	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [SD-M0550-006] Vesting conditions and performance hurdles are unsatisfactory.</i></p>					
1	Extraordinary Business		Mgmt		
1	Authorize Cancellation of Shares without Reduction of Share Capital; Amend Article 4	G	Mgmt	For	For
2	Approve Capital Increase and Convertible Bond Issuance with or without Preemptive Rights	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i></p>					

CITIC Limited

Meeting Date: 25/06/2025

Country: Hong Kong

Ticker: 267

Record Date: 19/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Elect Xi Guohua as Director	G	Mgmt	For	For
4	Elect Zhang Wenwu as Director	G	Mgmt	For	For
5	Elect Liu Zhengjun as Director	G	Mgmt	For	For
6	Elect Wang Guoquan as Director	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Elect Yu Yang as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-025] The nomination committee is not majority independent.</i>				
8	Elect Zhang Lin as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence[HK-M0201-013] Remuneration Committee without majority independence</i>				
9	Elect Li Yi as Director	G	Mgmt	For	For
10	Elect Yue Xuekun as Director	G	Mgmt	For	For
11	Elect Yang Xiaoping as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence</i>				
12	Elect Li Zimin as Director	G	Mgmt	For	For
13	Elect Francis Siu Wai Keung as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification[HK-M0201-008] Audit Committee without majority independence[HK-M0201-013] Remuneration Committee without majority independence[SF-M0201-025] The nomination committee is not majority independent.[HK-M0201-007] Chair of Audit Committee not independent</i>				
14	Elect Xu Jinwu as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification[HK-M0201-008] Audit Committee without majority independence[HK-M0201-013] Remuneration Committee without majority independence[SF-M0201-025] The nomination committee is not majority independent.</i>				
15	Elect Anthony Francis Neoh as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>				
16	Elect Gregory Lynn Curl as Director	G	Mgmt	For	For
17	Elect Toshikazu Tagawa as Director	G	Mgmt	For	For
18	Elect Chen Yuyu as Director	G	Mgmt	For	For
19	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
20	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>				
21	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

CITIC Securities Company Limited
Meeting Date: 27/06/2025

Country: China

Ticker: 6030

Record Date: 23/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Work Report of the Board	G	Mgmt	For	For
2	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Annual Report	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve KPMG Huazhen as Domestic Accounting Firm and KPMG Hong Kong as International Accounting Firm and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Approve Estimated Investment Amount for the Proprietary Business	G	Mgmt	For	For
7	Approve Financing Guarantee Plan	G	Mgmt	For	For
8	Approve Remuneration of Directors and Supervisors	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE ESTIMATION OF RELATED PARTY/CONTINUING CONNECTED TRANSACTIONS CONTEMPLATED IN THE ORDINARY COURSE OF BUSINESS OF THE COMPANY		Mgmt		
9.01	Approve Contemplated Day-To-Day Related Party/Continuing Connected Transactions Between the Group and CITIC Group and its Subsidiaries and Associates	G	Mgmt	For	For
9.02	Approve Contemplated Day-To-Day Related Party Transactions Between the Group and Guangzhou Yuexiu Capital Holdings Group Co., Ltd. and Certain of its Subsidiaries	G	Mgmt	For	For
9.03	Approve Contemplated Day-To-Day Related Party Transactions Between the Group and Other Related Parties Other Than the Preceding Two Items	G	Mgmt	For	For

CITIC Securities Company Limited

Meeting Date: 27/06/2025

Country: China

Ticker: 6030

Record Date: 20/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Work Report of the Board	G	Mgmt	For	For
2	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Annual Report	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve KPMG Huazhen as Domestic Accounting Firm and KPMG Hong Kong as International Accounting Firm and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Approve Estimated Investment Amount for the Proprietary Business	G	Mgmt	For	For
7	Approve Financing Guarantee Plan	G	Mgmt	For	For
8	Approve Remuneration of Directors and Supervisors	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE ESTIMATION OF RELATED PARTY/CONTINUING CONNECTED TRANSACTIONS CONTEMPLATED IN THE ORDINARY COURSE OF BUSINESS OF THE COMPANY		Mgmt		
9.01	Approve Contemplated Day-To-Day Related Party/Continuing Connected Transactions Between the Group and CITIC Group and its Subsidiaries and Associates	G	Mgmt	For	For
9.02	Approve Contemplated Day-To-Day Related Party Transactions Between the Group and Guangzhou Yuexiu Capital Holdings Group Co., Ltd. and Certain of its Subsidiaries	G	Mgmt	For	For
9.03	Approve Contemplated Day-To-Day Related Party Transactions Between the Group and Other Related Parties Other Than the Preceding Two Items	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Titi Cole	G	Mgmt	For	For
1b	Elect Director Ellen M. Costello	G	Mgmt	For	For
1c	Elect Director Grace E. Dailey	G	Mgmt	For	For
1d	Elect Director John C. Dugan	G	Mgmt	For	For
1e	Elect Director Jane N. Fraser	G	Mgmt	For	For
1f	Elect Director Duncan P. Hennes	G	Mgmt	For	For
1g	Elect Director Peter B. Henry	G	Mgmt	For	For
1h	Elect Director Renee J. James	G	Mgmt	For	For
1i	Elect Director Gary M. Reiner	G	Mgmt	For	For
1j	Elect Director Diana L. Taylor	G	Mgmt	For	For
1k	Elect Director James S. Turley	G	Mgmt	For	For
1l	Elect Director Casper W. von Koskull	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	G	SH	Against	Against
<i>Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.</i>					
6	Report on Respecting Indigenous Peoples' Rights	S	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					
7	Issue Audited Report on Financial Statement Assumptions and Climate Change	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					
8	Disclose Board Oversight Regarding Material Risks Associated with Animal Welfare	S	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 22.5	G	Mgmt	For	For
2	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	G	Mgmt	For	For
3.1	Elect Director Oji, Yoshitaka	G	Mgmt	For	For
3.2	Elect Director Furukawa, Toshiyuki	G	Mgmt	For	For
3.3	Elect Director Miyamoto, Yoshiaki	G	Mgmt	For	For
3.4	Elect Director Kobayashi, Keiichi	G	Mgmt	For	For
3.5	Elect Director Kuboki, Toshiko	G	Mgmt	For	For
3.6	Elect Director Osawa, Yoshio	G	Mgmt	For	For
3.7	Elect Director Yoshida, Katsuhiko	G	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Yanagi, Kazunori	G	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Ishida, Yaeko	G	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Yamanaka, Noriko	G	Mgmt	For	For
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For
7	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For
8	Amend Articles to Require Individual Compensation Disclosure for Directors	G	SH	Against	Against

Blended Rationale: [RJ-S0220-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.

Citizen Watch Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Amend Articles to Appoint Outside Director as Chairman of the Board	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0220-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
10	Remove Incumbent Statutory Auditor Akatsuka, Noboru	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0287-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
11	Amend Articles to Introduce Provision Concerning Outside Directors' Concurrent Service on Other Boards	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0220-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
12	Amend Articles to Enable Online Attendance to Shareholder Meetings	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0220-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
13	Amend Articles to Add Provision on Disclosure of Board Meeting Minutes	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
14	Amend Articles to Add Provision on Disclosure of Vote Results Available Before Shareholder Meeting	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0123-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

Citizens Financial Group, Inc.

Meeting Date: 24/04/2025

Country: USA

Ticker: CFG

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Bruce Van Saun	G	Mgmt	For	For
1.2	Elect Director Lee Alexander	G	Mgmt	For	For
1.3	Elect Director Tracy A. Atkinson	G	Mgmt	For	For
1.4	Elect Director Christine M. Cumming	G	Mgmt	For	For
1.5	Elect Director Kevin J. Cummings	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Citizens Financial Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.6	Elect Director William P. Hankowsky	G	Mgmt	For	For
1.7	Elect Director Edward J. Kelly, III	G	Mgmt	For	For
1.8	Elect Director Robert G. Leary	G	Mgmt	For	For
1.9	Elect Director Terrance J. Lillis	G	Mgmt	For	For
1.10	Elect Director Michele N. Siekerka	G	Mgmt	For	For
1.11	Elect Director Christopher J. Swift	G	Mgmt	For	For
1.12	Elect Director Claude E. Wade	G	Mgmt	For	For
1.13	Elect Director Marita Zuraitis	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

City Developments Limited

Meeting Date: 23/04/2025

Country: Singapore

Ticker: C09

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Directors' Statement, Financial Statements and Directors' and Auditors' Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Approve Directors' Fees	G	Mgmt	For	For
4(a)	Elect Ong Lian Jin Colin as Director	G	Mgmt	For	For
4(b)	Elect Daniel Marie Ghislain Desbaillets as Director	G	Mgmt	For	For
4(c)	Elect Tang Ai Ai Mrs Wong Ai Ai as Director	G	Mgmt	For	For
5(a)	Elect Young Jennifer Duong as Director	G	Mgmt	For	For
5(b)	Elect Wong Su Yen as Director	G	Mgmt	For	For
6	Approve KPMG LLP as Auditors and Authorize Directors to Fix Their Remuneration	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

City Developments Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For
8	Authorize Share Repurchase Program	G	Mgmt	For	For
9	Approve Renewal of IPT Mandate for Interested Person Transactions	G	Mgmt	For	For

City Holding Company

Meeting Date: 30/04/2025 **Country:** USA **Ticker:** CHCO
Record Date: 17/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director James A. Hoyer	G	Mgmt	For	For
1.2	Elect Director C. Dallas Kayser	G	Mgmt	For	For
1.3	Elect Director Sharon H. Rowe	G	Mgmt	For	For
2	Ratify Crowe LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Citychamp Watch & Jewellery Group Limited

Meeting Date: 29/05/2025 **Country:** Cayman Islands **Ticker:** 256
Record Date: 23/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2a	Elect Shi Tao as Director	G	Mgmt	For	For
2b	Elect Teguh Halim as Director	G	Mgmt	For	For
2c	Elect Kwong Chun Wai, Michael as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent.</i>					
2d	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For

Citychamp Watch & Jewellery Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve BDO Limited as Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Citycon Oyj

Meeting Date: 03/04/2025

Country: Finland

Ticker: CTY1S

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Call the Meeting to Order	G	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt		
5	Prepare and Approve List of Shareholders	G	Mgmt		
6	Receive Financial Statements and Statutory Reports; Receive CEO Review	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.30 Per Share	G	Mgmt	For	For
9	Approve Discharge of Board and President	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
12	Approve Remuneration of Directors in the Amount of EUR 160,000 for Chair, EUR 70,000 for Deputy Chair and EUR 50,000 for Other Directors	G	Mgmt	For	For
13	Fix Number of Directors at 10	G	Mgmt	For	For
14	Reelect Chaim Katzman, Yehuda (Judah) L. Angster, F. Scott Ball, Alexandre (Sandy) Koifman, David Lukes, Per-Anders Ovin, Ljudmila Popova, Adi Jemini and Eero Sihvonen as Directors; Elect Keren Kalifa as New Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
15	Approve Remuneration of Auditors; Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
16	Ratify Deloitte as Auditors; Appoint Deloitte as Auditor for Sustainability Reporting	G	Mgmt	For	For
17	Approve Issuance of up to 16 Million Shares without Preemptive Rights	G	Mgmt	For	For
18	Authorize Share Repurchase Program	G	Mgmt	For	For
19	Close Meeting	G	Mgmt		

CK Asset Holdings Limited

Meeting Date: 22/05/2025

Country: Cayman Islands

Ticker: 1113

Record Date: 16/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3.1	Elect Kam Hing Lam as Director	G	Mgmt	For	For
3.2	Elect Chiu Kwok Hung, Justin as Director	G	Mgmt	For	For
3.3	Elect Chow Wai Kam, Raymond as Director	G	Mgmt	For	For
3.4	Elect Stephen Edward Bradley as Director	G	Mgmt	For	For
3.5	Elect Kwok Eva Lee as Director	G	Mgmt	For	For
3.6	Elect Lam Siu Hong, Donny as Director	G	Mgmt	For	For
3.7	Elect Wong Yick-ming, Rosanna as Director	G	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5.1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
5.2	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

CK Hutchison Holdings Limited

Meeting Date: 22/05/2025

Country: Cayman Islands

Ticker: 1

Record Date: 16/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Frank John Sixt as Director	G	Mgmt	For	For
3b	Elect Kam Hing Lam as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

CK Hutchison Holdings Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3c	Elect Edith Shih as Director	G	Mgmt	For	For
3d	Elect Chow Kun Chee, Roland as Director	G	Mgmt	For	For
3e	Elect Graeme Allan Jack as Director	G	Mgmt	For	For
3f	Elect Philip Lawrence Kadoorie as Director	G	Mgmt	For	For
3g	Elect Leung Lau Yau Fun, Sophie as Director	G	Mgmt	For	For
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

CK Infrastructure Holdings Limited

Meeting Date: 21/05/2025

Country: Bermuda

Ticker: 1038

Record Date: 15/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3.1	Elect Kam Hing Lam as Director	G	Mgmt	For	For
3.2	Elect Frank John Sixt as Director	G	Mgmt	For	For
3.3	Elect Chan Loi Shun as Director	G	Mgmt	For	For
3.4	Elect Kwok Eva Lee as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent. [SF-S0250-013] Chair of the Nomination Committee is not independent.</i></p>					
3.5	Elect Lee Pui Ling, Angelina as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

CK Infrastructure Holdings Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5.1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
5.2	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

Clariane SE

Meeting Date: 14/05/2025 **Country:** France **Ticker:** CLARI
Record Date: 12/05/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Treatment of Losses	G	Mgmt	For	For
4	Approve Compensation of Sophie Boissard, CEO	G	Mgmt	For	For
5	Approve Compensation of Jean-Pierre Duprieu, Chairman of the Board	G	Mgmt	For	For
6	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
7	Approve Remuneration Policy of CEO	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
8	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
9	Approve Remuneration Policy of Directors	G	Mgmt	For	For
10	Reelect Anne Lalou as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11	Reelect Philippe Lévêque as Director	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Elect Olivier Bogillot as Director	G	Mgmt	For	For
13	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1,780,160	G	Mgmt	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1,068,100	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 30 Percent of Issued Share Capital	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
20	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
21	Authorize Capital Increase of Up to EUR 1,068,100 for Future Exchange Offers	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					

Clariane SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
22	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries in the Framework of an Equity Line, up to Aggregate Nominal Amount of EUR 1,068,100	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
23	Authorize Capitalization of Reserves of Up to EUR 533,776,452.71 for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
24	Authorize up to 2.97 Percent of Issued Capital for Use in Restricted Stock Plans	G	Mgmt	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group Subsidiaries	G	Mgmt	For	For
27	Delegate Powers to the Board to Decide on Merger-Absorption, Split or Partial Contribution of Assets	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
28	Authorize Capital Increase in Connection Above Delegation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
29	Amend Articles 11.2.3, 11.2.4, and 11.2.6 of Bylaws to Incorporate Legal Changes	G	Mgmt	For	For
	Ordinary Business		Mgmt		
30	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Clariant AG

Meeting Date: 01/04/2025 **Country:** Switzerland **Ticker:** CLN
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Approve Non-Financial Report (Non-Binding)	E, S	Mgmt	For	For
1.3	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
3.1	Approve Allocation of Income	G	Mgmt	For	For
3.2	Approve CHF 139.4 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 0.42 per Share	G	Mgmt	For	For
4.1.a	Reelect Ahmed Al Umar as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
4.1.b	Elect Ben van Beurden as Director	G	Mgmt	For	For
4.1.c	Reelect Roberto Gualdoni as Director	G	Mgmt	For	For
4.1.d	Reelect Jens Lohmann as Director	G	Mgmt	For	For
4.1.e	Reelect Thilo Mannhardt as Director	G	Mgmt	For	For
4.1.f	Reelect Geoffery Merszei as Director	G	Mgmt	For	For
4.1.g	Reelect Eveline Saupper as Director	G	Mgmt	For	For
4.1.h	Reelect Peter Steiner as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
4.1.i	Reelect Claudia Suessmuth Dyckerhoff as Director	G	Mgmt	For	For
4.1.j	Reelect Susanne Wamsler as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
4.1.k	Reelect Konstantin Winterstein as Director	G	Mgmt	For	For
4.2	Elect Ben van Beurden as Board Chair	G	Mgmt	For	For
4.3.1	Reappoint Jens Lohmann as Member of the Compensation Committee	G	Mgmt	For	For
4.3.2	Reappoint Eveline Saupper as Member of the Compensation Committee	G	Mgmt	For	For
4.3.3	Reappoint Claudia Suessmuth Dyckerhoff as Member of the Compensation Committee	G	Mgmt	For	For

Clariant AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.3.4	Reappoint Konstantin Winterstein as Member of the Compensation Committee	G	Mgmt	For	For
4.4	Designate Balthasar Settelen as Independent Proxy	G	Mgmt	For	For
4.5	Ratify KPMG AG as Auditors	G	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 5 Million	G	Mgmt	For	For
5.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 16 Million	G	Mgmt	For	For
6.1	Additional Voting Instructions - Board of Directors Proposals (Voting)	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i></p>					
6.2	Additional Voting Instructions - Shareholder Proposals (Voting)	G	Mgmt	None	Abstain
<p><i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i></p>					

Claritec Corporation

Meeting Date: 30/04/2025 **Country:** USA **Ticker:** CTEV
Record Date: 07/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Richard A. Clarke	G	Mgmt	For	Withhold
<p><i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i></p>					
1.2	Elect Director Julie D. Klapstein	G	Mgmt	For	For
1.3	Elect Director Jason Kap	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Clarivate Plc

Meeting Date: 07/05/2025

Country: Jersey

Ticker: CLVT

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Andrew Snyder	G	Mgmt	For	For
1b	Elect Director Valeria Alberola	G	Mgmt	For	For
1c	Elect Director Jane Okun Bomba	G	Mgmt	For	For
1d	Elect Director Usama N. Cortas	G	Mgmt	For	For
1e	Elect Director Suzanne Heywood	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
1f	Elect Director Adam T. Levyn	G	Mgmt	For	For
1g	Elect Director Anthony Munk	G	Mgmt	For	For
<p><i>Blended Rationale: .</i></p>					
1h	Elect Director Wendell Pritchett	G	Mgmt	For	For
1i	Elect Director Saurabh Saha	G	Mgmt	For	For
1j	Elect Director Matitiah (Matti) Shem Tov	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Authorize Share Repurchase Program	G	Mgmt	For	For

Clean Energy Fuels Corp.

Meeting Date: 22/05/2025

Country: USA

Ticker: CLNE

Record Date: 25/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Andrew J. Littlefair	G	Mgmt	For	For
1.2	Elect Director Stephen A. Scully	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Clean Energy Fuels Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Lizabeth Ardisana	G	Mgmt	For	For
1.4	Elect Director Karine Boissy-Rousseau	G	Mgmt	For	For
1.5	Elect Director Patrick J. Ford	G	Mgmt	For	For
1.6	Elect Director Mathieu Soulas	G	Mgmt	For	For
1.7	Elect Director Vincent C. Taormina	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Clean Harbors, Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: CLH

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael L. Battles	G	Mgmt	For	For
1.2	Elect Director Eric W. Gerstenberg	G	Mgmt	For	For
1.3	Elect Director Andrea Robertson	G	Mgmt	For	For
1.4	Elect Director Lauren C. States	G	Mgmt	For	For
1.5	Elect Director Robert J. Willett	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Clearwater Analytics Holdings, Inc.

Meeting Date: 23/06/2025

Country: USA

Ticker: CWAN

Record Date: 25/04/2025

Meeting Type: Annual

Clearwater Analytics Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mukesh Aghi	G	Mgmt	For	For
1.2	Elect Director Jacques Aigrain	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.3	Elect Director Lisa Jones	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Clearway Energy, Inc.

Meeting Date: 22/04/2025 **Country:** USA **Ticker:** CWEN
Record Date: 28/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jonathan Bram	G	Mgmt	For	For
1.2	Elect Director Nathaniel Anschuetz	G	Mgmt	For	For
1.3	Elect Director Emmanuel Barrois	G	Mgmt	For	For
1.4	Elect Director Brian R. Ford	G	Mgmt	For	For
1.5	Elect Director Jennifer E. Lowry	G	Mgmt	For	For
1.6	Elect Director Bruce MacLennan	G	Mgmt	For	For
1.7	Elect Director Daniel B. More	G	Mgmt	For	For
1.8	Elect Director E. Stanley O'Neal	G	Mgmt	For	For
1.9	Elect Director Craig Cornelius	G	Mgmt	For	For
1.10	Elect Director Olivier Jouny	G	Mgmt	For	For
1.11	Elect Director Marc-Antoine Pignon	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Cleveland-Cliffs Inc.

Meeting Date: 15/05/2025 **Country:** USA **Ticker:** CLF
Record Date: 17/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Lourenco Goncalves	G	Mgmt	For	For
1.2	Elect Director Douglas C. Taylor	G	Mgmt	For	For
1.3	Elect Director John T. Baldwin	G	Mgmt	For	For
1.4	Elect Director Ron A. Bloom	G	Mgmt	For	For
1.5	Elect Director Jane M. Cronin	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.6	Elect Director Susan M. Green	G	Mgmt	For	For
1.7	Elect Director Ralph S. Michael, III	G	Mgmt	For	For
1.8	Elect Director Ben Oren	G	Mgmt	For	For
1.9	Elect Director Gabriel Stoliar	G	Mgmt	For	For
1.10	Elect Director Arlene M. Yocum	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Cloetta AB

Meeting Date: 10/04/2025 **Country:** Sweden **Ticker:** CLA.B
Record Date: 02/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8	Receive Board's Report	G	Mgmt		

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Receive CEO's Report	G	Mgmt		
10	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
11	Approve Allocation of Income and Dividends of SEK 1.10 Per Share	G	Mgmt	For	For
12	Approve Remuneration Report	G	Mgmt	For	For
13a	Approve Discharge of Patrick Bergander	G	Mgmt	For	For
13b	Approve Discharge of Morten Falkenberg	G	Mgmt	For	For
13c	Approve Discharge of Malin Jennerholm	G	Mgmt	For	For
13d	Approve Discharge of Pauline Lindwall	G	Mgmt	For	For
13e	Approve Discharge of Alan McLean Raleigh	G	Mgmt	For	For
13f	Approve Discharge of Camilla Svenfelt	G	Mgmt	For	For
13g	Approve Discharge of Mikael Svenfelt	G	Mgmt	For	For
13h	Approve Discharge of Katarina Tell	G	Mgmt	For	For
13i	Approve Discharge of Lena Gronedal	G	Mgmt	For	For
13j	Approve Discharge of Former CEO Henri de Sauvage Nolting	G	Mgmt	For	For
13k	Approve Discharge of Mikael Norman	G	Mgmt	For	For
14	Determine Number of Members (7) and Deputy Members (0) of Board	G	Mgmt	For	For
15.1	Approve Remuneration of Directors in the Amount of SEK 860,000 for Chair and SEK 350,000 for Other Directors	G	Mgmt	For	For
15.2	Approve Remuneration of Auditors	G	Mgmt	For	For
16a	Reelect Patrick Bergander as Director	G	Mgmt	For	For
16b	Reelect Morten Falkenberg as Director	G	Mgmt	For	For
16c	Reelect Malin Jennerholm as Director	G	Mgmt	For	For
16d	Reelect Pauline Lindwall as Director	G	Mgmt	For	For
16e	Reelect Alan McLean Raleigh as Director	G	Mgmt	For	Against

Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.

Cloetta AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16f	Reelect Camilla Svenfelt as Director	G	Mgmt	For	For
16g	Reelect Mikael Svenfelt as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
17	Reelect Morten Falkenberg as Board Chair	G	Mgmt	For	For
18	Ratify PricewaterhouseCoopers AB as Auditors	G	Mgmt	For	For
19	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
20.A	Approve Performance Share Incentive Plan LTI 2025 for Key Employees	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
20.B	Approve Equity Plan Financing of LTI 2025	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
21	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
22	Close Meeting	G	Mgmt		

Cloudflare, Inc.

Meeting Date: 05/06/2025

Country: USA

Ticker: NET

Record Date: 10/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Stacey Cunningham	G	Mgmt	For	For
1.2	Elect Director Mark Hawkins	G	Mgmt	For	For
1.3	Elect Director Carl Ledbetter	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Clover Health Investments, Corp.

Meeting Date: 10/06/2025

Country: USA

Ticker: CLOV

Record Date: 15/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Anna U. Loengard	G	Mgmt	For	For
1.2	Elect Director William G. Robinson, Jr.	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

CLS Holdings Plc

Meeting Date: 16/05/2025

Country: United Kingdom

Ticker: CLI

Record Date: 14/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3	Approve Final Dividend	G	Mgmt	For	For
4	Re-elect Lennart Sten as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
5	Re-elect Anna Seeley as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
6	Re-elect Fredrik Widlund as Director	G	Mgmt	For	For
7	Re-elect Andrew Kirkman as Director	G	Mgmt	For	For
8	Re-elect Elizabeth Edwards as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
9	Re-elect Bill Holland as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

CLS Holdings Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Re-elect Eva Lindqvist as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
11	Appoint BDO LLP as Auditors	G	Mgmt	For	For
12	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
13	Authorise Issue of Equity	G	Mgmt	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
15	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

CME Group Inc.

Meeting Date: 08/05/2025

Country: USA

Ticker: CME

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Terrence A. Duffy	G	Mgmt	For	For
1b	Elect Director Kathryn Benesh	G	Mgmt	For	For
1c	Elect Director Timothy S. Bitsberger	G	Mgmt	For	For
1d	Elect Director Charles P. Carey	G	Mgmt	For	For
1e	Elect Director Bryan T. Durkin	G	Mgmt	For	For
1f	Elect Director Harold Ford, Jr.	G	Mgmt	For	For
1g	Elect Director Martin J. Gepsman	G	Mgmt	For	For
1h	Elect Director Daniel G. Kaye	G	Mgmt	For	For
1i	Elect Director Phyllis M. Lockett	G	Mgmt	For	For
1j	Elect Director Deborah J. Lucas	G	Mgmt	For	For
1k	Elect Director Rahael Seifu	G	Mgmt	For	For
1l	Elect Director William R. Shepard	G	Mgmt	For	For
1m	Elect Director Howard J. Siegel	G	Mgmt	For	For
1n	Elect Director Dennis A. Suskind	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

CME Group Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

C-MER Medical Holdings Limited

Meeting Date: 19/05/2025 **Country:** Cayman Islands **Ticker:** 3309
Record Date: 13/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3A1	Elect Lam Shun Chiu Dennis as Director	G	Mgmt	For	For
3A2	Elect Li Xiaoting as Director	G	Mgmt	For	For
3A3	Elect Lee Yau Wing Vincent as Director	G	Mgmt	For	For
3B	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5A	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
5B	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
5C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

CMOC Group Limited

Meeting Date: 30/05/2025 **Country:** China **Ticker:** 3993
Record Date: 26/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Annual Report	G	Mgmt	For	For
4	Approve Financial Report and Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution Plan	G	Mgmt	For	For
6	Approve Appointment of the External Auditors	G	Mgmt	For	For
7	Approve Purchase of Structured Deposit with Internal Idle Fund	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks</i>					
8	Approve Purchase of Wealth Management or Entrusted Wealth Management Products with Internal Idle Fund	G	Mgmt	For	For
9	Approve Forecast of the Amount of External Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
10	Authorize Board to Decide on Issuance of Debt Financing Instruments	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
11	Approve Forfeiture of Uncollected Dividend of H Shareholders	G	Mgmt	For	For
12	Authorize Board to Deal with the Distribution of Interim Dividend and Quarterly Dividend	G	Mgmt	For	For
13	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares and/or H Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
14	Authorize Repurchase of Issued H Share Capital	G	Mgmt	For	For

CMOC Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15	Approve Cancellation of Repurchased Shares and Reduction of Registered Capital	G	Mgmt	For	For
16	Approve Change of Registered Capital and Amend Articles of Association	G	Mgmt	For	For
	ELECT EXECUTIVE DIRECTORS		Mgmt		
17.01	Elect Que Chaoyang as Director	G	Mgmt	For	For
17.02	Elect Liu Jianfeng as Director	G	Mgmt	For	For

CMOC Group Limited

Meeting Date: 30/05/2025 **Country:** China **Ticker:** 3993
Record Date: 26/05/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Cancellation of Repurchased Shares and Reduction of Registered Capital	G	Mgmt	For	For
2	Approve Change of Registered Capital and Amend Articles of Association	G	Mgmt	For	For

CMOC Group Limited

Meeting Date: 30/05/2025 **Country:** China **Ticker:** 3993
Record Date: 27/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Annual Report	G	Mgmt	For	For
4	Approve Financial Report and Financial Statements	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

CMOC Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Profit Distribution Plan	G	Mgmt	For	For
6	Approve Appointment of the External Auditors	G	Mgmt	For	For
7	Approve Purchase of Structured Deposit with Internal Idle Fund	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks</i>					
8	Approve Purchase of Wealth Management or Entrusted Wealth Management Products with Internal Idle Fund	G	Mgmt	For	For
9	Approve Forecast of the Amount of External Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
10	Authorize Board to Decide on Issuance of Debt Financing Instruments	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
11	Approve Forfeiture of Uncollected Dividend of H Shareholders	G	Mgmt	For	For
12	Authorize Board to Deal with the Distribution of Interim Dividend and Quarterly Dividend	G	Mgmt	For	For
13	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares and/or H Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
14	Authorize Repurchase of Issued H Share Capital	G	Mgmt	For	For
15	Approve Cancellation of Repurchased Shares and Reduction of Registered Capital	G	Mgmt	For	For
16	Approve Change of Registered Capital and Amend Articles of Association	G	Mgmt	For	For
	ELECT EXECUTIVE DIRECTORS		Mgmt		
17.01	Elect Que Chaoyang as Director	G	Mgmt	For	For
17.02	Elect Liu Jianfeng as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

CMOC Group Limited

Meeting Date: 30/05/2025

Country: China

Ticker: 3993

Record Date: 27/05/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Cancellation of Repurchased Shares and Reduction of Registered Capital	G	Mgmt	For	For
2	Approve Change of Registered Capital and Amend Articles of Association	G	Mgmt	For	For

CMS Energy Corporation

Meeting Date: 02/05/2025

Country: USA

Ticker: CMS

Record Date: 04/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Deborah H. Butler	G	Mgmt	For	For
1b	Elect Director Kurt L. Darrow	G	Mgmt	For	For
1c	Elect Director Ralph Izzo	G	Mgmt	For	For
1d	Elect Director Garrick J. Rochow	G	Mgmt	For	For
1e	Elect Director John G. Russell	G	Mgmt	For	For
1f	Elect Director Suzanne F. Shank	G	Mgmt	For	For
1g	Elect Director Myrna M. Soto	G	Mgmt	For	For
1h	Elect Director John G. Sznawajs	G	Mgmt	For	For
1i	Elect Director Ronald J. Tanski	G	Mgmt	For	For
1j	Elect Director Laura H. Wright	G	Mgmt	For	For
<i>Blended Rationale:</i> .					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

CMS Energy Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

CNH Industrial N.V.

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

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Suzanne Heywood	G	Mgmt	For	For
1B	Elect Director Gerrit Marx	G	Mgmt	For	For
1C	Elect Director Elizabeth Bastoni	G	Mgmt	For	For
1D	Elect Director Howard W. Buffett	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-005] Vote against for failure of the nom/gov committee to take action with respect to substantial votes against one or more directors last year.</i>					
1E	Elect Director Richard J. Kramer	G	Mgmt	For	For
1F	Elect Director Karen Linehan	G	Mgmt	For	For
1G	Elect Director Alessandro Nasi	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
1H	Elect Director Vagn Sørensen	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
1I	Elect Director Āsa Tamsons	G	Mgmt	For	For
2A	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
2B	Amend Omnibus Stock Plan	G	Mgmt	For	For
3A	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
3C	Approve Dividends	G	Mgmt	For	For
3D	Approve Discharge of Directors	G	Mgmt	For	For
4A	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

CNH Industrial N.V.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4B	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
4C	Authorize Repurchase of Up to 10 Percent of Issued Capital	G	Mgmt	For	For

CNO Financial Group, Inc.

Meeting Date: 08/05/2025 **Country:** USA **Ticker:** CNO
Record Date: 10/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Gary C. Bhojwani	G	Mgmt	For	For
1b	Elect Director Archie M. Brown	G	Mgmt	For	For
1c	Elect Director David B. Foss	G	Mgmt	For	For
1d	Elect Director Mary R. (Nina) Henderson	G	Mgmt	For	For
1e	Elect Director Adrienne B. Lee	G	Mgmt	For	For
1f	Elect Director Daniel R. Maurer	G	Mgmt	For	For
1g	Elect Director Chetlur S. Ragavan	G	Mgmt	For	For
1h	Elect Director Steven E. Shebik	G	Mgmt	For	For
1i	Elect Director Jessica A. Turner	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Adopt NOL Rights Plan (NOL Pill)	G	Mgmt	For	For
5	Amend Omnibus Stock Plan	G	Mgmt	For	For
6	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For

CNX Resources Corporation

Meeting Date: 01/05/2025 **Country:** USA **Ticker:** CNX
Record Date: 03/03/2025 **Meeting Type:** Annual

CNX Resources Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Robert O. Agbede	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
1b	Elect Director J. Palmer Clarkson	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
1c	Elect Director Nicholas J. DeLuliis	G	Mgmt	For	For
1d	Elect Director Maureen E. Lally-Green	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
1e	Elect Director Bernard Lanigan, Jr.	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
1f	Elect Director Ian McGuire	G	Mgmt	For	For
1g	Elect Director William N. Thorndike, Jr.	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Coca-Cola Consolidated, Inc.

Meeting Date: 13/05/2025

Country: USA

Ticker: COKE

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director J. Frank Harrison, III	G	Mgmt	For	For
1.2	Elect Director Elaine Bowers Coventry	G	Mgmt	For	For
1.3	Elect Director Sharon A. Decker	G	Mgmt	For	For
1.4	Elect Director Morgan H. Everett	G	Mgmt	For	For
1.5	Elect Director James R. Helvey, III	G	Mgmt	For	For
1.6	Elect Director Jason D. (J.D.) Hickey	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Coca-Cola Consolidated, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.7	Elect Director William H. Jones	G	Mgmt	For	For
1.8	Elect Director Umesh M. Kasbekar	G	Mgmt	For	For
1.9	Elect Director David M. Katz	G	Mgmt	For	For
1.10	Elect Director James H. Morgan	G	Mgmt	For	For
1.11	Elect Director Dennis A. Wicker	G	Mgmt	For	For
1.12	Elect Director Richard T. Williams	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Approve Stock Split	G	Mgmt	For	For

Coca-Cola Europacific Partners plc

Meeting Date: 22/05/2025 **Country:** United Kingdom **Ticker:** CCEP
Record Date: 20/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Elect Sol Daurella as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [LN-M0201-007] As nomination committee member, responsible for lack of independence.</i>					
4	Elect Robert Appleby as Director	G	Mgmt	For	For
5	Re-elect Manolo Arroyo as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence.</i>					
6	Re-elect Guillaume Bacuvier as Director	G	Mgmt	For	For
7	Re-elect John Bryant as Director	G	Mgmt	For	For
8	Re-elect Jose Ignacio Comenge as Director	G	Mgmt	For	For
9	Re-elect Damian Gammell as Director	G	Mgmt	For	For
10	Re-elect Nathalie Gaveau as Director	G	Mgmt	For	For
11	Re-elect Alvaro Gomez-Trenor Aguilar as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Coca-Cola Europacific Partners plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Re-elect Mary Harris as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence.</i>					
13	Re-elect Thomas Johnson as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence. [LN-M0200-001] Re-appointment of this director is not in shareholders' best interest.</i>					
14	Re-elect Alfonso Libano Daurella as Director	G	Mgmt	For	For
15	Re-elect Nicolas Mirzayantz as Director	G	Mgmt	For	For
16	Re-elect Mark Price as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence.</i>					
17	Re-elect Nancy Quan as Director	G	Mgmt	For	For
18	Re-elect Mario Rotllant Sola as Director	G	Mgmt	For	For
19	Re-elect Dessi Temperley as Director	G	Mgmt	For	For
20	Reappoint Ernst & Young LLP as Auditors	G	Mgmt	For	For
21	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
22	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
23	Authorise Issue of Equity	G	Mgmt	For	For
24	Approve Waiver of Rule 9 of the Takeover Code	G	Mgmt	For	For
25	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
26	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
27	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
28	Authorise Off-Market Purchase of Ordinary Shares	G	Mgmt	For	For
29	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Coca-Cola FEMSA SAB de CV

Meeting Date: 08/04/2025

Country: Mexico

Ticker: KOFUBL

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	Abstain
	<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>				
2	Approve Allocation of Income and Cash Dividends	G	Mgmt	For	For
3	Set Maximum Amount of Share Repurchase Reserve	G	Mgmt	For	For
	Election of Series A Directors - Not Subject to Vote by Series B or Series L Shareholders		Mgmt		
4.a	Elect Jose Antonio Fernandez Carbajal as Director Representing Series A Shareholders	G	Mgmt		
4.b	Elect Javier Gerardo Astaburuaga Sanjines as Director Representing Series A Shareholders	G	Mgmt		
4.c	Elect Martin Felipe Arias Yaniz as Director Representing Series A Shareholders	G	Mgmt		
4.d	Elect Ricardo Guajardo Touche as Director Representing Series A Shareholders	G	Mgmt		
4.e	Elect Leroy Kim as Director Representing Series A Shareholders	G	Mgmt		
4.f	Elect Jose Henrique Cutrale as Director Representing Series A Shareholders	G	Mgmt		
4.g	Elect Luis Alfonso Nicolau Gutierrez as Director Representing Series A Shareholders	G	Mgmt		
4.h	Elect Francisco Zambrano Rodriguez as Director Representing Series A Shareholders	G	Mgmt		
4.i	Elect Luis Rubio Freidberg as Director Representing Series A Shareholders	G	Mgmt		
	Election of Series D Directors - Not Subject to Vote by Series B or Series L Shareholders		Mgmt		
4.j	Elect John Murphy as Director Representing Series D Shareholders	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Coca-Cola FEMSA SAB de CV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.k	Elect Jose Octavio Reyes Lagunes as Director Representing Series D Shareholders	G	Mgmt		
4.l	Elect Claudia Lorenzo as Director Representing Series D Shareholders	G	Mgmt		
4.m	Elect Jennifer Mann as Director Representing Series D Shareholders	G	Mgmt		
	Election of Series L Directors		Mgmt		
4.n	Elect Victor Alberto Tiburcio Celorio as Director Representing Series L Shareholders	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
4.o	Elect Olga Gonzalez Aponte as Director Representing Series L Shareholders	G	Mgmt	For	For
4.p	Elect Amy Eschliman as Director Representing Series L Shareholders	G	Mgmt	For	For
5	Elect Board Chair and Secretaries; Approve Remuneration of Directors; Verify Director's Independence Classification	G	Mgmt	For	For
6	Elect Members of Planning and Financing Committee, Audit Committee and Corporate Practices Committee; Elect Chair of Committees and Fix their Remuneration	G	Mgmt	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
8	Approve Minutes of Meeting	G	Mgmt	For	For

Coca-Cola HBC AG

Meeting Date: 23/05/2025

Country: Switzerland

Ticker: CCH

Record Date: 15/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	Do Not Vote
2	Approve Consolidated Non-Financial Report Under Swiss Statutory Law	G	Mgmt	For	Do Not Vote

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.1	Approve Allocation of Income	G	Mgmt	For	Do Not Vote
3.2	Approve Dividend from Reserves	G	Mgmt	For	Do Not Vote
4	Approve Discharge of Board and Executive Leadership Team	G	Mgmt	For	Do Not Vote
5.1.a	Re-elect Anastassis David as Director and as Board Chairman	G	Mgmt	For	Do Not Vote
5.1.b	Re-elect Zulikat Abiola as Director	G	Mgmt	For	Do Not Vote
5.1.c	Elect Elizabeth Bastoni as Director and as Member of the Remuneration Committee	G	Mgmt	For	Do Not Vote
5.1.d	Re-elect Zoran Bogdanovic as Director	G	Mgmt	For	Do Not Vote
5.1.e	Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	G	Mgmt	For	Do Not Vote
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>					
5.1.f	Re-elect Henrique Braun as Director	G	Mgmt	For	Do Not Vote
5.1.g	Re-elect Anastasios Leventis as Director	G	Mgmt	For	Do Not Vote
5.1.h	Re-elect Christodoulos Leventis as Director	G	Mgmt	For	Do Not Vote
5.1.i	Re-elect George Leventis as Director	G	Mgmt	For	Do Not Vote
5.1.j	Re-elect Evguenia Stoitchkova as Director	G	Mgmt	For	Do Not Vote
5.1.k	Re-elect Glykeria Tsernou as Director	G	Mgmt	For	Do Not Vote
5.2.1	Elect Stavros Pantzaris as Director	G	Mgmt	For	Do Not Vote
5.2.2	Elect Pantelis Lekkas as Director and as Member of the Remuneration Committee	G	Mgmt	For	Do Not Vote
6	Designate Ines Poeschel as Independent Proxy	G	Mgmt	For	Do Not Vote
7.1	Reappoint PricewaterhouseCoopers AG as Auditors	G	Mgmt	For	Do Not Vote
7.2	Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes	G	Mgmt	For	Do Not Vote
8	Approve UK Remuneration Report	G	Mgmt	For	Do Not Vote

Coca-Cola HBC AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Remuneration Policy	G	Mgmt	For	Do Not Vote
10	Approve Swiss Remuneration Report	G	Mgmt	For	Do Not Vote
11.1	Approve Maximum Aggregate Amount of Remuneration for Directors	G	Mgmt	For	Do Not Vote
11.2	Approve Maximum Aggregate Amount of Remuneration for the Executive Leadership Team	G	Mgmt	For	Do Not Vote
12	Amend Articles Re: Management Incentive and Long-Term Incentive Arrangements	G	Mgmt	For	Do Not Vote
13	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	Do Not Vote

Codexis, Inc.

Meeting Date: 10/06/2025 **Country:** USA **Ticker:** CDXS
Record Date: 17/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director David V. Smith	G	Mgmt	For	For
1.2	Elect Director Dennis P. Wolf	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Cofinimmo SA

Meeting Date: 14/05/2025 **Country:** Belgium **Ticker:** COFB
Record Date: 30/04/2025 **Meeting Type:** Annual

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

Cofinimmo SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Receive Auditors' Reports (Non-Voting)	G	Mgmt		
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	G	Mgmt		
4	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
5	Approve Remuneration Report	G	Mgmt	For	For
6	Approve Discharge of Directors	G	Mgmt	For	For
7	Approve Discharge of Auditors	G	Mgmt	For	For
8	Elect Ann Caluwaerts as Independent Director	G	Mgmt	For	For
9	Appoint KPMG as Auditor for Sustainability Reporting and Approve Their Remuneration	G	Mgmt	For	For
10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	G	Mgmt	For	For
11	Transact Other Business	G	Mgmt		

Cogent Communications Holdings, Inc.

Meeting Date: 07/05/2025

Country: USA

Ticker: CCOI

Record Date: 13/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Dave Schaeffer	G	Mgmt	For	For
1.2	Elect Director Marc Montagner	G	Mgmt	For	For
1.3	Elect Director Steven D. Brooks	G	Mgmt	For	For
1.4	Elect Director Paul de Sa	G	Mgmt	For	For
1.5	Elect Director Lewis H. Ferguson, III	G	Mgmt	For	For
1.6	Elect Director Eve Howard	G	Mgmt	For	For
1.7	Elect Director Deneen Howell	G	Mgmt	For	For
1.8	Elect Director Sheryl Kennedy	G	Mgmt	For	For
2	Fix Number of Directors	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Cogent Communications Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Cognex Corporation

Meeting Date: 30/04/2025 **Country:** USA **Ticker:** CGNX
Record Date: 28/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director John T.C. Lee	G	Mgmt	For	For
1.2	Elect Director Anthony Sun	G	Mgmt	For	For
1.3	Elect Director Robert J. Willett	G	Mgmt	For	For
2	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Cognizant Technology Solutions Corporation

Meeting Date: 03/06/2025 **Country:** USA **Ticker:** CTSH
Record Date: 07/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Zein Abdalla	G	Mgmt	For	For
1b	Elect Director Vinita Bali	G	Mgmt	For	For
1c	Elect Director Eric Branderiz	G	Mgmt	For	For
1d	Elect Director Archana Deskus	G	Mgmt	For	For
1e	Elect Director John M. Dineen	G	Mgmt	For	For
1f	Elect Director Ravi Kumar S	G	Mgmt	For	For
1g	Elect Director Leo S. Mackay, Jr.	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1h	Elect Director Michael Patsalos-Fox	G	Mgmt	For	For
1i	Elect Director Stephen "Steve" J. Rohleder	G	Mgmt	For	For

Cognizant Technology Solutions Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Abraham "Bram" Schot	G	Mgmt	For	For
1k	Elect Director Karima Silvent	G	Mgmt	For	For
1l	Elect Director Joseph M. Velli	G	Mgmt	For	For
1m	Elect Director Sandra S. Wijnberg	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Amend Right to Call Special Meeting	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Cohen & Steers, Inc.

Meeting Date: 01/05/2025

Country: USA

Ticker: CNS

Record Date: 06/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Martin Cohen	G	Mgmt	For	For
1b	Elect Director Robert H. Steers	G	Mgmt	For	For
1c	Elect Director Joseph M. Harvey	G	Mgmt	For	For
1d	Elect Director Reena Aggarwal	G	Mgmt	For	For
1e	Elect Director Frank T. Connor	G	Mgmt	For	For
1f	Elect Director Lisa Dolly	G	Mgmt	For	For
1g	Elect Director Dasha Smith	G	Mgmt	For	For
1h	Elect Director Karen Wilson Thissen	G	Mgmt	For	For
1i	Elect Director Edmond D. Villani	G	Mgmt	For	Against

Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.

2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Coherus BioSciences, Inc.

Meeting Date: 11/06/2025

Country: USA

Ticker: CHRS

Record Date: 24/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jill O'Donnell-Tormey	G	Mgmt	For	For
1.2	Elect Director Michael Ryan	G	Mgmt	For	For
1.3	Elect Director Ali J. Satvat	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For

Cohu, Inc.

Meeting Date: 16/05/2025

Country: USA

Ticker: COHU

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Steven J. Bilodeau	G	Mgmt	For	For
1b	Elect Director James A. Donahue	G	Mgmt	For	For
1c	Elect Director Andreas W. Mattes	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Coinbase Global, Inc.

Meeting Date: 18/06/2025

Country: USA

Ticker: COIN

Record Date: 21/04/2025

Meeting Type: Annual

Coinbase Global, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Brian Armstrong	G	Mgmt	For	For
1.2	Elect Director Marc L. Andreessen	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.3	Elect Director Paul Clement	G	Mgmt	For	For
1.4	Elect Director Christa Davies	G	Mgmt	For	For
1.5	Elect Director Frederick Ernest Ehram, III	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.6	Elect Director Kelly A. Kramer	G	Mgmt	For	For
1.7	Elect Director Chis Lehane	G	Mgmt	For	For
1.8	Elect Director Tobias Lütke	G	Mgmt	For	For
1.9	Elect Director Gokul Rajaram	G	Mgmt	For	For
1.10	Elect Director Fred Wilson	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Colbun SA

Meeting Date: 23/04/2025

Country: Chile

Ticker: COLBUN

Record Date: 15/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Present Current Company Standing Report and Reports of External Auditors and Supervisory Account Inspectors	G	Mgmt	For	For
2	Approve Financial Statements and Statutory Reports	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
3	Approve Allocation of Income and Definitive Dividends of USD 0.002 Per Share	G	Mgmt	For	For
4	Approve Investment and Financing Policy	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Colbun SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Dividend Policy and Distribution Procedures	G	Mgmt	For	For
6	Appoint Auditors	G	Mgmt	For	For
7	Elect Supervisory Account Inspectors; Approve their Remunerations	G	Mgmt	For	For
8	Approve Remuneration of Directors	G	Mgmt	For	For
9	Present Report on Activities Carried Out by Directors' Committee	G	Mgmt	For	For
10	Approve Remuneration and Budget of Directors' Committee	G	Mgmt	For	For
11	Receive Report Regarding Related-Party Transactions	G	Mgmt	For	For
12	Designate Newspaper to Publish Meeting Announcements	G	Mgmt	For	For
13	Other Business	G	Mgmt	For	Against

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Colgate-Palmolive Company

Meeting Date: 09/05/2025

Country: USA

Ticker: CL

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director John P. Bilbrey	G	Mgmt	For	For
1b	Elect Director John T. Cahill	G	Mgmt	For	For
1c	Elect Director Steven A. Cahillane	G	Mgmt	For	For
1d	Elect Director Lisa M. Edwards	G	Mgmt	For	For
1e	Elect Director C. Martin Harris	G	Mgmt	For	For
1f	Elect Director Martina Hund-Mejean	G	Mgmt	For	For
1g	Elect Director Kimberly A. Nelson	G	Mgmt	For	For
1h	Elect Director Brian O. Newman	G	Mgmt	For	For
1i	Elect Director Lorrie M. Norrington	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Colgate-Palmolive Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Noel Wallace	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Require Independent Board Chair	G	SH	Against	Against
<i>Blended Rationale: [SF-S0107-101] Company has a designated lead director who fulfills the requirements appropriate to such role.</i>					
5	Revisit Plastic Packaging Policies	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					

Colliers International Group Inc.

Meeting Date: 01/04/2025

Country: Canada

Ticker: CIGI

Record Date: 21/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director John (Jack) P. Curtin, Jr.	G	Mgmt	For	For
1B	Elect Director P. Jane Gavan	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
1C	Elect Director Stephen J. Harper	G	Mgmt	For	For
1D	Elect Director Jay S. Hennick	G	Mgmt	For	For
1E	Elect Director Katherine M. Lee	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
1F	Elect Director Poonam Puri	G	Mgmt	For	For
1G	Elect Director Benjamin F. Stein	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
1H	Elect Director John Sullivan	G	Mgmt	For	For
1I	Elect Director L. Frederick Sutherland	G	Mgmt	For	For
1J	Elect Director Edward Waitzer	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Colliers International Group Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	Against

Blended Rationale: [SF-M0550-001] Pay is not aligned with performance and peers.

Columbia Banking System, Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: COLB

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Maria M. Pope	G	Mgmt	For	For
1b	Elect Director Mark A. Finkelstein	G	Mgmt	For	For
1c	Elect Director Eric S. Forrest	G	Mgmt	For	For
1d	Elect Director Randal L. Lund	G	Mgmt	For	For
1e	Elect Director Luis F. Machuca	G	Mgmt	For	For
1f	Elect Director S. Mae Fujita Numata	G	Mgmt	For	For
1g	Elect Director John F. Schultz	G	Mgmt	For	For
1h	Elect Director Elizabeth W. Seaton	G	Mgmt	For	For
1i	Elect Director Clint E. Stein	G	Mgmt	For	For
1j	Elect Director Hilliard C. Terry, III	G	Mgmt	For	For
1k	Elect Director Anddria Varnado	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Comcast Corporation

Meeting Date: 18/06/2025

Country: USA

Ticker: CMCSA

Record Date: 08/04/2025

Meeting Type: Annual

Comcast Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kenneth J. Bacon	G	Mgmt	For	For
1.2	Elect Director Thomas J. Baltimore, Jr.	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board.</i>					
1.3	Elect Director Madeline S. Bell	G	Mgmt	For	For
1.4	Elect Director Louise F. Brady	G	Mgmt	For	For
1.5	Elect Director Edward D. Breen	G	Mgmt	For	For
1.6	Elect Director Jeffrey A. Honickman	G	Mgmt	For	For
1.7	Elect Director Wonya Y. Lucas	G	Mgmt	For	For
1.8	Elect Director Asuka Nakahara	G	Mgmt	For	For
1.9	Elect Director David C. Novak	G	Mgmt	For	For
1.10	Elect Director Brian L. Roberts	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Amend Nonqualified Employee Stock Purchase Plan	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
5	Improve Executive Compensation Program and Policy	S, G	SH	Against	Against
<i>Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.</i>					
6	Require Independent Board Chair	G	SH	Against	Against
<i>Blended Rationale: [SF-S0107-101] Company has a designated lead director who fulfills the requirements appropriate to such role.</i>					

Comerica Incorporated

Meeting Date: 29/04/2025

Country: USA

Ticker: CMA

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Arthur G. Angulo	G	Mgmt	For	For
1.2	Elect Director Roger A. Cregg	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Comerica Incorporated

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Curtis C. Farmer	G	Mgmt	For	For
1.4	Elect Director M. Alan Gardner	G	Mgmt	For	For
1.5	Elect Director Derek J. Kerr	G	Mgmt	For	For
1.6	Elect Director Richard G. Lindner	G	Mgmt	For	For
1.7	Elect Director Jennifer H. Sampson	G	Mgmt	For	For
1.8	Elect Director Barbara R. Smith	G	Mgmt	For	For
1.9	Elect Director Robert S. Taubman	G	Mgmt	For	For
1.10	Elect Director Nina G. Vaca	G	Mgmt	For	For
1.11	Elect Director Michael G. Van de Ven	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

COMET Holding AG

Meeting Date: 10/04/2025

Country: Switzerland

Ticker: COTN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 1.50 per Share	G	Mgmt	For	For
3	Approve Non-Financial Report	E, S	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
5.1	Reelect Mariel Hoch as Director	G	Mgmt	For	For
5.2	Reelect Patrick Jany as Director	G	Mgmt	For	For
5.3	Reelect Heinz Kundert as Director	G	Mgmt	For	For
5.4	Reelect Irene Lee as Director	G	Mgmt	For	For
5.5	Reelect Edeltraud Leibrock as Director	G	Mgmt	For	For
5.6	Reelect Benjamin Loh as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

COMET Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.7	Elect Benjamin Loh as Board Chair	G	Mgmt	For	For
6.1	Reappoint Mariel Hoch as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
6.2	Reappoint Heinz Kundert as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
6.3	Appoint Patrick Jany as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
7	Designate HuettelLAW AG as Independent Proxy	G	Mgmt	For	For
8	Ratify Ernst & Young AG as Auditors	G	Mgmt	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million	G	Mgmt	For	For
9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.9 Million	G	Mgmt	For	For
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.1 Million for Fiscal Year 2026 under the Long-Term Incentive Plan	G	Mgmt	For	For
9.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.1 Million for Fiscal Year 2024 under the Short-Term Incentive Plan	G	Mgmt	For	For
9.5	Approve Remuneration Report	G	Mgmt	For	For
10	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Comfort Systems USA, Inc.

Meeting Date: 16/05/2025

Country: USA

Ticker: FIX

Record Date: 17/03/2025

Meeting Type: Annual

Comfort Systems USA, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Darcy G. Anderson	G	Mgmt	For	For
1.2	Elect Director Herman E. Bulls	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.3	Elect Director Rhoman J. Hardy	G	Mgmt	For	For
1.4	Elect Director Gaurav Kapoor	G	Mgmt	For	For
1.5	Elect Director Brian E. Lane	G	Mgmt	For	For
1.6	Elect Director Pablo G. Mercado	G	Mgmt	For	For
1.7	Elect Director Franklin Myers	G	Mgmt	For	For
1.8	Elect Director William J. Sandbrook	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.9	Elect Director Constance E. Skidmore	G	Mgmt	For	For
1.10	Elect Director Cindy L. Wallis-Lage	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Comfortdelgro Corporation Limited

Meeting Date: 25/04/2025

Country: Singapore

Ticker: C52

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Directors' Statement and Audited Financial Statements	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Approve Directors' Fees	G	Mgmt	For	For
4	Elect Mark Christopher Greaves as Director	G	Mgmt	For	For
5	Elect Choi Shing Kwok as Director	G	Mgmt	For	For
6	Elect Russell Stephen Balding AO as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Comfortdelgro Corporation Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Elect Lee Jee Cheng Philip as Director	G	Mgmt	For	For
8	Approve Ernst & Young LLP as Auditors and Authorize Directors to Fix Their Remuneration	G	Mgmt	For	For
9	Approve Issuance of Shares Under the ComfortDelGro Executive Share Award Scheme	G	Mgmt	For	For
10	Authorize Share Repurchase Program	G	Mgmt	For	For

Commerce Bancshares, Inc.

Meeting Date: 25/04/2025 **Country:** USA **Ticker:** CBSH
Record Date: 26/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Benjamin F. Rassieur, III	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2.2	Elect Director Timothy S. Dunn	G	Mgmt	For	For
2.3	Elect Director June McAllister Fowler	G	Mgmt	For	For
2.4	Elect Director Todd R. Schnuck	G	Mgmt	For	For
2.5	Elect Director Christine B. Taylor	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Commerzbank AG

Meeting Date: 15/05/2025 **Country:** Germany **Ticker:** CBK
Record Date: 23/04/2025 **Meeting Type:** Annual

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

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.65 per Share	G	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Bettina Orlopp for Fiscal Year 2024	G	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Manfred Knof (until Sep. 30, 2024) for Fiscal Year 2024	G	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Michael Kotzbauer (from Oct. 1, 2024) for Fiscal Year 2024	G	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Sabine MIInarsky for Fiscal Year 2024	G	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Joerg Oliveri del Castillo-Schulz (until June 30, 2024) for Fiscal Year 2024	G	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Thomas Schaufler for Fiscal Year 2024	G	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Bernhard Spalt for Fiscal Year 2024	G	Mgmt	For	For
3.8	Approve Discharge of Management Board Member Christiane Vorspel-Rüter (from Sep. 1, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Jens Weidmann for Fiscal Year 2024	G	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Uwe Tschaege for Fiscal Year 2024	G	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Heike Anscheit for Fiscal Year 2024	G	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Gunnar de Buhr for Fiscal Year 2024	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.5	Approve Discharge of Supervisory Board Member Harald Christ for Fiscal Year 2024	G	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Frank Czichowski for Fiscal Year 2024	G	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Sabine Dietrich for Fiscal Year 2024	G	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Jutta Doenges for Fiscal Year 2024	G	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Kerstin Jerchel (until April 30, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Burkhard Keese for Fiscal Year 2024	G	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Maxi Leuchters for Fiscal Year 2024	G	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Daniela Mattheus for Fiscal Year 2024	G	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Nina Olderdissen for Fiscal Year 2024	G	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Sandra Persiehl for Fiscal Year 2024	G	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Michael Schramm for Fiscal Year 2024	G	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Caroline Seifert for Fiscal Year 2024	G	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Gertrude Tumpel-Gugerell for Fiscal Year 2024	G	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Sascha Uebel for Fiscal Year 2024	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.19	Approve Discharge of Supervisory Board Member Frederik Werning (until April 30, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Frank Westhoff for Fiscal Year 2024	G	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Stefan Wittmann for Fiscal Year 2024	G	Mgmt	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2025	G	Mgmt	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	G	Mgmt	For	For
5.3	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Approve Management Board Remuneration Policy	G	Mgmt	For	For
8	Approve Supervisory Board Remuneration Policy	G	Mgmt	For	For
9.1	Elect Sabine Lautenschlaeger-Peiter to the Supervisory Board	G	Mgmt	For	For
9.2	Elect Michael Gorriz to the Supervisory Board	G	Mgmt	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For
11	Authorize Use of Financial Derivatives when Repurchasing Shares	G	Mgmt	For	For
12	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
13	Approve Affiliation Agreement with Commerz Direktservice GmbH	G	Mgmt	For	For

Commerzbank AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
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	G	Mgmt	None	Abstain
<p><i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i></p>					

CommScope Holding Company, Inc.

Meeting Date: 08/05/2025 **Country:** USA **Ticker:** COMM
Record Date: 12/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2a	Elect Director Stephen (Steve) C. Gray	G	Mgmt	For	For
2b	Elect Director L. William (Bill) Krause	G	Mgmt	For	For
<p><i>Blended Rationale: .</i></p>					
2c	Elect Director Joanne M. Maguire	G	Mgmt	For	For
<p><i>Blended Rationale: .</i></p>					
2d	Elect Director Thomas J. Manning	G	Mgmt	For	For
2e	Elect Director Derrick A. Roman	G	Mgmt	For	For
<p><i>Blended Rationale: .</i></p>					
2f	Elect Director Charles L. Treadway	G	Mgmt	For	For
2g	Elect Director Claudius (Bud) E. Watts, IV	G	Mgmt	For	For
2h	Elect Director Timothy T. Yates	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i></p>					
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Community Health Systems, Inc.

Meeting Date: 13/05/2025

Country: USA

Ticker: CYH

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Susan W. Brooks	G	Mgmt	For	For
1b	Elect Director Ronald L. Burgess, Jr.	G	Mgmt	For	For
1c	Elect Director John A. Clerico	G	Mgmt	For	For
1d	Elect Director Michael Dinkins	G	Mgmt	For	For
1e	Elect Director James S. Ely, III	G	Mgmt	For	For
1f	Elect Director John A. Fry	G	Mgmt	For	For
1g	Elect Director Joseph A. Hastings	G	Mgmt	For	For
1h	Elect Director Tim L. Hingtgen	G	Mgmt	For	For
1i	Elect Director Elizabeth T. Hirsch	G	Mgmt	For	For
1j	Elect Director William Norris Jennings	G	Mgmt	For	For
1k	Elect Director K. Ranga Krishnan	G	Mgmt	For	For
1l	Elect Director Fawn D. Lopez	G	Mgmt	For	For
1m	Elect Director Wayne T. Smith	G	Mgmt	For	For
1n	Elect Director H. James Williams	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Permit the Exculpation of Officers	G	Mgmt	For	For
5	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Community Healthcare Trust Incorporated

Meeting Date: 01/05/2025

Country: USA

Ticker: CHCT

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Cathrine Cotman	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Community Healthcare Trust Incorporated

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director David Dupuy	G	Mgmt	For	For
1.3	Elect Director Alan Gardner	G	Mgmt	For	For
1.4	Elect Director Claire Gulmi	G	Mgmt	For	For
1.5	Elect Director Robert Hensley	G	Mgmt	For	For
1.6	Elect Director Lawrence Van Horn	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify BDO USA, P.C. as Auditors	G	Mgmt	For	For

Compagnie de Saint-Gobain SA

Meeting Date: 05/06/2025

Country: France

Ticker: SGO

Record Date: 03/06/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	For
5	Reelect Benoit Bazin as Director	G	Mgmt	For	For
6	Reelect Sibylle Daunis as Representative of Employee Shareholders to the Board	G	Mgmt	For	For
7	Elect Maya Hari as Director	G	Mgmt	For	For
8	Elect Antoine de Saint-Affrique as Director	G	Mgmt	For	For
9	Elect Hans Sohlström as Director	G	Mgmt	For	For
10	Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board from January 1, 2024 Until June 6, 2024	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Approve Compensation of Benoit Bazin, CEO from January 1, 2024 Until June 6, 2024	G	Mgmt	For	For
12	Approve Compensation of Benoit Bazin, Chairman and CEO from June 7, 2024 Until December 31, 2024	G	Mgmt	For	For
13	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
14	Approve Remuneration Policy of Chairman and CEO	G	Mgmt	For	For
15	Approve Remuneration Policy of Directors	G	Mgmt	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	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	G	Mgmt	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 199 Million	G	Mgmt	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 199 Million	G	Mgmt	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	G	Mgmt	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
22	Authorize Capitalization of Reserves of Up to EUR 99 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
25	Authorize up to 1.5 Percent of Issued Capital for Use in Stock Option Plans	G	Mgmt	For	For
26	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans	G	Mgmt	For	For
27	Amend Article 18 of Bylaws to Incorporate Legal Changes Re: General Meeting Broadcast	G	Mgmt	For	For
28	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Compagnie Generale des Etablissements Michelin SCA

Meeting Date: 16/05/2025 Country: France Ticker: ML
 Record Date: 14/05/2025 Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income and Dividends of EUR 1.38 per Share	G	Mgmt	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G	Mgmt	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
6	Approve Remuneration Policy of General Managers	G	Mgmt	For	For
7	Approve Remuneration Policy of Supervisory Board Members	G	Mgmt	For	For
8	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
9	Approve Compensation of Florent Menegaux	G	Mgmt	For	For
10	Approve Compensation of Yves Chapot	G	Mgmt	For	For
11	Approve Compensation of Barbara Dalibard	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Elect Wolf-Henning Scheider as Supervisory Board Member	G	Mgmt	For	For
13	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 1.15 Million	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
15	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Compal Electronics, Inc.

Meeting Date: 29/05/2025 **Country:** Taiwan **Ticker:** 2324
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	For

Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

Meeting Date: 29/04/2025 **Country:** Brazil **Ticker:** SBSP3
Record Date: **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Remuneration of Company's Management	G	Mgmt	For	For
2	Approve Restricted Stock Plan	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
3	Approve Performance Share Plan	G	Mgmt	For	For

Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Amend Article 2 Re: Corporate Purpose	G	Mgmt	For	For
5	Consolidate Bylaws	G	Mgmt	For	For

Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

Meeting Date: 29/04/2025 **Country:** Brazil **Ticker:** SBSP3
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3	Fix Number of Fiscal Council Members at Five	G	Mgmt	For	For
4.1	Elect Aristoteles Nogueira Filho as Fiscal Council Member and Vanderlei Dominguez da Rosa as Alternate	G	Mgmt	For	For
4.2	Elect Gisomar Francisco de Bittencourt Marinho as Fiscal Council Member and Marizio Martins da Costa as Alternate	G	Mgmt	For	For
4.3	Elect Hamilton Valente da Silva Junior as Fiscal Council Member and Dorgival Soares Da Silva as Alternate	G	Mgmt	For	For
4.4	Elect Maria Salete Garcia Pinheiro as Fiscal Council Member and Adilson Celestino de Lima as Alternate	G	Mgmt	For	For
4.5	Elect Diego Allan Vieira Domingues as Fiscal Council Member and Fabio Aurelio Aguilera Mendes as Alternate	G	Mgmt	For	For

Companhia Energetica de Minas Gerais SA

Meeting Date: 30/04/2025 **Country:** Brazil **Ticker:** CMIG4
Record Date: **Meeting Type:** Extraordinary Shareholders

Companhia Energetica de Minas Gerais SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles	G	Mgmt	For	For
2	Consolidate Bylaws	G	Mgmt	For	For
3	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Companhia Energetica de Minas Gerais SA

Meeting Date: 30/04/2025 **Country:** Brazil **Ticker:** CMIG4
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Approve Capital Budget, Allocation of Income and Dividends	G	Mgmt	For	For
3	Approve Remuneration of Company's Management, Fiscal Council, and Audit Committee	G	Mgmt	For	For

Companhia Energetica de Minas Gerais SA

Meeting Date: 26/06/2025 **Country:** Brazil **Ticker:** CMIG4
Record Date: **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	If Voting FOR on Item 1, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.		Mgmt		

Companhia Energetica de Minas Gerais SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	G	Mgmt	None	For
2.1	Percentage of Votes to Be Assigned - Elect Marcio Luiz Simoes Utsch as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
2.2	Percentage of Votes to Be Assigned - Elect Marcus Leonardo Silberman as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
2.3	Percentage of Votes to Be Assigned - Elect Jose Reinaldo Magalhaes as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
2.4	Percentage of Votes to Be Assigned - Elect Afonso Henriques Moreira Santos as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
2.5	Percentage of Votes to Be Assigned - Elect Ricardo Menin Gaertner as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
2.6	Percentage of Votes to Be Assigned - Elect Daniel Alves Ferreira as Independent Director (Appointed by FIA Dinamica)	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					
2.7	Percentage of Votes to Be Assigned - Elect Roger Daniel Versieux as Independent Director (Appointed by FIA Dinamica)	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					
3	Elect Mauro Teixeira Biondini as Alternate Fiscal Council Member	G	Mgmt	For	For

Companhia Paranaense de Energia

Meeting Date: 24/04/2025

Country: Brazil

Ticker: CPLE6

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Approve Capital Budget	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends	G	Mgmt	For	For
4	Approve Remuneration of Company's Management, Fiscal Council, and Statutory Committees	G	Mgmt	For	For
5	Fix Number of Directors at Nine	G	Mgmt	For	For
6	Elect Directors	G	Mgmt	For	For
7	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	G	Mgmt	None	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
	If Voting FOR on Item 8, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.		Mgmt		
8	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
9.1	Percentage of Votes to Be Assigned - Elect Marcel Martins Malczewski as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					

Companhia Paranaense de Energia

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.2	Percentage of Votes to Be Assigned - Elect Marco Antonio Barbosa Candido as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
9.3	Percentage of Votes to Be Assigned - Elect Viviane Isabela de Oliveira Martins as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
9.4	Percentage of Votes to Be Assigned - Elect Pedro Franco Sales as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
9.5	Percentage of Votes to Be Assigned - Elect Jacildo Lara Martins as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
9.6	Percentage of Votes to Be Assigned - Elect Raul Almeida Cadena as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
9.7	Percentage of Votes to Be Assigned - Elect Augusto Cezar Tavares Baiao as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
9.8	Percentage of Votes to Be Assigned - Elect Moacir Carlos Bertol as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
10	Approve Classification of Marcel Martins Malczewski, Marco Antonio Barbosa Candido, Viviane Isabela de Oliveira Martins, Pedro Franco Sales, Jacildo Lara Martins, Raul Almeida Cadena, and Augusto Cezar Tavares Baiao as Independent Directors	G	Mgmt	For	For

Companhia Paranaense de Energia

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
12	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					

Companhia Paranaense de Energia

Meeting Date: 24/04/2025 **Country:** Brazil **Ticker:** CPLE6
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Preferred Shareholders		Mgmt		
1	Elect Geraldo Correa de Lyra Junior as Director Appointed by Preferred Shareholder (Appointed by BNDES Participacoes S.A. - BNDESPar)	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					
2	In Case Neither Class of Shares Reaches the Minimum Quorum Required by the Brazilian Corporate Law to Elect a Board Representative in Separate Elections, Would You Like to Use Your Votes to Elect the Candidate with More Votes to Represent Both Classes?	G	Mgmt	None	For
3	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					

Compania Cervecerias Unidas SA

Meeting Date: 16/04/2025

Country: Chile

Ticker: CCU

Record Date: 10/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Chair's Report	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
3	Approve Allocation of Income and Dividends of CLP 100.28 per Share	G	Mgmt	For	For
4	Present Dividend Policy and Distribution Procedures	G	Mgmt	For	For
5	Approve Remuneration of Directors	G	Mgmt	For	For
6	Approve Remuneration and Budget of Directors' Committee	G	Mgmt	For	For
7	Approve Remuneration and Budget of Audit Committee	G	Mgmt	For	For
8	Appoint Auditors	G	Mgmt	For	For
9	Designate Risk Assessment Companies	G	Mgmt	For	For
10	Receive Directors' Committee Report on Activities	G	Mgmt	For	For
11	Receive Report Regarding Related-Party Transactions	G	Mgmt	For	For
12	Other Business	G	Mgmt	For	Against

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Compania Sud Americana de Vapores SA

Meeting Date: 25/04/2025

Country: Chile

Ticker: VAPORES

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	Abstain

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Compania Sud Americana de Vapores SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Approve Dividends of USD 116.5 Million and EUR 245 Million	G	Mgmt	For	For
3	Present Dividend Policy and Distribution Procedures	G	Mgmt	For	For
4	Approve Remuneration of Directors and Present Their Report on Expenses	G	Mgmt	For	For
5	Approve Remuneration and Budget of Directors' Committee for FY 2025 and Present Their Report on Activities and Expenses for FY 2024	G	Mgmt	For	For
6	Appoint Auditors	G	Mgmt	For	For
7	Designate Risk Assessment Companies	G	Mgmt	For	For
8	Approve Report Regarding Related-Party Transactions	G	Mgmt	For	For
9	Designate Newspaper to Publish Meeting Announcements	G	Mgmt	For	For
10	Other Business	G	Mgmt	For	Against

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Compass, Inc.

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** COMP.EQ
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Robert L. Reffkin	G	Mgmt	For	For
1b	Elect Director Frank Martell	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1c	Elect Director Dawanna Williams	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Compeq Manufacturing Co., Ltd.

Meeting Date: 29/05/2025

Country: Taiwan

Ticker: 2313

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For

Computacenter Plc

Meeting Date: 15/05/2025

Country: United Kingdom

Ticker: CCC

Record Date: 13/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
4	Approve Final Dividend	G	Mgmt	For	For
5a	Re-elect Pauline Campbell as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5b	Re-elect Rene Carayol as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5c	Re-elect Philip Hulme as Director	G	Mgmt	For	For
5d	Elect Kelly Kuhn as Director	G	Mgmt	For	For
5e	Elect Simon McNamara as Director	G	Mgmt	For	For

Computacenter Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5f	Re-elect Ljiljana Mitic as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
5g	Re-elect Mike Norris as Director	G	Mgmt	For	For
5h	Re-elect Peter Ogden as Director	G	Mgmt	For	For
5i	Elect Adam Walker as Director	G	Mgmt	For	For
6	Reappoint Grant Thornton UK LLP as Auditors	G	Mgmt	For	For
7	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
8	Approve Share Plan	G	Mgmt	For	For
9	Authorise Issue of Equity	G	Mgmt	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
12	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Computer Engineering & Consulting Ltd.

Meeting Date: 22/04/2025

Country: Japan

Ticker: 9692

Record Date: 31/01/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	G	Mgmt	For	For
2.1	Elect Director Himeno, Takashi	G	Mgmt	For	For
2.2	Elect Director Takagi, Hideki	G	Mgmt	For	For
2.3	Elect Director Okita, Atsushi	G	Mgmt	For	For
2.4	Elect Director Sakai, Yasuo	G	Mgmt	For	For
2.5	Elect Director Egami, Futoshi	G	Mgmt	For	For
2.6	Elect Director Ishihara, Naoki	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Computer Engineering & Consulting Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.7	Elect Director Takahashi, Shizuyo	G	Mgmt	For	For
2.8	Elect Director Kosugi, Noriko	G	Mgmt	For	For
2.9	Elect Director Nawa, Ryoichi	G	Mgmt	For	For
3.1	Elect Alternate Director and Audit Committee Member Matsumoto, Kazuaki	G	Mgmt	For	For
3.2	Elect Alternate Director and Audit Committee Member Shiota, Yoshiharu	G	Mgmt	For	For

Comstock Resources, Inc.

Meeting Date: 03/06/2025 Country: USA Ticker: CRK
Record Date: 07/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director M. Jay Allison	G	Mgmt	For	For
1.2	Elect Director Roland O. Burns	G	Mgmt	For	For
1.3	Elect Director Elizabeth B. Davis	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.4	Elect Director Morris E. Foster	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.5	Elect Director Jim L. Turner	G	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee Chair for failure to adequately account for diversity on the board [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Concordia Financial Group, Ltd.

Meeting Date: 20/06/2025 Country: Japan Ticker: 7186
Record Date: 31/03/2025 Meeting Type: Annual

Concordia Financial Group, Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Change Company Name - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	G	Mgmt	For	For
2.1	Elect Director Kataoka, Tatsuya	G	Mgmt	For	For
2.2	Elect Director Onodera, Nobuo	G	Mgmt	For	For
2.3	Elect Director Katsuta, Michifumi	G	Mgmt	For	For
2.4	Elect Director Akiyoshi, Mitsuru	G	Mgmt	For	For
2.5	Elect Director Yoda, Mami	G	Mgmt	For	For
2.6	Elect Director Ishii, Shigeru	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Maehara, Kazuhiro	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Noguchi, Mayumi	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Suzuki, Yoshikazu	G	Mgmt	For	For
4	Elect Alternate Director and Audit Committee Member Hashimoto, Keiichiro	G	Mgmt	For	For
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For
7	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

Confluent, Inc.

Meeting Date: 11/06/2025

Country: USA

Ticker: CFLT

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jay Kreps	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Confluent, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Alyssa Henry	G	Mgmt	For	For
1c	Elect Director Greg Schott	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

ConnectOne Bancorp, Inc.

Meeting Date: 20/05/2025 **Country:** USA **Ticker:** CNOB
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Frank Sorrentino, III	G	Mgmt	For	For
1.2	Elect Director Stephen T. Boswell	G	Mgmt	For	For
1.3	Elect Director Frank W. Baier	G	Mgmt	For	For
1.4	Elect Director Frank Huttie, III	G	Mgmt	For	For
1.5	Elect Director Michael Kempner	G	Mgmt	For	For
1.6	Elect Director Elizabeth Magennis	G	Mgmt	For	For
1.7	Elect Director Nicholas Minoia	G	Mgmt	For	For
1.8	Elect Director Anson M. Moise	G	Mgmt	For	For
1.9	Elect Director Katherin Nukk-Freeman	G	Mgmt	For	For
1.10	Elect Director Susan C. O'Donnell	G	Mgmt	For	For
1.11	Elect Director Daniel Rifkin	G	Mgmt	For	For
1.12	Elect Director Mark Sokolich	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Crowe LLP as Auditors	G	Mgmt	For	For

Consolidated Edison, Inc.

Meeting Date: 19/05/2025 **Country:** USA **Ticker:** ED
Record Date: 24/03/2025 **Meeting Type:** Annual

Consolidated Edison, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Timothy P. Cawley	G	Mgmt	For	For
1b	Elect Director John F. Killian	G	Mgmt	For	For
1c	Elect Director Karol V. Mason	G	Mgmt	For	For
1d	Elect Director Dwight A. McBride	G	Mgmt	For	For
1e	Elect Director William J. Mulrow	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1f	Elect Director Michael W. Ranger	G	Mgmt	For	For
1g	Elect Director Linda S. Sanford	G	Mgmt	For	For
1h	Elect Director Deirdre Stanley	G	Mgmt	For	For
1i	Elect Director L. Frederick Sutherland	G	Mgmt	For	For
1j	Elect Director Catherine Zoi	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Constellation Energy Corporation

Meeting Date: 29/04/2025

Country: USA

Ticker: CEG

Record Date: 05/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Yves C. de Balmann	G	Mgmt	For	For
1.2	Elect Director Robert J. Lawless	G	Mgmt	For	For
1.3	Elect Director Peter Oppenheimer	G	Mgmt	For	For
1.4	Elect Director Eileen Paterson	G	Mgmt	For	For
1.5	Elect Director John M. Richardson	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Constellation Energy Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Constellation Software Inc.

Meeting Date: 13/05/2025 Country: Canada Ticker: CSU
Record Date: 03/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jamal Baksh	G	Mgmt	For	For
1.2	Elect Director John Billowits	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
1.3	Elect Director Lawrence Cunningham	G	Mgmt	For	For
1.4	Elect Director Claire Kennedy	G	Mgmt	For	For
1.5	Elect Director Robert Kittel	G	Mgmt	For	For
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.6	Elect Director Mark Leonard	G	Mgmt	For	For
1.7	Elect Director Donna Parr	G	Mgmt	For	For
1.8	Elect Director Andrew Pastor	G	Mgmt	For	For
1.9	Elect Director Laurie Schultz	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Constellium SE

Meeting Date: 15/05/2025 Country: France Ticker: CSTM
Record Date: 13/05/2025 Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Elect Bradley Soultz as Director	G	Mgmt	For	For

Constellium SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Reelect Emmanuel Blot as Director	G	Mgmt	For	For
3	Reelect Martha Brooks as Director	G	Mgmt	For	For
4	Reelect Lori Walker as Director	G	Mgmt	For	For
5	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
6	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
7	Approve Discharge of Directors, CEO and Auditors	G	Mgmt	For	For
8	Approve Treatment of Losses	G	Mgmt	For	For
9	Renew Appointment of PricewaterhouseCoopers Audit as Auditors; Appoint RSM France as Auditors	G	Mgmt	For	For
10	Appoint PricewaterhouseCoopers Audit as Auditor for Sustainability Reporting	G	Mgmt	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
12	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 1,468,198.84	G	Mgmt	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 880,919	G	Mgmt	For	For
	<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>				
16	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 587,279.54	G	Mgmt	For	For
	<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>				

Constellium SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 15	G	Mgmt	For	For
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
18	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16	G	Mgmt	For	For
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
20	Amend Article 13 of Bylaws	G	Mgmt	For	For
21	Amend Article 20 of Bylaws	G	Mgmt	For	For
22	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Construcciones y Auxiliar de Ferrocarriles SA

Meeting Date: 14/06/2025

Country: Spain

Ticker: CAF

Record Date: 09/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For
2	Approve Discharge of Board	G	Mgmt	For	For
3	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
4	Approve Allocation of Income and Dividends	G	Mgmt	For	For
5.1	Reelect Julian Gracia Palacin as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence</i>					
5.2	Fix Number of Directors at 11	G	Mgmt	For	For
6	Authorize Share Repurchase Program	G	Mgmt	For	For
7	Advisory Vote on Remuneration Report	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Construcciones y Auxiliar de Ferrocarriles SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Receive Amendments to Board of Directors Regulations	G	Mgmt		
9	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Contemporary Amperex Technology Co., Ltd.

Meeting Date: 08/04/2025 Country: China Ticker: 300750
Record Date: 28/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Authorize Board of Directors to Formulate Interim Dividend Plan	G	Mgmt	For	For
6	Approve Remuneration of Directors	G	Mgmt	For	For
7	Approve Remuneration of Supervisors	G	Mgmt	For	For
8	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
9	Approve to Appoint Auditor	G	Mgmt	For	For
10	Approve Application of Credit Lines	G	Mgmt	For	For
11	Approve Estimated Amount of Guarantees	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
12	Approve Hedging Plan	G	Mgmt	For	For
13	Approve Issuance of Overseas Bonds by Wholly-owned Subsidiary and Provision of Guarantee by the Company	G	Mgmt	For	For
	APPROVE FORMULATION AND AMENDMENT OF COMPANY SYSTEMS		Mgmt		
14.1	Amend Implementing Rules for Cumulative Voting System	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Contemporary Amperex Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14.2	Amend Management System for Providing External Investments	G	Mgmt	For	For
14.3	Amend Entrusted Financial Management System	G	Mgmt	For	For
14.4	Amend Related-Party Transaction Management System	G	Mgmt	For	For
14.5	Amend Management System for Providing External Guarantees	G	Mgmt	For	For
14.6	Amend External Donation Management System	G	Mgmt	For	For
14.7	Amend Management System of Raised Funds	G	Mgmt	For	For
14.8	Amend Special System for Prevention of Capital Appropriation by Controlling Shareholders and Related Parties	G	Mgmt	For	For
	APPROVE FORMULATION AND REVISION OF CORPORATE RULES REGARDING ISSUANCE OF H SHARES BY THE COMPANY		Mgmt		
15.1	Amend Management System for Providing External Investments	G	Mgmt	For	For
15.2	Amend Related-Party Transaction Management System	G	Mgmt	For	For

Continental AG

Meeting Date: 25/04/2025

Country: Germany

Ticker: CON

Record Date: 03/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.50 per Share	G	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Nikolai Setzer for Fiscal Year 2024	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.2	Approve Discharge of Management Board Member Philipp von Hirschheydt for Fiscal Year 2024	G	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Christian Koetz for Fiscal Year 2024	G	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Philip Nelles for Fiscal Year 2024	G	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Ariane Reinhart for Fiscal Year 2024	G	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Olaf Schick for Fiscal Year 2024	G	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Katja Garcia Vila for Fiscal Year 2024	G	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Wolfgang Reitzle for Fiscal Year 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [LN-M0261-001] Concerns with the level of oversight provided by the supervisory board.</i>					
4.2	Approve Discharge of Supervisory Board Member Hasan Allak for Fiscal Year 2024	G	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2024	G	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Kevin Borck for Fiscal Year 2024	G	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Dorothea von Boxberg for Fiscal Year 2024	G	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Stefan Buchner for Fiscal Year 2024	G	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Gunter Dunkel for Fiscal Year 2024	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.8	Approve Discharge of Supervisory Board Member Matthias Ebenau for Fiscal Year 2024	G	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Francesco Grioli for Fiscal Year 2024	G	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Michael Iglhaut for Fiscal Year 2024	G	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Satish Khatu for Fiscal Year 2024	G	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Isabel Knauf for Fiscal Year 2024	G	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Carmen Loeffler for Fiscal Year 2024	G	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Sabine Neuss for Fiscal Year 2024	G	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Rolf Nonnenmacher for Fiscal Year 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [LN-M0261-001] Concerns with the level of oversight provided by the supervisory board.</i>					
4.16	Approve Discharge of Supervisory Board Member Anne Nothing for Fiscal Year 2024	G	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Klaus Rosenfeld for Fiscal Year 2024	G	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Georg Schaeffler for Fiscal Year 2024	G	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Joerg Schoenfelder for Fiscal Year 2024	G	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Matthias Tote for Fiscal Year 2024	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.21	Approve Discharge of Supervisory Board Member Dirk Nordmann for Fiscal Year 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [LN-M0261-001] Concerns with the level of oversight provided by the supervisory board.</i>					
4.22	Approve Discharge of Supervisory Board Member Lorenz Pfau for Fiscal Year 2024	G	Mgmt	For	For
4.23	Approve Discharge of Supervisory Board Member Stefan Scholz for Fiscal Year 2024	G	Mgmt	For	For
4.24	Approve Discharge of Supervisory Board Member Elke Volkmann for Fiscal Year 2024	G	Mgmt	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	G	Mgmt	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the Review of Interim Financial Statements for Fiscal Year 2025	G	Mgmt	For	For
6	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
7	Approve Remuneration Report	G	Mgmt	For	For
8	Approve Merger by Absorption of Continental Automotive GmbH	G	Mgmt	For	For
9	Approve Spin-Off Agreement with Continental Automotive Holding SE	G	Mgmt	For	For
10	Approve Decrease in Size of Supervisory Board as per Statutory Provisions	G	Mgmt	For	For
11	Amend Articles Re: Election of Shareholder Representatives to the Supervisory Board	G	Mgmt	For	For
12	Amend Articles Re: Supervisory Board Resignations	G	Mgmt	For	For
13	Amend Article Re: Location of Annual Meeting	G	Mgmt	For	For
14	Amend Articles Re: Editorial Changes	G	Mgmt	For	For

Meeting Date: 22/05/2025

Country: United Kingdom

Ticker: CTEC

Record Date: 20/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. Remuneration arrangements are poorly structured.</i>					<i>[LN-M0550-001]</i>
4	Approve Final Dividend	G	Mgmt	For	For
5	Re-elect John McAdam as Director	G	Mgmt	For	For
6	Re-elect Karim Bitar as Director	G	Mgmt	For	For
7	Re-elect Jonny Mason as Director	G	Mgmt	For	For
8	Re-elect Margaret Ewing as Director	G	Mgmt	For	For
9	Re-elect Brian May as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
10	Re-elect Constantin Coussios as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
11	Re-elect Heather Mason as Director	G	Mgmt	For	For
12	Re-elect Kim Lody as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
13	Re-elect Sharon O'Keefe as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
14	Reappoint Deloitte LLP as Auditors	G	Mgmt	For	For
15	Authorise Audit & Risk Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
16	Approve Omnibus Incentive Plan	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. Remuneration arrangements are poorly structured.</i>					<i>[LN-M0550-001]</i>
17	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
18	Authorise Issue of Equity	G	Mgmt	For	For

Convatec Group Plc

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

COPT Defense Properties

Meeting Date: 20/05/2025 **Country:** USA **Ticker:** CDP
Record Date: 07/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Robert L. Denton, Sr.	G	Mgmt	For	For
1b	Elect Director Stephen E. Budorick	G	Mgmt	For	For
1c	Elect Director Philip L. Hawkins	G	Mgmt	For	For
1d	Elect Director Letitia A. Long	G	Mgmt	For	For
1e	Elect Director Essye B. Miller	G	Mgmt	For	For
1f	Elect Director Raymond L. Owens	G	Mgmt	For	For
1g	Elect Director C. Taylor Pickett	G	Mgmt	For	For
1h	Elect Director Lisa G. Trimberger	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Corbion NV

Meeting Date: 14/05/2025 **Country:** Netherlands **Ticker:** CRBN
Record Date: 16/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1.	Open Meeting	G	Mgmt		
2.	Receive Report of Management Board (Non-Voting)	G	Mgmt		
3.	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
4.	Approve Remuneration Report	G	Mgmt	For	For
5.	Receive Explanation on Company's Reserves and Dividend Policy	G	Mgmt		
6.	Approve Dividends	G	Mgmt	For	For
7.	Approve Discharge of Management Board	G	Mgmt	For	For
8.	Approve Discharge of Supervisory Board	G	Mgmt	For	For
9.	Reelect Liz Doherty to Supervisory Board	G	Mgmt	For	For
10.	Elect Karen-Marie Katholm to Supervisory Board	G	Mgmt	For	For
11.	Elect Abhijit Bhattacharya to Supervisory Board	G	Mgmt	For	For
12.	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital for General Purposes	G	Mgmt	For	For
13.	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 12	G	Mgmt	For	For
14.	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital in Case of Mergers, Acquisitions, or Strategic Alliances	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
15.	Authorize Repurchase of Shares	G	Mgmt	For	For
16.	Approve Cancellation of Repurchased Shares	G	Mgmt	For	For
17.	Amend Articles of Association	G	Mgmt	For	For
18.	Ratify Deloitte Accountants B.V. as Auditors	G	Mgmt	For	For
19.	Appoint Deloitte Accountants B.V. as Auditor for Sustainability Reporting	G	Mgmt	For	For
20.	Other Business (Non-Voting)	G	Mgmt		

Corbion NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
21.	Close Meeting	G	Mgmt		

Corcept Therapeutics Incorporated

Meeting Date: 10/06/2025 **Country:** USA **Ticker:** CORT
Record Date: 17/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Gregg Alton	G	Mgmt	For	For
1.2	Elect Director G. Leonard Baker, Jr.	G	Mgmt	For	For
1.3	Elect Director Joseph K. Belanoff	G	Mgmt	For	For
1.4	Elect Director Gillian M. Cannon	G	Mgmt	For	For
1.5	Elect Director David L. Mahoney	G	Mgmt	For	For
1.6	Elect Director Joshua M. Murray	G	Mgmt	For	For
1.7	Elect Director Kimberly Park	G	Mgmt	For	For
1.8	Elect Director Daniel N. Swisher, Jr.	G	Mgmt	For	For
1.9	Elect Director James N. Wilson	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Core & Main, Inc.

Meeting Date: 24/06/2025 **Country:** USA **Ticker:** CNM
Record Date: 28/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Dennis G. Gipson	G	Mgmt	For	For
1.2	Elect Director James D. Hope	G	Mgmt	For	For
1.3	Elect Director Mark R. Witkowski	G	Mgmt	For	For

Core & Main, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Core Laboratories Inc.

Meeting Date: 21/05/2025 Country: USA Ticker: CLB
Record Date: 26/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Martha Z. Carnes	G	Mgmt	For	For
1b	Elect Director Katherine Murray	G	Mgmt	For	For
1c	Elect Director Rob Martinovich	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Corem Property Group AB

Meeting Date: 23/04/2025 Country: Sweden Ticker: CORE.A
Record Date: 11/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

Corem Property Group AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.b	Approve Allocation of Income and Dividends of SEK 0.10 Per Ordinary Share of Class A and Per Ordinary Share of Class B, SEK 20.00 Per Ordinary Share of Class D, and SEK 20.00 Per Preference Share	G	Mgmt	For	For
8.c1	Approve Discharge of Patrik Essehorn	G	Mgmt	For	For
8.c2	Approve Discharge of Rutger Arnhult	G	Mgmt	For	For
8.c3	Approve Discharge of Katarina Klingspor	G	Mgmt	For	For
8.c4	Approve Discharge of Fredrik Rapp	G	Mgmt	For	For
8.c5	Approve Discharge of Christian Roos	G	Mgmt	For	For
8.c6	Approve Discharge of Christina Tillma	G	Mgmt	For	For
8.c7	Approve Discharge of Magnus Ugglå	G	Mgmt	For	For
8.c8	Approve Discharge of CEO Rutger Arnhult	G	Mgmt	For	For
8.c9	Approve Discharge of Vice CEO Eva Landen	G	Mgmt	For	For
8.d	Approve Record Date for Dividend Payment	G	Mgmt	For	For
9.1	Determine Number of Members (6) and Deputy Members (0) of Board	G	Mgmt	For	For
9.2	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
10.1	Approve Remuneration of Directors in the Amount of SEK 590,000 to Chair and SEK 325,000 to Other Directors	G	Mgmt	For	For
10.2	Approve Remuneration of Auditor	G	Mgmt	For	For
11.1	Reelect Patrik Essehorn as Director	G	Mgmt	For	For
11.2	Reelect Rutger Arnhult as Director	G	Mgmt	For	For
11.3	Reelect Katarina Klingspor as Director	G	Mgmt	For	For
11.4	Reelect Fredrik Rapp as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
11.5	Reelect Christina Tillman as Director	G	Mgmt	For	For

Corem Property Group AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11.6	Elect Hanna Andreen as New Director	G	Mgmt	For	For
11.7	Reelect Patrik Essehorn as Board Chair	G	Mgmt	For	For
11.8	Ratify KPMG AB as Auditor	G	Mgmt	For	For
12	Approve Remuneration Report	G	Mgmt	For	For
13	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0400-003] We believe that proposal is not in the best interest of shareholders</i>					
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
15	Close Meeting	G	Mgmt		

Corning Incorporated

Meeting Date: 01/05/2025

Country: USA

Ticker: GLW

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Leslie A. Brun	G	Mgmt	For	For
1b	Elect Director Stephanie A. Burns	G	Mgmt	For	For
1c	Elect Director Pamela J. Craig	G	Mgmt	For	For
1d	Elect Director Robert F. Cummings, Jr.	G	Mgmt	For	For
1e	Elect Director Roger W. Ferguson, Jr.	G	Mgmt	For	For
1f	Elect Director Thomas D. French	G	Mgmt	For	For
1g	Elect Director Daniel P. Huttenlocher	G	Mgmt	For	For
1h	Elect Director Kevin J. Martin	G	Mgmt	For	For
1i	Elect Director Wendell P. Weeks	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Corpay, Inc.

Meeting Date: 11/06/2025

Country: USA

Ticker: CPAY

Record Date: 16/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Annabelle Bexiga	G	Mgmt	For	For
1b	Elect Director Ronald F. Clarke	G	Mgmt	For	For
1c	Elect Director Joseph W. Farrelly	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
1d	Elect Director Rahul Gupta	G	Mgmt	For	For
1e	Elect Director Thomas M. Hagerty	G	Mgmt	For	For
1f	Elect Director Archie L. Jones, Jr.	G	Mgmt	For	For
1g	Elect Director Richard Macchia	G	Mgmt	For	For
1h	Elect Director Hala G. Modellmog	G	Mgmt	For	For
1i	Elect Director Jeffrey S. Sloan	G	Mgmt	For	For
1j	Elect Director Steven T. Stull	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
1k	Elect Director Gerald C. Throop	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>					
4	Require Independent Board Chair	G	SH	Against	Against
<i>Blended Rationale: [SF-S0107-101] Company has a designated lead director who fulfills the requirements appropriate to such role.</i>					

Corporacion Acciona Energias Renovables SA

Meeting Date: 05/06/2025

Country: Spain

Ticker: ANE

Record Date: 31/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For
1.2	Approve Consolidated and Standalone Management Reports	G	Mgmt	For	For
1.3	Approve Discharge of Board	G	Mgmt	For	For
1.4	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
1.5	Approve Allocation of Income and Dividends	G	Mgmt	For	For
1.6	Renew Appointment of KPMG Auditores as Auditor	G	Mgmt	For	For
2.1	Reelect Jose Manuel Entrecanales Domecq as Director	G	Mgmt	For	For
2.2	Reelect Rafael Mateo Alcalá as Director	G	Mgmt	For	For
2.3	Reelect Juan Ignacio Entrecanales Franco as Director	G	Mgmt	For	For
2.4	Reelect Sonia Dula as Director	G	Mgmt	For	For
2.5	Reelect Maria Salgado Madrinan as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
2.6	Reelect Juan Luis Lopez Cardenete as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
2.7	Reelect Rosaura Varo Rodriguez as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
2.8	Reelect Alejandro Mariano Werner Wainfeld as Director	G	Mgmt	For	For
2.9	Reelect Maria Fanjul Suarez as Director	G	Mgmt	For	For
2.10	Reelect Teresa Quiros Alvarez as Director	G	Mgmt	For	For
2.11	Elect Arantza Ezpeleta Puras as Director	G	Mgmt	For	For
3	Advisory Vote on Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					

Corporacion Acciona Energias Renovables SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Authorize Company to Call EGM with 15 Days' Notice	G	Mgmt	For	For
5	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Corteva, Inc.

Meeting Date: 30/04/2025 **Country:** USA **Ticker:** CTVA
Record Date: 05/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lamberto Andreotti	G	Mgmt	For	For
1b	Elect Director Klaus A. Engel	G	Mgmt	For	For
1c	Elect Director David C. Everitt	G	Mgmt	For	For
1d	Elect Director Janet P. Giesselman	G	Mgmt	For	For
1e	Elect Director Karen H. Grimes	G	Mgmt	For	For
1f	Elect Director Michael O. Johanns	G	Mgmt	For	For
1g	Elect Director Marcos M. Lutz	G	Mgmt	For	For
1h	Elect Director Charles V. Magro	G	Mgmt	For	For
1i	Elect Director Nayaki R. Nayyar	G	Mgmt	For	For
1j	Elect Director Gregory R. Page	G	Mgmt	For	For
1k	Elect Director Kerry J. Preete	G	Mgmt	For	For
1l	Elect Director Patrick J. Ward	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Cosan SA

Meeting Date: 30/04/2025 **Country:** Brazil **Ticker:** CSAN3
Record Date: **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Reduction in Share Capital without Cancellation of Shares and Amend Article 5 Accordingly	G	Mgmt	For	For
2	Amend Article 5 to Reflect Changes in Capital	G	Mgmt	For	For
3	Consolidate Bylaws	G	Mgmt	For	For

Cosan SA

Meeting Date: 30/04/2025 Country: Brazil Ticker: CSAN3
 Record Date: Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i></p>					
2	Approve Treatment of Net Loss	G	Mgmt	For	For
3	Fix Number of Directors at Nine	G	Mgmt	For	For
4	Approve Classification of Independent Directors	G	Mgmt	For	For
5	Elect Directors	G	Mgmt	For	For
6	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	G	Mgmt	None	Against

Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.

If Voting FOR on Item 7, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.

Mgmt

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.1	Percentage of Votes to Be Assigned - Elect Rubens Ometto Silveira Mello as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.2	Percentage of Votes to Be Assigned - Elect Marcelo Eduardo Martins as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.3	Percentage of Votes to Be Assigned - Elect Luis Henrique Cals de Beauclair Guimaraes as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.4	Percentage of Votes to Be Assigned - Elect Burkhard Otto Cordes as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.5	Percentage of Votes to Be Assigned - Elect Pedro Isamu Mizutani as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.6	Percentage of Votes to Be Assigned - Elect Vasco Augusto Pinto da Fonseca Dias Junior as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.7	Percentage of Votes to Be Assigned - Elect Silvia Brasil Coutinho as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.8	Percentage of Votes to Be Assigned - Elect Luis Claudio Rapparini as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.9	Percentage of Votes to Be Assigned - Elect Flavia Cruz Simon as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
9	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	G	Mgmt	For	For
10	Fix Number of Fiscal Council Members at Three	G	Mgmt	For	For
11.1	Elect Joao Ricardo Ducatti as Fiscal Council Member and Guilherme Jose de Vasconcelos Cerqueira as Alternate	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
11.2	Elect Monica Pires da Silva as Fiscal Council Member and Moises Cunha Mouta as Alternate	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
12	Elect Alexandre Yoiti Fujimoto as Fiscal Council Member and Guido Barbosa de Oliveira as Alternate Appointed by Minority Shareholder	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					
13	Approve Remuneration of Company's Management and Fiscal Council	G	Mgmt	For	For
14	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
15	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					

COSCO SHIPPING Energy Transportation Co., Ltd.

Meeting Date: 11/04/2025

Country: China

Ticker: 1138

Record Date: 07/04/2025

Meeting Type: Extraordinary
Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Satisfaction of the Company of the Requirements for the Proposed Issuance of A Shares to Specific Target Subscribers	G	Mgmt	For	For
2	Approve Shipbuilding Contract for Panamax Crude Oil/Product Oil Tankers and Related Transactions	G	Mgmt	For	For
3	Approve Shipbuilding Contracts for Aframax Crude Oil Tankers and Related Transactions	G	Mgmt	For	For
4	Approve Shipbuilding Contracts for LR2 Crude Oil/Product Oil Tankers and Related Transactions	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE ISSUANCE OF A SHARES TO SPECIFIC TARGET SUBSCRIBERS		Mgmt		
5.1	Approve Class and Par Value of Shares to be Issued	G	Mgmt	For	For
5.2	Approve Method and Time of Issuance	G	Mgmt	For	For
5.3	Approve Target Subscribers and Method of Subscription	G	Mgmt	For	For
5.4	Approve Pricing Benchmark Date, Issue Price and Pricing Principle	G	Mgmt	For	For
5.5	Approve Number of Shares to be Issued	G	Mgmt	For	For
5.6	Approve Lock-Up Period	G	Mgmt	For	For
5.7	Approve Amount and Use of Proceeds	G	Mgmt	For	For
5.8	Approve Place of Listing	G	Mgmt	For	For
5.9	Approve Arrangement Relating to the Accumulated Profit Prior to the Issuance	G	Mgmt	For	For
5.10	Approve Validity Period of the Resolution Prior to the Issuance	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

COSCO SHIPPING Energy Transportation Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Preliminary Proposal of the Proposed Issuance of A Shares to Specific Target Subscribers	G	Mgmt	For	For
7	Approve Discussion and Analysis Report on the Proposal of the Issuance of A Shares to Specific Investor	G	Mgmt	For	For
8	Approve Feasibility Analysis Report on the Use of Proceeds from the Proposed Issuance of A Shares to Specific Target Subscribers by the Company	G	Mgmt	For	For
9	Approve Report on Use of Proceeds from Previous Fund-Raising Activities of the Company	G	Mgmt	For	For
10	Approve Related (Connected) Transaction Concerning the Entering Into of the Conditional Share Subscription Agreement(S) with COSCO SHIPPING by the Company	G	Mgmt	For	For
11	Approve Proposal to Submit to the Shareholders' Meeting for Approval of COSCO SHIPPING's Exemption from Acquiring Additional Shares of the Company by Way of Tender Offer	G	Mgmt	For	For
12	Approve Future Plan for Return to the Shareholders for the Coming Three Years (2025-2027)	G	Mgmt	For	For
13	Approve Dilution of the Company's Current Return by the Proposed Issuance of A Shares to Specific Target Subscribers and Remedial Measures	G	Mgmt	For	For
14	Approve Undertakings to be Made by the Relevant Entities in Respect of the Measures on the Dilution of the Company's Current Return by the Proposed Issuance of A Shares to Specific Target Subscribers	G	Mgmt	For	For
15	Approve Specific Mandate Related to the Proposed Issuance of A Shares to Specific Target Subscribers	G	Mgmt	For	For

COSCO SHIPPING Energy Transportation Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16	Approve Authorization by the General Meeting to the Board and Its Authorized Person(s) to Proceed with Relevant Matters in Respect of the Issuance of Shares to Specific Target Subscribers by the Company in their Sole Discretion	G	Mgmt	For	For

COSCO SHIPPING Energy Transportation Co., Ltd.

Meeting Date: 11/04/2025 **Country:** China **Ticker:** 1138
Record Date: 07/04/2025 **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Satisfaction of the Company of the Requirements for the Proposed Issuance of A Shares to Specific Target Subscribers	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE ISSUANCE OF A SHARES TO SPECIFIC TARGET SUBSCRIBERS		Mgmt		
2.1	Approve Class and Par Value of Shares to be Issued	G	Mgmt	For	For
2.2	Approve Method and Time of Issuance	G	Mgmt	For	For
2.3	Approve Target Subscribers and Method of Subscription	G	Mgmt	For	For
2.4	Approve Pricing Benchmark Date, Issue Price and Pricing Principle	G	Mgmt	For	For
2.5	Approve Number of Shares to be Issued	G	Mgmt	For	For
2.6	Approve Lock-Up Period	G	Mgmt	For	For
2.7	Approve Amount and Use of Proceeds	G	Mgmt	For	For
2.8	Approve Place of Listing	G	Mgmt	For	For
2.9	Approve Arrangement Relating to the Accumulated Profit Prior to the Issuance	G	Mgmt	For	For
2.10	Approve Validity Period of the Resolution Prior to the Issuance	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

COSCO SHIPPING Energy Transportation Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Preliminary Proposal of the Proposed Issuance of A Shares to Specific Target Subscribers	G	Mgmt	For	For
4	Approve Discussion and Analysis Report on the Proposal of the Issuance of A Shares to Specific Investor	G	Mgmt	For	For
5	Approve Feasibility Analysis Report on the Use of Proceeds from the Proposed Issuance of A Shares to Specific Target Subscribers by the Company	G	Mgmt	For	For
6	Approve Report on Use of Proceeds from Previous Fund-Raising Activities of the Company	G	Mgmt	For	For
7	Approve Related (Connected) Transaction Concerning the Entering Into of the Conditional Share Subscription Agreement(S) with COSCO SHIPPING by the Company	G	Mgmt	For	For
8	Approve Proposal to Submit to the Shareholders' Meeting for Approval of COSCO SHIPPING's Exemption from Acquiring Additional Shares of the Company by Way of Tender Offer	G	Mgmt	For	For
9	Approve Future Plan for Return to the Shareholders for the Coming Three Years (2025-2027)	G	Mgmt	For	For
10	Approve Dilution of the Company's Current Return by the Proposed Issuance of A Shares to Specific Target Subscribers and Remedial Measures	G	Mgmt	For	For
11	Approve Undertakings to be Made by the Relevant Entities in Respect of the Measures on the Dilution of the Company's Current Return by the Proposed Issuance of A Shares to Specific Target Subscribers	G	Mgmt	For	For
12	Approve Specific Mandate Related to the Proposed Issuance of A Shares to Specific Target Subscribers	G	Mgmt	For	For

COSCO SHIPPING Energy Transportation Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Approve Authorization by the General Meeting to the Board and Its Authorized Person(s) to Proceed with Relevant Matters in Respect of the Issuance of Shares to Specific Target Subscribers by the Company in their Sole Discretion	G	Mgmt	For	For
	APPROVE CONSTRUCTION OF NEW OIL TANKERS		Mgmt		
14.1	Approve Shipbuilding Contract for Panamax Crude Oil/Product Oil Tankers and Related Transactions	G	Mgmt	For	For
14.2	Approve Shipbuilding Contracts for Aframax Crude Oil Tankers and Related Transactions	G	Mgmt	For	For
14.3	Approve Shipbuilding Contracts for LR2 Crude Oil/Product Oil Tankers and Related Transactions	G	Mgmt	For	For

COSCO SHIPPING Energy Transportation Co., Ltd.

Meeting Date: 11/04/2025

Country: China

Ticker: 1138

Record Date: 07/04/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF A SHARES		Mgmt		
	RESOLUTIONS IN RELATION TO THE ISSUANCE OF A SHARES TO SPECIFIC TARGET SUBSCRIBERS		Mgmt		
1.1	Approve Class and Par Value of Shares to be Issued	G	Mgmt	For	For
1.2	Approve Method and Time of Issuance	G	Mgmt	For	For
1.3	Approve Target Subscribers and Method of Subscription	G	Mgmt	For	For
1.4	Approve Pricing Benchmark Date, Issue Price and Pricing Principle	G	Mgmt	For	For
1.5	Approve Number of Shares to be Issued	G	Mgmt	For	For
1.6	Approve Lock-Up Period	G	Mgmt	For	For
1.7	Approve Amount and Use of Proceeds	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

COSCO SHIPPING Energy Transportation Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.8	Approve Place of Listing	G	Mgmt	For	For
1.9	Approve Arrangement Relating to the Accumulated Profit Prior to the Issuance	G	Mgmt	For	For
1.10	Approve Validity Period of the Resolution Prior to the Issuance	G	Mgmt	For	For
2	Approve Preliminary Proposal of the Proposed Issuance of A Shares to Specific Target Subscribers	G	Mgmt	For	For
3	Approve Related (Connected) Transaction Concerning the Entering Into of the Conditional Share Subscription Agreement(S) with COSCO SHIPPING by the Company	G	Mgmt	For	For
4	Approve Specific Mandate Related to the Proposed Issuance of A Shares to Specific Target Subscribers	G	Mgmt	For	For
5	Approve Authorization by the General Meeting to the Board and Its Authorized Person(s) to Proceed with Relevant Matters in Respect of the Issuance of Shares to Specific Target Subscribers by the Company in their Sole Discretion	G	Mgmt	For	For

COSCO SHIPPING Energy Transportation Co., Ltd.

Meeting Date: 11/04/2025

Country: China

Ticker: 1138

Record Date: 07/04/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES		Mgmt		
	RESOLUTIONS IN RELATION TO THE ISSUANCE OF A SHARES TO SPECIFIC TARGET SUBSCRIBERS		Mgmt		
1.1	Approve Class and Par Value of Shares to be Issued	G	Mgmt	For	For
1.2	Approve Method and Time of Issuance	G	Mgmt	For	For
1.3	Approve Target Subscribers and Method of Subscription	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

COSCO SHIPPING Energy Transportation Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.4	Approve Pricing Benchmark Date, Issue Price and Pricing Principle	G	Mgmt	For	For
1.5	Approve Number of Shares to be Issued	G	Mgmt	For	For
1.6	Approve Lock-Up Period	G	Mgmt	For	For
1.7	Approve Amount and Use of Proceeds	G	Mgmt	For	For
1.8	Approve Place of Listing	G	Mgmt	For	For
1.9	Approve Arrangement Relating to the Accumulated Profit Prior to the Issuance	G	Mgmt	For	For
1.10	Approve Validity Period of the Resolution Prior to the Issuance	G	Mgmt	For	For
2	Approve Preliminary Proposal of the Proposed Issuance of A Shares to Specific Target Subscribers	G	Mgmt	For	For
3	Approve Related (Connected) Transaction Concerning the Entering Into of the Conditional Share Subscription Agreement(S) with COSCO SHIPPING by the Company	G	Mgmt	For	For
4	Approve Specific Mandate Related to the Proposed Issuance of A Shares to Specific Target Subscribers	G	Mgmt	For	For
5	Approve Authorization by the General Meeting to the Board and Its Authorized Person(s) to Proceed with Relevant Matters in Respect of the Issuance of Shares to Specific Target Subscribers by the Company in their Sole Discretion	G	Mgmt	For	For

COSCO SHIPPING Energy Transportation Co., Ltd.

Meeting Date: 30/06/2025

Country: China

Ticker: 1138

Record Date: 24/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Annual Report	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

COSCO SHIPPING Energy Transportation Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Audited Financial Statements	G	Mgmt	For	For
3	Approve Proposed Distribution of the Final Dividend	G	Mgmt	For	For
4	Approve Authorization to the Board to Decide the Interim Profit Distribution Plan	G	Mgmt	For	For
5	Approve Report of the Board	G	Mgmt	For	For
6	Approve Report of the Supervisory Committee	G	Mgmt	For	For
7	Approve Remuneration of Directors	G	Mgmt	For	For
8	Approve Remuneration of Supervisors	G	Mgmt	For	For
9	Approve ShineWing (HK) CPA Limited and ShineWing Certified Public Accountants LLP as Overseas Auditor and Domestic Auditor, Respectively, and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
10	Elect Zhou Chongyi as Director	G	SH	For	For
<p><i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i></p>					
11	Approve Proposed Guarantees for Guaranteed Wholly-Owned Subsidiaries and Related Transactions	G	Mgmt	For	For
12	Approve Proposed Registration and Issuance of Mid-term Notes	G	Mgmt	For	For

COSCO SHIPPING Energy Transportation Co., Ltd.

Meeting Date: 30/06/2025

Country: China

Ticker: 1138

Record Date: 24/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Annual Report	G	Mgmt	For	For
2	Approve Audited Financial Statements	G	Mgmt	For	For
3	Approve Proposed Distribution of the Final Dividend	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

COSCO SHIPPING Energy Transportation Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Authorization to the Board to Decide the Interim Profit Distribution Plan	G	Mgmt	For	For
5	Approve Report of the Board	G	Mgmt	For	For
6	Approve Report of the Supervisory Committee	G	Mgmt	For	For
7	Approve Remuneration of Directors	G	Mgmt	For	For
8	Approve Remuneration of Supervisors	G	Mgmt	For	For
9	Approve ShineWing (HK) CPA Limited and ShineWing Certified Public Accountants LLP as Overseas Auditor and Domestic Auditor, Respectively, and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
10	Elect Zhou Chongyi as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
11	Approve Proposed Guarantees for Guaranteed Wholly-Owned Subsidiaries and Related Transactions	G	Mgmt	For	For
12	Approve Proposed Registration and Issuance of Mid-term Notes	G	Mgmt	For	For

COSCO SHIPPING Holdings Co., Ltd.

Meeting Date: 28/05/2025 **Country:** China **Ticker:** 1919
Record Date: 22/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Report of the Board	G	Mgmt	For	Against
<i>Blended Rationale: [DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Audited Financial Statements and Auditors' Report	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

COSCO SHIPPING Holdings Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	RESOLUTIONS IN RELATION TO THE 2024 FINAL PROFIT DISTRIBUTION PLAN AND PROPOSAL OF GRANT OF AUTHORIZATION TO THE BOARD TO DETERMINE DETAILS OF THE 2025 INTERIM PROFIT DISTRIBUTION PLAN		Mgmt		
4.1	Approve 2024 Final Profit Distribution Plan and Payment of Final Dividend	G	Mgmt	For	For
4.2	Approve Proposal of Grant of Authorization to the Board to Determine Details of the 2025 Interim Profit Distribution Plan	G	Mgmt	For	For
5	Approve Shareholders Return Plan	G	Mgmt	For	For
6	Approve Guarantees Mandate Regarding Provision of External Guarantees	G	Mgmt	For	For
7	Approve Shinewing (HK) CPA Limited as International Auditor and ShineWing Certified Public Accountants, LLP as Domestic Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Authorize Repurchase of Issued A Share Capital	G	Mgmt	For	For
9	Authorize Repurchase of Issued H Share Capital	G	Mgmt	For	For
10	Approve Reduction of Registered Capital	G	Mgmt	For	For
11	Approve Cancellation of Supervisory Committee of the Company and Amend Articles of Association, Rules of Procedures of the Shareholders' General Meeting and Rules of Procedures of the Board of Directors	G	Mgmt	For	For
12	Approve Discloseable Transaction and Connected Transaction Under the Shipbuilding Contracts	G	Mgmt	For	For
	ELECT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
13.1	Elect Zhang Feng as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
13.2	Elect Xu Feipan as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

COSCO SHIPPING Holdings Co., Ltd.

Meeting Date: 28/05/2025

Country: China

Ticker: 1919

Record Date: 22/05/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES		Mgmt		
1	Authorize Repurchase of Issued A Share Capital	G	Mgmt	For	For
2	Authorize Repurchase of Issued H Share Capital	G	Mgmt	For	For

COSCO SHIPPING Holdings Co., Ltd.

Meeting Date: 28/05/2025

Country: China

Ticker: 1919

Record Date: 22/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Report of the Board	G	Mgmt	For	Against
	<i>Blended Rationale: [DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>				
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Audited Financial Statements and Auditors' Report	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE 2024 FINAL PROFIT DISTRIBUTION PLAN AND PROPOSAL OF GRANT OF AUTHORIZATION TO THE BOARD TO DETERMINE DETAILS OF THE 2025 INTERIM PROFIT DISTRIBUTION PLAN		Mgmt		
4.1	Approve 2024 Final Profit Distribution Plan and Payment of Final Dividend	G	Mgmt	For	For
4.2	Approve Proposal of Grant of Authorization to the Board to Determine Details of the 2025 Interim Profit Distribution Plan	G	Mgmt	For	For
5	Approve Shareholders Return Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

COSCO SHIPPING Holdings Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Guarantees Mandate Regarding Provision of External Guarantees	G	Mgmt	For	For
7	Approve Shinewing (HK) CPA Limited as International Auditor and ShineWing Certified Public Accountants, LLP as Domestic Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Authorize Repurchase of Issued A Share Capital	G	Mgmt	For	For
9	Authorize Repurchase of Issued H Share Capital	G	Mgmt	For	For
10	Approve Reduction of Registered Capital	G	Mgmt	For	For
11	Approve Cancellation of Supervisory Committee of the Company and Amend Articles of Association, Rules of Procedures of the Shareholders' General Meeting and Rules of Procedures of the Board of Directors	G	Mgmt	For	For
12	Approve Discloseable Transaction and Connected Transaction Under the Shipbuilding Contracts	G	Mgmt	For	For
	ELECT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
13.1	Elect Zhang Feng as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
13.2	Elect Xu Feipan as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

COSCO SHIPPING Holdings Co., Ltd.

Meeting Date: 28/05/2025

Country: China

Ticker: 1919

Record Date: 22/05/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF A SHARES		Mgmt		
1	Authorize Repurchase of Issued A Share Capital	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

COSCO SHIPPING Holdings Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Authorize Repurchase of Issued H Share Capital	G	Mgmt	For	For

COSCO Shipping International (Singapore) Co., Ltd.

Meeting Date: 28/04/2025 Country: Singapore Ticker: F83
Record Date: Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	G	Mgmt	For	For
2	Approve Directors' Fees	G	Mgmt	For	For
3	Elect Wang Shan He as Director	G	Mgmt	For	For
4	Elect Guo Hua Wei as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-046] Vote against director(s) related to board diversity. Greater board diversity may lead to better risk management and identification of business opportunities, leading to better financial outcomes for shareholders.</i>					
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0300-001] Potential to be excessively dilutive to existing shareholders.</i>					
7	Approve Renewal of Mandate for Interested Person Transactions	G	Mgmt	For	For
8	Approve Grant of Options and Issuance of Shares Under the COSCO Shipping Group Executives Share Option Scheme 2020	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-011] The proposed option scheme does not have clear performance criteria for granting and/or vesting.</i>					

COSCO Shipping International (Singapore) Co., Ltd.

Meeting Date: 25/06/2025 Country: Singapore Ticker: F83
Record Date: Meeting Type: Extraordinary Shareholders

COSCO Shipping International (Singapore) Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Renounceable Non-Underwritten Rights Issue	G	Mgmt	For	For

COSCO SHIPPING Ports Limited

Meeting Date: 20/05/2025 **Country:** Bermuda **Ticker:** 1199
Record Date: 14/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2a	Elect Wu Yu as Director	G	Mgmt	For	For
2b	Elect Ma Xianghui as Director	G	Mgmt	For	For
2c	Elect Chen Shuai as Director	G	Mgmt	For	For
2d	Elect Chan Ka Lok as Director	G	Mgmt	For	For
2e	Elect Yang Liang Yee Philip as Director	G	Mgmt	For	For
3	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve BDO Limited as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
5B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
5C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					

CoStar Group, Inc.

Meeting Date: 26/06/2025 **Country:** USA **Ticker:** CSGP
Record Date: 28/04/2025 **Meeting Type:** Annual

CoStar Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Louise S. Sams	G	Mgmt	For	For
1b	Elect Director Andrew C. Florance	G	Mgmt	For	For
1c	Elect Director John L. Berisford	G	Mgmt	For	For
1d	Elect Director Angelique G. Brunner	G	Mgmt	For	For
1e	Elect Director Rachel C. Glaser	G	Mgmt	For	For
1f	Elect Director John W. Hill	G	Mgmt	For	For
1g	Elect Director Christine M. McCarthy	G	Mgmt	For	For
1h	Elect Director Robert W. Musslewhite	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>					
4	Approve Omnibus Stock Plan	G	Mgmt	For	For
5	Report on Political Contributions	S	SH	Against	For
<i>Blended Rationale: [DC-D0000-011] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					

Coupage, Inc.

Meeting Date: 12/06/2025 **Country:** USA **Ticker:** CPNG
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Bom Kim	G	Mgmt	For	For
1b	Elect Director Neil Mehta	G	Mgmt	For	For
1c	Elect Director Jason Child	G	Mgmt	For	For
1d	Elect Director Pedro Franceschi	G	Mgmt	For	For
1e	Elect Director Asha Sharma	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1f	Elect Director Benjamin Sun	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Coupang, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Ambereen Toubassy	G	Mgmt	For	For
1h	Elect Director Kevin Warsh	G	Mgmt	For	For
2	Ratify Samil PricewaterhouseCoopers as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Cousins Properties Incorporated

Meeting Date: 29/04/2025 **Country:** USA **Ticker:** CUZ
Record Date: 27/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Charles T. Cannada	G	Mgmt	For	For
1b	Elect Director Robert M. Chapman	G	Mgmt	For	For
1c	Elect Director M. Colin Connolly	G	Mgmt	For	For
1d	Elect Director Scott W. Fordham	G	Mgmt	For	For
1e	Elect Director Susan L. Givens	G	Mgmt	For	For
1f	Elect Director R. Kent Griffin, Jr.	G	Mgmt	For	For
1g	Elect Director Donna W. Hyland	G	Mgmt	For	For
1h	Elect Director Dionne Nelson	G	Mgmt	For	For
1i	Elect Director R. Dary Stone	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Covestro AG

Meeting Date: 17/04/2025 **Country:** Germany **Ticker:** 1COV
Record Date: 26/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
4.1	Ratify KPMG AG 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	G	Mgmt	For	For
4.2	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
5.1	Elect Christine Bortenlaenger to the Supervisory Board	G	Mgmt	For	For
5.2	Elect Lise Kingo to the Supervisory Board	G	Mgmt	For	For
5.3	Elect Richard Pott to the Supervisory Board	G	Mgmt	For	For
5.4	Elect Regine Stachelhaus to the Supervisory Board	G	Mgmt	For	For
5.5	Elect Patrick Thomas to the Supervisory Board	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Approve Remuneration Policy	G	Mgmt	For	For
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion; Approve Creation of EUR 18.9 Million Pool of Capital to Guarantee Conversion Rights	G	Mgmt	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For

Covivio SA

Meeting Date: 17/04/2025

Country: France

Ticker: COV

Record Date: 15/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.50 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
6	Approve Compensation of Jean-Luc Biamonti, Chairman of the Board	G	Mgmt	For	For
7	Approve Compensation of Christophe Kullmann, CEO	G	Mgmt	For	For
8	Approve Compensation of Olivier Esteve, Vice-CEO	G	Mgmt	For	For
9	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
10	Approve Remuneration Policy of CEO	G	Mgmt	For	For
11	Approve Remuneration Policy of Vice-CEO	G	Mgmt	For	For
12	Approve Remuneration Policy of Directors	G	Mgmt	For	For
13	Reelect Predica as Director	G	Mgmt	For	For
14	Elect Micaela Le Divelec as Director	G	Mgmt	For	For
15	Renew Appointment of Ernst & Young et Autres as Auditor	G	Mgmt	For	For
16	Renew Appointment of Ernst & Young et Autres as Auditor for Sustainability Reporting	G	Mgmt	For	For
17	Appoint KPMG S.A. as Auditor for Sustainability Reporting	G	Mgmt	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
19	Authorize Capitalization of Reserves of Up to EUR 33.48 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For

Covivio SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 100.46 Million	G	Mgmt	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Binding Priority Rights) up to Aggregate Nominal Amount of EUR 66.97 Million, or without Preemptive Rights up to Aggregate Nominal Amount of EUR 33.48 Million	G	Mgmt	For	For
23	Approve Issuance of Equity or Equity-Linked Securities for Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 33.48 Million	G	Mgmt	For	For
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	G	Mgmt	For	For
25	Authorize Capital Increase of Up to 10 Percent of Issued Capital for Future Exchange Offers	G	Mgmt	For	For
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
28	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Condition Attached	G	Mgmt	For	For
29	Amend Articles 15, 16, and 22 of Bylaws	G	Mgmt	For	For
30	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

CPFL Energia SA

Meeting Date: 29/04/2025

Country: Brazil

Ticker: CPFE3

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
4	Fix Number of Directors at Seven	G	Mgmt	For	For
5	Approve Classification of Independent Directors	G	Mgmt	For	For
6	Allow Antonio Kandir to Be Involved in Other Companies	G	Mgmt	For	For
7.1	Elect Daobiao Chen as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification</i>					
7.2	Elect Kedi Wang as Director	G	Mgmt	For	For
7.3	Elect Gustavo Estrella as Director	G	Mgmt	For	For
7.4	Elect Claudia Elisa de Pinho Soares as Independent Director	G	Mgmt	For	For
7.5	Elect Antonio Kandir as Independent Director	G	Mgmt	For	For
7.6	Elect Yumeng Zhao as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification</i>					
7.7	Elect Yusheng Wang as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification</i>					

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	If Voting FOR on Item 8, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.		Mgmt		
8	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
9.1	Percentage of Votes to Be Assigned - Elect Daobiao Chen as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
9.2	Percentage of Votes to Be Assigned - Elect Kedi Wang as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
9.3	Percentage of Votes to Be Assigned - Elect Gustavo Estrella as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
9.4	Percentage of Votes to Be Assigned - Elect Claudia Elisa de Pinho Soares as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
9.5	Percentage of Votes to Be Assigned - Elect Antonio Kandir as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
9.6	Percentage of Votes to Be Assigned - Elect Yumeng Zhao as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
9.7	Percentage of Votes to Be Assigned - Elect Yusheng Wang as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					

CPFL Energia SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
11.1	Elect Kebing Zhou as Fiscal Council Member and Ruijuan Lias Alternate	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
11.2	Elect Vinicius Nishioka as Fiscal Council Member and Luiz Claudio Gomes do Nascimento as Alternate	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
12	Elect Rafael Alves Rodrigues as Fiscal Council Member and Bruno Varella as Alternate Appointed by Minority Shareholder	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					
13	Approve Remuneration of Company's Management and Fiscal Council	G	Mgmt	For	For
14	In the Event of a Second Call, Can the Voting Instructions Contained in this Proxy Card Be Considered Valid for the Second Call?	G	Mgmt	None	For

CPFL Energia SA

Meeting Date: 29/04/2025 **Country:** Brazil **Ticker:** CPFE3
Record Date: **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Agreement for Partial Spin-Off of CPFL Geracao de Energia S.A. and Absorption of Partial Spun-Off Assets	G	Mgmt	For	For

CPFL Energia SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Ratify PriceWaterhouseCoopers Auditores Independentes Ltda. as Independent Firm to Appraise Proposed Transaction	G	Mgmt	For	For
3	Approve Independent Firm's Appraisal	G	Mgmt	For	For
4	Approve Partial Spin-Off of CPFL Geracao de Energia S.A. and Absorption of Partial Spun-Off Assets	G	Mgmt	For	For
5	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
6	Amend Articles	G	Mgmt	For	For
7	Consolidate Bylaws	G	Mgmt	For	For
8	In the Event of a Second Call, Can the Voting Instructions Contained in this Proxy Card Be Considered Valid for the Second Call?	G	Mgmt	None	For

Crane Company

Meeting Date: 28/04/2025

Country: USA

Ticker: CR

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Martin R. Benante	G	Mgmt	For	For
1.2	Elect Director Sanjay Kapoor	G	Mgmt	For	For
1.3	Elect Director Ronald C. Lindsay	G	Mgmt	For	For
1.4	Elect Director Susan D. Lynch	G	Mgmt	For	For
1.5	Elect Director Ellen McClain	G	Mgmt	For	For
1.6	Elect Director Charles G. McClure, Jr.	G	Mgmt	For	For
1.7	Elect Director Max H. Mitchell	G	Mgmt	For	For
1.8	Elect Director Jennifer M. Pollino	G	Mgmt	For	For
1.9	Elect Director James L. L. Tullis	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Crane NXT, Co.

Meeting Date: 22/05/2025

Country: USA

Ticker: CXT

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Michael Dinkins	G	Mgmt	For	For
1b	Elect Director William Grogan	G	Mgmt	For	For
1c	Elect Director Sandra Joyce	G	Mgmt	For	For
1d	Elect Director Cristen Kogl	G	Mgmt	For	For
1e	Elect Director Ellen McClain	G	Mgmt	For	For
1f	Elect Director David D. Petratis	G	Mgmt	For	For
1g	Elect Director Aaron W. Saak	G	Mgmt	For	For
1h	Elect Director John S. Stroup	G	Mgmt	For	For
1i	Elect Director James L. L. Tullis	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Credit Acceptance Corporation

Meeting Date: 04/06/2025

Country: USA

Ticker: CACC

Record Date: 08/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kenneth S. Booth	G	Mgmt	For	For
1.2	Elect Director Glenda J. Flanagan	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.3	Elect Director Vinayak R. Hegde	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.4	Elect Director Sean E. Quinn	G	Mgmt	For	For
1.5	Elect Director Thomas N. Tryforos	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				

Credit Acceptance Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.6	Elect Director Scott J. Vassalluzzo	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For

Credit Agricole SA

Meeting Date: 14/05/2025 **Country:** France **Ticker:** ACA

Record Date: 12/05/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.10 per Share	G	Mgmt	For	For
4	Approve Transaction with Worldline, ESTEY SAS and CAWL Re: Rights and Obligations of CAWL Shareholders	G	Mgmt	For	For
5	Approve Transaction with ESTEY SAS and Fédération Nationale du Crédit Agricole Re: Governance Rules of Holding ESTEY S.A.S	G	Mgmt	For	For
6	Approve Transaction with SACAM Participations and CATE Re: Governance Rules of CATE	G	Mgmt	For	For
7	Approve Transaction with Santander Investment and CACEIS Re: Cession Conditions of CACEIS	G	Mgmt	For	For
8	Approve Transaction with CA Indosuez Re: Conditions for Exercising the Liquidity Clause	G	Mgmt	For	For
9	Elect Olivier Desportes as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Credit Agricole SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Reelect Dominique Lefebvre as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
11	Reelect Pierre Cambefort as Director	G	Mgmt	For	For
12	Reelect Jean-Pierre Gaillard as Director	G	Mgmt	For	For
13	Reelect Christine Gandon as Director	G	Mgmt	For	For
14	Ratify Appointment of Gaëlle Regnard as Director	G	Mgmt	For	For
15	Approve Remuneration Policy of Dominique Lefebvre, Chairman of the Board	G	Mgmt	For	For
16	Approve Remuneration Policy of Philippe Brassac, CEO from January 1, 2025 to May 14, 2025	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>					
17	Approve Remuneration Policy of Olivier Gavalda, CEO from May 14, 2025 to December 31, 2025	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>					
18	Approve Remuneration Policy of Olivier Gavalda, Vice-CEO from January 1, 2025 to May 14, 2025	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>					
19	Approve Remuneration Policy of Jérôme Grivet, Vice-CEO	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>					

Credit Agricole SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
20	Approve Remuneration Policy of Xavier Musca, Vice-CEO from January 1, 2025 until May 14, 2025	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i></p>					
21	Approve Remuneration Policy of Directors	G	Mgmt	For	For
22	Approve Compensation of Dominique Lefebvre, Chairman of the Board	G	Mgmt	For	For
23	Approve Compensation of Philippe Brassac, CEO	G	Mgmt	For	For
24	Approve Compensation of Olivier Gavalda, Vice-CEO	G	Mgmt	For	For
25	Approve Compensation of Jérôme Grivet, Vice-CEO	G	Mgmt	For	For
26	Approve Compensation of Xavier Musca, Vice-CEO	G	Mgmt	For	For
27	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
28	Approve the Aggregate Remuneration Granted in 2024 to Senior Management, Responsible Officers and Regulated Risk-Takers	G	Mgmt	For	For
29	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
30	Amend Article 14 of Bylaws Re: Written Consultation	G	Mgmt	For	For
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
32	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group Subsidiaries	G	Mgmt	For	For
33	Authorize up to 0.10 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Executive Corporate Officers With Performance Conditions Attached	G	Mgmt	For	For
34	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Credit Agricole SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Shareholder Proposals Submitted by Crédit Agricole SA Actions (Fond Commun de Placement d'Entreprise)		Mgmt		
A	Amending Items 31 and 32 of Current Meeting to Apply a Discount on Shares	S, G	SH	Against	Against

Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.

Credit Saison Co., Ltd.

Meeting Date: 25/06/2025 **Country:** Japan **Ticker:** 8253
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 120	G	Mgmt	For	For
2.1	Elect Director Rinno, Hiroshi	G	Mgmt	For	For
2.2	Elect Director Mizuno, Katsumi	G	Mgmt	For	For
2.3	Elect Director Takahashi, Naoki	G	Mgmt	For	For
2.4	Elect Director Ono, Kazutoshi	G	Mgmt	For	For
2.5	Elect Director Mori, Kosuke	G	Mgmt	For	For
2.6	Elect Director Nakayama, Naoki	G	Mgmt	For	For
2.7	Elect Director Ashikaga, Shunji	G	Mgmt	For	For
2.8	Elect Director Kato, Kosuke	G	Mgmt	For	For
2.9	Elect Director Yokokura, Hitoshi	G	Mgmt	For	For
2.10	Elect Director Sakaguchi, Eiji	G	Mgmt	For	For
2.11	Elect Director Hoshiba, Yumiko	G	Mgmt	For	For
2.12	Elect Director Makiyama, Kozo	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Ito, Komei	G	Mgmt	For	For
4	Amend Articles to Dissolve Capital and Business Alliance with Suruga Bank	G	SH	Against	Against

Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Re-elect Richie Boucher as Director	G	Mgmt	For	For
1b	Re-elect Caroline Dowling as Director	G	Mgmt	For	For
1c	Re-elect Richard Fearon as Director	G	Mgmt	For	For
1d	Re-elect Johan Karlstrom as Director	G	Mgmt	For	For
1e	Re-elect Shaun Kelly as Director	G	Mgmt	For	For
1f	Re-elect Badar Khan as Director	G	Mgmt	For	For
1g	Re-elect Lamar McKay as Director	G	Mgmt	For	For
1h	Re-elect Jim Mintern as Director	G	Mgmt	For	For
1i	Re-elect Gillian L. Platt as Director	G	Mgmt	For	For
1j	Re-elect Mary K. Rhinehart as Director	G	Mgmt	For	For
1k	Re-elect Siobhan Talbot as Director	G	Mgmt	For	For
1l	Re-elect Christina Verchere as Director	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Approve Omnibus Stock Plan	G	Mgmt	For	For
5a	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
5b	Authorize Board to Fix Remuneration of Auditors	G	Mgmt	For	For
6	Authorize Issue of Equity	G	Mgmt	For	For
7	Authorize Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
8	Authorize Share Repurchase Program	G	Mgmt	For	For
9	Authorize Reissuance of Treasury Shares	G	Mgmt	For	For

CRH Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Require Advance Notice for Shareholder Proposals/Nominations	G	Mgmt	For	For
11a	Adopt Plurality Voting in Contested Director Elections	G	Mgmt	For	For
11b	Amend Articles of Association to Allow the Board to Determine the Number of Directors and Provide for Holdover Directors	G	Mgmt	For	For
12	Amend Articles of Association	G	Mgmt	For	For

Crinetics Pharmaceuticals, Inc.

Meeting Date: 11/06/2025

Country: USA

Ticker: CRNX

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Matthew K. Fust	G	Mgmt	For	For
1.2	Elect Director R. Scott Struthers	G	Mgmt	For	For
1.3	Elect Director Rogério Vivaldi Coelho	G	Mgmt	For	For
2	Ratify BDO USA, P.C. as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

CRISPR Therapeutics AG

Meeting Date: 05/06/2025

Country: Switzerland

Ticker: CRSP

Record Date: 15/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Treatment of Net Loss	G	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

CRISPR Therapeutics AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4a	Reelect Director Samarth Kulkarni	G	Mgmt	For	For
4b	Reelect Director Ali Behbahani	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
4c	Reelect Director Maria Fardis	G	Mgmt	For	For
4d	Reelect Director H. Edward Fleming, Jr.	G	Mgmt	For	For
4e	Reelect Director Simeon J. George	G	Mgmt	For	For
4f	Reelect Director John T. Greene	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-001] Nominee serves as longest-tenured director on the remuneration committee, which is responsible for poorly structured arrangements.</i>					
4g	Reelect Director Katherine A. High	G	Mgmt	For	For
4h	Reelect Director Sandesh Mahatme	G	Mgmt	For	For
4i	Reelect Director Christian Rommel	G	Mgmt	For	For
4j	Reelect Director Douglas A. Treco	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-005] Vote against for failure of the nom/gov committee to take action with respect to substantial votes against one or more directors last year.</i>					
4k	Reelect Director Briggs W. Morrison	G	Mgmt	For	For
5a	Reelect Ali Behbahani as Member of the Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: 1 - [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.2 - [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
5b	Reelect H. Edward Fleming, Jr. as Member of the Compensation Committee	G	Mgmt	For	For
5c	Reelect John T. Greene as Member of the Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
5d	Reelect Briggs W. Morrison as Member of the Compensation Committee	G	Mgmt	For	For
6a	Approve Remuneration of Directors in the Amount of USD 670,000	G	Mgmt	For	For
6b	Approve Remuneration of Directors in the Amount of USD 12,389,198	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

CRISPR Therapeutics AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6c	Approve Remuneration of Executive Committee in the Amount of USD 3,700,579	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
6d	Approve Remuneration of Executive Committee in the Amount of USD 3,195,625	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
6e	Approve Remuneration of Executive Committee in the Amount of USD 58,618,973	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
6f	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
7	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>				
8	Approve Increase in Size of Board	G	Mgmt	For	For
9	Designate Marius Meier as Independent Proxy	G	Mgmt	For	For
10	Ratify Ernst & Young LLP as Auditor and Ernst & Young AG as Statutory Auditor	G	Mgmt	For	For
11	Other Business	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>				

Criteo SA

Meeting Date: 13/06/2025 **Country:** France **Ticker:** CRTO
Record Date: 03/04/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders		Mgmt		
	Ordinary Business		Mgmt		
1	Elect Director Rachel Picard	G	Mgmt	For	For
2	Elect Director Nathalie Balla	G	Mgmt	For	For
3	Elect Director Frederik van der Kooi	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Elect Director Stefanie Jay	G	Mgmt	For	For
5	Ratify Interim Appointment of Michael Komasincki as Director	G	Mgmt	For	For
6	Appoint Nexbonis Advisory as Auditor	G	Mgmt	For	For
7	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
8	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9	Accept Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
10	Approve Allocation of Income	G	Mgmt	For	For
11	Approve Transaction with Mr. Ernst Teunissen Re: Indemnification Agreement	G	Mgmt	For	For
12	Approve Transaction with Mr. Michael Komasincki Re: Indemnification Agreement	G	Mgmt	For	For
13	Amend Omnibus Stock Plan	G	Mgmt	For	For
14	Authorize Share Repurchase Program	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares Re: Art. L. 225-209-2 of the French Commercial Code	G	Mgmt	For	For
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares Re: Art. L. 225-208 of the French Commercial Code	G	Mgmt	For	For
17	Authorize Share Repurchase Program	G	Mgmt	For	For
18	Amend Omnibus Stock Plan	G	Mgmt	For	For
19	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 144,362.075	G	Mgmt	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 144,362.075	G	Mgmt	For	For

Criteo SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 19-20	G	Mgmt	For	For
22	Authorize Capitalization of Reserves of Up to EUR 144,362.075 for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
24	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 19 to 23 at 10 Percent of Issued Share Capital	G	Mgmt	For	For
25	Amend Article 12 of Bylaws Re: Board Meetings	G	Mgmt	For	For
26	Amend Article 19 of Bylaws Re: Participation to General Meetings	G	Mgmt	For	For
27	Amend Article 24 of Bylaws Re: Loss of One Half of Share Capital	G	Mgmt	For	For

Crocs, Inc.

Meeting Date: 10/06/2025 **Country:** USA **Ticker:** CROX
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ian M. Bickley	G	Mgmt	For	For
1.2	Elect Director John B. Replogle	G	Mgmt	For	For
1.3	Elect Director Douglas J. Treff	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Croda International Plc

Meeting Date: 23/04/2025 **Country:** United Kingdom **Ticker:** CRDA
Record Date: 17/04/2025 **Meeting Type:** Annual

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

Crombie Real Estate Investment Trust

Meeting Date: 08/05/2025

Country: Canada

Ticker: CRR.UN

Record Date: 18/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Trustee Paul V. Beesley	G	Mgmt	For	For
1.2	Elect Trustee Jane Craighead	G	Mgmt	For	For
1.3	Elect Trustee Mark Holly	G	Mgmt	For	For
1.4	Elect Trustee Jason P. Shannon	G	Mgmt	For	For
1.5	Elect Trustee Deborah Starkman	G	Mgmt	For	For
1.6	Elect Trustee Michael Waters	G	Mgmt	For	For
1.7	Elect Trustee Karen Weaver	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Authorize Trustees to Fix Remuneration of Auditors	G	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

CrowdStrike Holdings, Inc.

Meeting Date: 18/06/2025

Country: USA

Ticker: CRWD

Record Date: 25/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Cary J. Davis	G	Mgmt	For	For
1.2	Elect Director George Kurtz	G	Mgmt	For	For
1.3	Elect Director Laura J. Schumacher	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Crown Castle Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: CCI

Record Date: 24/03/2025

Meeting Type: Annual

Crown Castle Inc.

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

Crown Holdings, Inc.

Meeting Date: 01/05/2025

Country: USA

Ticker: CCK

Record Date: 11/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Timothy J. Donahue	G	Mgmt	For	For
1.2	Elect Director Richard H. Fearon	G	Mgmt	For	For
1.3	Elect Director Andrea J. Funk	G	Mgmt	For	For
1.4	Elect Director Stephen J. Hagge	G	Mgmt	For	For
1.5	Elect Director B. Craig Owens	G	Mgmt	For	For
1.6	Elect Director Angela M. Snyder	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Crown Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.7	Elect Director Caesar F. Sweitzer	G	Mgmt	For	For
1.8	Elect Director Marsha C. Williams	G	Mgmt	For	For
1.9	Elect Director Dwayne A. Wilson	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Report on Political Contributions	S	SH	Against	Against

Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.

CRRC Corporation Limited

Meeting Date: 18/06/2025

Country: China

Ticker: 1766

Record Date: 12/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Final Financial Accounts Report	G	Mgmt	For	For
2	Approve Work Report of the Board	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-004] Shareholders would be able to better assess investment risks and opportunities if the company offered greater disclosure/evidence on how the company is mitigating adverse impacts and/or managing related risks.</i>					
3	Approve Work Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve Arrangement of Guarantees	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
6	Approve Remuneration of Directors	G	Mgmt	For	For
7	Approve Remuneration of Supervisors	G	Mgmt	For	For
8	Approve KPMG Huazhen LLP Certified Public Accountants as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

CRRC Corporation Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares and H Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
10	Approve Issuance of Debt Financing Instruments	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

CRRC Corporation Limited

Meeting Date: 18/06/2025 **Country:** China **Ticker:** 1766
Record Date: 09/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Final Financial Accounts Report	G	Mgmt	For	For
2	Approve Work Report of the Board	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-004] Shareholders would be able to better assess investment risks and opportunities if the company offered greater disclosure/evidence on how the company is mitigating adverse impacts and/or managing related risks.</i>					
3	Approve Work Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve Arrangement of Guarantees	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
6	Approve Remuneration of Directors	G	Mgmt	For	For
7	Approve Remuneration of Supervisors	G	Mgmt	For	For
8	Approve KPMG Huazhen LLP Certified Public Accountants as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

CRRC Corporation Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares and H Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
10	Approve Issuance of Debt Financing Instruments	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

Cryoport, Inc.

Meeting Date: 06/06/2025 **Country:** USA **Ticker:** CYRX
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Linda Baddour	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.2	Elect Director Daniel M. Hancock	G	Mgmt	For	For
1.3	Elect Director Robert Hariri	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.4	Elect Director Ram M. Jagannath	G	Mgmt	For	For
1.5	Elect Director Ramkumar Mandalam	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.6	Elect Director Jerrell W. Shelton	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

CSC Financial Co., Ltd.

Meeting Date: 27/06/2025 **Country:** China **Ticker:** 6066
Record Date: 23/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Work Report of the Board	G	Mgmt	For	For
2	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Final Financial Accounts Plan	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve Annual Report	G	Mgmt	For	For
6	Approve Work Reports of Independent Non-Executive Directors	G	Mgmt	For	For
7	Approve Cap on Investment Amount for Proprietary Business	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE EXPECTED DAILY RELATED PARTY TRANSACTIONS/CONTINUING CONNECTED TRANSACTIONS		Mgmt		
8.01	Approve Expected Daily Related Party Transactions/Continuing Connected Transactions with Beijing Financial Holdings Group Limited and Its Acting-in-Concert Persons/Subsidiaries	G	Mgmt	For	For
8.02	Approve Expected Daily Related Party Transactions with Beijing Jintai Fund Management Co., Ltd.	G	Mgmt	For	For
8.03	Approve Expected Daily Related Party Transactions with China Jianyin Investment Limited	G	Mgmt	For	For
8.04	Approve Expected Daily Related Party Transactions with JIC Trust Co., Ltd.	G	Mgmt	For	For
8.05	Approve Expected Daily Related Party Transactions with Jiantou Holding Co., Ltd.	G	Mgmt	For	For
8.06	Approve Expected Daily Related Party Transactions with CITIC Urban Development & Operation Co., Ltd.	G	Mgmt	For	For

CSC Financial Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.07	Approve Expected Daily Related Party Transactions with China CITIC Bank Corporation Limited	G	Mgmt	For	For
8.08	Approve Expected Daily Related Party Transactions with China CITIC Bank International Limited	G	Mgmt	For	For
9	Approve KPMG Huazhen LLP and KPMG as External Auditors and KPMG Huazhen LLP as Internal Control Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

CSC Financial Co., Ltd.

Meeting Date: 27/06/2025

Country: China

Ticker: 6066

Record Date: 19/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Work Report of the Board	G	Mgmt	For	For
2	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Final Financial Accounts Plan	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve Annual Report	G	Mgmt	For	For
6	Approve Work Reports of Independent Non-Executive Directors	G	Mgmt	For	For
7	Approve Cap on Investment Amount for Proprietary Business	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE EXPECTED DAILY RELATED PARTY TRANSACTIONS/CONTINUING CONNECTED TRANSACTIONS		Mgmt		

CSC Financial Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.01	Approve Expected Daily Related Party Transactions/Continuing Connected Transactions with Beijing Financial Holdings Group Limited and Its Acting-in-Concert Persons/Subsidiaries	G	Mgmt	For	For
8.02	Approve Expected Daily Related Party Transactions with Beijing Jincal Fund Management Co., Ltd.	G	Mgmt	For	For
8.03	Approve Expected Daily Related Party Transactions with China Jianyin Investment Limited	G	Mgmt	For	For
8.04	Approve Expected Daily Related Party Transactions with JIC Trust Co., Ltd.	G	Mgmt	For	For
8.05	Approve Expected Daily Related Party Transactions with Jiantou Holding Co., Ltd.	G	Mgmt	For	For
8.06	Approve Expected Daily Related Party Transactions with CITIC Urban Development & Operation Co., Ltd.	G	Mgmt	For	For
8.07	Approve Expected Daily Related Party Transactions with China CITIC Bank Corporation Limited	G	Mgmt	For	For
8.08	Approve Expected Daily Related Party Transactions with China CITIC Bank International Limited	G	Mgmt	For	For
9	Approve KPMG Huazhen LLP and KPMG as External Auditors and KPMG Huazhen LLP as Internal Control Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

CSG Systems International, Inc.

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** CSGS
Record Date: 20/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Gregory Conley	G	Mgmt	For	For
1b	Elect Director Marwan Fawaz	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

CSG Systems International, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Samantha Greenberg	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i></p>					
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

CSN Mineracao SA

Meeting Date: 16/04/2025 **Country:** Brazil **Ticker:** CMIN3
Record Date: **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Article 5 to Reflect Changes in Capital	G	Mgmt	For	For
2	Consolidate Bylaws	G	Mgmt	For	For

CSN Mineracao SA

Meeting Date: 16/04/2025 **Country:** Brazil **Ticker:** CMIN3
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i></p>					
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3	Fix Number of Directors at Seven	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
5	Elect Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification</i>					
6	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	G	Mgmt	None	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
	If Voting FOR on Item 7, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.		Mgmt		
7	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.1	Percentage of Votes to Be Assigned - Elect Benjamin Steinbruch as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.2	Percentage of Votes to Be Assigned - Elect Yoshiaki Nakano as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.3	Percentage of Votes to Be Assigned - Elect Miguel Ethel Sobrinho as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.4	Percentage of Votes to Be Assigned - Elect Helena Olimpia de Almeida Brennand Guerra as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					

CSN Mineracao SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.5	Percentage of Votes to Be Assigned - Elect Eneas Garcia Diniz as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.6	Percentage of Votes to Be Assigned - Elect Marcelo Cunha Ribeiro as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.7	Percentage of Votes to Be Assigned - Elect Yoshihiko Ogura as Director and Hisakazu Yamaguchi as Alternate	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
9	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
10	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
11	Approve Remuneration of Company's Management	G	Mgmt	For	For

CSPC Innovation Pharmaceutical Co., Ltd.

Meeting Date: 15/04/2025

Country: China

Ticker: 300765

Record Date: 10/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution Plan	G	Mgmt	For	For
6	Approve to Appoint Auditor	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

CSPC Innovation Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Application of Credit Lines	G	Mgmt	For	For
8	Approve Remuneration of Directors and Senior Management Members	G	Mgmt	For	For
9	Approve Remuneration of Supervisors	G	Mgmt	For	For
10	Approve Use of Idle Raised Funds and Own Funds for Cash Management	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks</i>					
11	Amend Articles of Association	G	Mgmt	For	For
12	Approve Acceptance of Financial Assistance and Related Party Transaction	G	Mgmt	For	For

CSPC Pharmaceutical Group Limited

Meeting Date: 30/05/2025

Country: Hong Kong

Ticker: 1093

Record Date: 23/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a1	Elect Wang Zhenguo as Director	G	Mgmt	For	For
3a2	Elect Pan Weidong as Director	G	Mgmt	For	For
3a3	Elect Wang Huaiyu as Director	G	Mgmt	For	For
3a4	Elect Yao Bing as Director	G	Mgmt	For	For
3a5	Elect Cai Xin as Director	G	Mgmt	For	For
3a6	Elect Chen Weiping as Director	G	Mgmt	For	For
3a7	Elect Wang Bo as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-025] The nomination committee is not majority independent.</i>					
3a8	Elect Chen Chuan as Director	G	Mgmt	For	For
3b	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

CSPC Pharmaceutical Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
7	Approve Grant of Options Under the Share Option Scheme	G	Mgmt	For	For

CSSC Science & Technology Co., Ltd.

Meeting Date: 06/06/2025

Country: China

Ticker: 600072

Record Date: 30/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve External Investment of Subsidiary	G	Mgmt	For	For
7	Approve the Performance Commitments, Impairment Test and Performance Compensation Plan for Major Asset Restructuring	G	Mgmt	For	For
8	Approve Authorization of the Board to Handle All Matters Related to Share Repurchase and Cancellation	G	Mgmt	For	For
9	Approve 2024 Remuneration of Directors and Supervisors	G	Mgmt	For	For

CSX Corporation

Meeting Date: 07/05/2025

Country: USA

Ticker: CSX

Record Date: 07/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ann D. Begeman	G	Mgmt	For	For
1b	Elect Director Thomas P. Bostick	G	Mgmt	For	For
1c	Elect Director Anne H. Chow	G	Mgmt	For	For
1d	Elect Director Steven T. Halverson	G	Mgmt	For	For
1e	Elect Director Paul C. Hilal	G	Mgmt	For	For
1f	Elect Director Joseph R. Hinrichs	G	Mgmt	For	For
1g	Elect Director David M. Moffett	G	Mgmt	For	For
1h	Elect Director Linda H. Riefler	G	Mgmt	For	For
1i	Elect Director Suzanne M. Vautrinot	G	Mgmt	For	For
1j	Elect Director James L. Wainscott	G	Mgmt	For	For
1k	Elect Director J. Steven Whisler	G	Mgmt	For	For
1l	Elect Director John J. Zillmer	G	Mgmt	For	Against

Blended Rationale: [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board.

2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

CT Real Estate Investment Trust

Meeting Date: 06/05/2025

Country: Canada

Ticker: CRT.UN

Record Date: 13/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Trustee Pauline Alimchandani	G	Mgmt	For	For
1.2	Elect Trustee Heather Briant	G	Mgmt	For	For
1.3	Elect Trustee Thomas J. (TJ) Flood	G	Mgmt	For	For
1.4	Elect Trustee Anna Martini	G	Mgmt	For	For

CT Real Estate Investment Trust

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Trustee Dean McCann	G	Mgmt	For	For
1.6	Elect Trustee John O'Bryan	G	Mgmt	For	For
1.7	Elect Trustee Kevin Salsberg	G	Mgmt	For	For
1.8	Elect Trustee Kelly Smith	G	Mgmt	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

CTBC Financial Holding Co., Ltd.

Meeting Date: 13/06/2025

Country: Taiwan

Ticker: 2891

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve Issuance of Restricted Stocks	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
5.1	Elect WEN-LONG YEN, a Representative of WEI FU INVESTMENT CO., LTD. with Shareholder No. 4122, as Non-independent Director	G	Mgmt	For	For
5.2	Elect DANIEL I. WU, a Representative of YI CHUAN INVESTMENT CO., LTD. with Shareholder No. 883341, as Non-independent Director	G	Mgmt	For	For
5.3	Elect JOHN-LEON, KOO, a Representative of CHUNG YUAN INVESTMENT CO., LTD. with Shareholder No. 883288, as Non-independent Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-123] We believe that it is not in the best interests of shareholders to have this particular director on this board.</i>					
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		

CTBC Financial Holding Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.4	Elect SHENG-YUNG YANG, with Shareholder No. 1018764, as Independent Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0260-002] Concerns with the level of oversight provided by this management board member</i>					
5.5	Elect CHEUNG-CHUN LAU, with Shareholder No. 133710XXX, as Independent Director	G	Mgmt	For	For
5.6	Elect WEN-YEN HSU, with Shareholder No. C120287XXX, as Independent Director	G	Mgmt	For	For
5.7	Elect CHUNG-HUI JIH, with Shareholder No. H220212XXX, as Independent Director	G	Mgmt	For	For

CTS Eventim AG & Co. KGaA

Meeting Date: 21/05/2025 **Country:** Germany **Ticker:** EVD
Record Date: 29/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Accept Financial Statements and Statutory Reports for Fiscal Year 2024	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.66 per Share	G	Mgmt	For	For
4	Approve Discharge of Personally Liable Partner for Fiscal Year 2024	G	Mgmt	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
6.1	Ratify KPMG AG as Auditors for Fiscal Year 2025, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025 and for the Review of Interim Financial Statements Until 2026 AGM	G	Mgmt	For	For
6.2	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

CTS Eventim AG & Co. KGaA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Decrease in Size of Supervisory Board to Three Members	G	Mgmt	For	For
8.1	Elect Cornelius Baur to the Supervisory Board	G	Mgmt	For	For
8.2	Elect Philipp Westermeyer to the Supervisory Board	G	Mgmt	For	For
8.3	Elect Wybcke Meier to the Supervisory Board	G	Mgmt	For	For
9	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i></p>					
10	Approve Remuneration Policy	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i></p>					
11	Approve Creation of EUR 19.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 3 Billion; Approve Creation of EUR 19.2 Million Pool of Capital to Guarantee Conversion Rights	G	Mgmt	For	For

CubeSmart

Meeting Date: 20/05/2025

Country: USA

Ticker: CUBE

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Piero Bussani	G	Mgmt	For	For
1.2	Elect Director Jit Kee Chin	G	Mgmt	For	For
1.3	Elect Director Dorothy Dowling	G	Mgmt	For	For
1.4	Elect Director John W. Fain	G	Mgmt	For	For
1.5	Elect Director Jair K. Lynch	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.6	Elect Director Christopher P. Marr	G	Mgmt	For	For
1.7	Elect Director Deborah Ratner Salzberg	G	Mgmt	For	For
1.8	Elect Director John F. Remondi	G	Mgmt	For	For
1.9	Elect Director Jeffrey F. Rogatz	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Cullen/Frost Bankers, Inc.

Meeting Date: 30/04/2025

Country: USA

Ticker: CFR

Record Date: 04/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Hope Andrade	G	Mgmt	For	For
1.2	Elect Director Chris M. Avery	G	Mgmt	For	For
1.3	Elect Director Anthony (Tony) R. Chase	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.4	Elect Director Cynthia J. Comparin	G	Mgmt	For	For
1.5	Elect Director Samuel G. Dawson	G	Mgmt	For	For
1.6	Elect Director Crawford H. Edwards	G	Mgmt	For	For
1.7	Elect Director John T. Engates	G	Mgmt	For	For
1.8	Elect Director Phillip D. Green	G	Mgmt	For	For
1.9	Elect Director David J. Haemisegger	G	Mgmt	For	For
1.10	Elect Director Charles W. Matthews	G	Mgmt	For	For
1.11	Elect Director Joseph A. Pierce	G	Mgmt	For	For
1.12	Elect Director Linda B. Rutherford	G	Mgmt	For	For
1.13	Elect Director Jack Willome	G	Mgmt	For	For

Cullen/Frost Bankers, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Cummins Inc.

Meeting Date: 13/05/2025 Country: USA Ticker: CMI
 Record Date: 14/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Director Jennifer W. Rumsey	G	Mgmt	For	For
2	Elect Director Gary L. Belske	G	Mgmt	For	For
3	Elect Director Robert J. Bernhard	G	Mgmt	For	For
4	Elect Director Bruno V. Di Leo Allen	G	Mgmt	For	For
5	Elect Director Daniel W. Fisher	G	Mgmt	For	For
6	Elect Director Carla A. Harris	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
7	Elect Director Thomas J. Lynch	G	Mgmt	For	For
8	Elect Director William I. Miller	G	Mgmt	For	For
9	Elect Director Kimberly A. Nelson	G	Mgmt	For	For
10	Elect Director Karen H. Quintos	G	Mgmt	For	For
11	Elect Director John H. Stone	G	Mgmt	For	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
13	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
14	Require Independent Board Chair	G	SH	Against	Against
<i>Blended Rationale: [SF-S0107-101] Company has a designated lead director who fulfills the requirements appropriate to such role.</i>					

Curblin Properties Corp.

Meeting Date: 07/05/2025 Country: USA Ticker: CURB
 Record Date: 17/03/2025 Meeting Type: Annual

Curblin Properties Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Linda B. Abraham	G	Mgmt	For	For
1.2	Elect Director David R. Lukes	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Curtiss-Wright Corporation

Meeting Date: 08/05/2025 **Country:** USA **Ticker:** CW
Record Date: 14/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Lynn M. Bamford	G	Mgmt	For	For
1.2	Elect Director Dean M. Flatt	G	Mgmt	For	For
1.3	Elect Director Bruce D. Hoechner	G	Mgmt	For	For
1.4	Elect Director Glenda J. Minor	G	Mgmt	For	For
1.5	Elect Director Anthony J. Moraco	G	Mgmt	For	For
1.6	Elect Director William F. Moran	G	Mgmt	For	For
1.7	Elect Director Robert J. Rivet	G	Mgmt	For	For
1.8	Elect Director Peter C. Wallace	G	Mgmt	For	For
1.9	Elect Director Larry D. Wyche	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Cushman & Wakefield Plc

Meeting Date: 15/05/2025 **Country:** United Kingdom **Ticker:** CWK
Record Date: 27/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michelle Felman	G	Mgmt	For	For

Cushman & Wakefield Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Jennifer McPeck	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Ratify KPMG LLP as UK Statutory Auditor	G	Mgmt	For	For
4	Authorize Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
6	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
7	Advisory Vote to Ratify Directors' Remuneration Report	G	Mgmt	For	For
8	Amend Omnibus Stock Plan	G	Mgmt	For	For

CVS Health Corporation

Meeting Date: 15/05/2025

Country: USA

Ticker: CVS

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Fernando Aguirre	G	Mgmt	For	For
1b	Elect Director Jeffrey R. Balsler	G	Mgmt	For	For
1c	Elect Director C. David Brown, II	G	Mgmt	For	For
1d	Elect Director Alecia A. DeCoudreaux	G	Mgmt	For	For
1e	Elect Director Roger N. Farah	G	Mgmt	For	For
1f	Elect Director Anne M. Finucane	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1g	Elect Director J. David Joyner	G	Mgmt	For	For
1h	Elect Director J. Scott Kirby	G	Mgmt	For	For
1i	Elect Director Michael F. Mahoney	G	Mgmt	For	For
1j	Elect Director Leslie V. Norwalk	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1k	Elect Director Larry M. Robbins	G	Mgmt	For	For
1l	Elect Director Guy P. Sansone	G	Mgmt	For	For

CVS Health Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1m	Elect Director Douglas H. Shulman	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

CyberArk Software Ltd.

Meeting Date: 24/06/2025

Country: Israel

Ticker: CYBR

Record Date: 16/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Reelect Gadi Tirosh as Director	G	Mgmt	For	For
1b	Reelect Amnon Shoshani as Director	G	Mgmt	For	For
1c	Reelect Avril England as Director	G	Mgmt	For	For
2	Approve Grant of Equity Based Compensation to Matthew Cohen, CEO	G	Mgmt	For	For
3	Approval of an Equity Incentive Plan for the Years 2025-2027, to Ehud (Udi) Mokady, the Company's Executive Chairman	G	Mgmt	For	For
4	Approve Amended Compensation Policy for the Executives and Directors of the Company	G	Mgmt	For	For
5	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Cyfrowy Polsat SA

Meeting Date: 26/06/2025

Country: Poland

Ticker: CPS

Record Date: 10/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Meeting Chairman	G	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	G	Mgmt		
4.1	Elect Member of Vote Counting Commission	G	Mgmt	For	For
4.2	Elect Member of Vote Counting Commission	G	Mgmt	For	For
4.3	Elect Member of Vote Counting Commission	G	Mgmt	For	For
5	Approve Agenda of Meeting	G	Mgmt	For	For
6	Receive Management Board Reports on Company's and Group's Operations and Standalone and Consolidated Financial Statements	G	Mgmt		
7.a	Receive Supervisory Board Reports on Review of Management Board Report on Company's and Group's Operations, Standalone and Consolidated Financial Statements, and Management Board Proposal on Allocation of Income	G	Mgmt		
7.b	Receive Supervisory Board Report on Company's Standing and Work of Management Board	G	Mgmt		
7.c	Receive Remuneration Report	G	Mgmt		
8	Approve Management Board Report on Company's and Group's Operations	G	Mgmt	For	For
9	Approve Financial Statements	G	Mgmt	For	For
10	Approve Consolidated Financial Statements	G	Mgmt	For	For
11	Approve Supervisory Board Report	G	Mgmt	For	For
12	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
13.1	Approve Discharge of Miroslaw Blaszczyk (CEO)	G	Mgmt	For	For
13.2	Approve Discharge of Maciej Stec (Deputy CEO)	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13.3	Approve Discharge of Jacek Felczykowski (Management Board Member)	G	Mgmt	For	For
13.4	Approve Discharge of Aneta Jaskolska (Management Board Member)	G	Mgmt	For	For
13.5	Approve Discharge of Agnieszka Odorowicz (Management Board Member)	G	Mgmt	For	For
13.6	Approve Discharge of Katarzyna Ostap-Tomann (Management Board Member)	G	Mgmt	For	For
14.1	Approve Discharge of Zygmunt Solorz (Supervisory Board Chairman)	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
14.2	Approve Discharge of Justyna Kulka (Supervisory Board Deputy Chairwoman)	G	Mgmt	For	For
14.3	Approve Discharge of Tobias Solorz (Supervisory Board Deputy Chairman)	G	Mgmt	For	For
14.4	Approve Discharge of Piotr Zak (Supervisory Board Deputy Chairman)	G	Mgmt	For	For
14.5	Approve Discharge of Marek Grzybowski (Supervisory Board Member)	G	Mgmt	For	For
14.6	Approve Discharge of Alojzy Nowak (Supervisory Board Member)	G	Mgmt	For	For
14.7	Approve Discharge of Jozef Birka (Supervisory Board Member)	G	Mgmt	For	For
14.8	Approve Discharge of Tomasz Szelag (Supervisory Board Member)	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
14.9	Approve Discharge of Jaroslaw Grzesiak (Supervisory Board Member)	G	Mgmt	For	For
15	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
16	Ratify Ernst & Young Audy Poland Sp. z o. o. as Auditor for Sustainability Reporting	G	Mgmt	For	For
17	Close Meeting	G	Mgmt		

Cytokinetics, Incorporated

Meeting Date: 14/05/2025

Country: USA

Ticker: CYTK

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director John T. Henderson	G	Mgmt	For	For
1b	Elect Director B. Lynne Parshall	G	Mgmt	For	For
1c	Elect Director Muna Bhanji	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Increase Authorized Common Stock	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Daan Gene Co., Ltd.

Meeting Date: 18/04/2025

Country: China

Ticker: 002030

Record Date: 11/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Daily Related Party Transactions	G	Mgmt	For	For
7	Approve Use of Idle Own Funds for Cash Management	G	Mgmt	For	For
8	Approve Delisting of the Shares of Associate Company from the National Equities Exchange and Quotations System	G	Mgmt	For	For

Daan Gene Co., Ltd.

Meeting Date: 15/05/2025

Country: China

Ticker: 002030

Record Date: 09/05/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Appointment of Financial Auditor and Internal Control Auditor	G	Mgmt	For	For

Daan Gene Co., Ltd.

Meeting Date: 26/05/2025

Country: China

Ticker: 002030

Record Date: 20/05/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
1.1	Elect Huang Zhizheng as Director	G	Mgmt	For	For
1.2	Elect Wei Dianhan as Director	G	Mgmt	For	For
1.3	Elect Zhu Wanyu as Director	G	Mgmt	For	For
1.4	Elect Chen Hongwei as Director	G	Mgmt	For	For
1.5	Elect Zhang Weijie as Director	G	Mgmt	For	For
1.6	Elect Liang Zhikun as Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
2.1	Elect Pei Xinchun as Director	G	Mgmt	For	For
2.2	Elect Fan Jianbing as Director	G	Mgmt	For	For
2.3	Elect Hou Xiangjing as Director	G	Mgmt	For	For

Dah Sing Financial Holdings Limited

Meeting Date: 30/05/2025

Country: Hong Kong

Ticker: 440

Record Date: 26/05/2025

Meeting Type: Annual

Dah Sing Financial Holdings Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Hon-Hing Wong (Derek Wong) as Director	G	Mgmt	For	For
3b	Elect Mariana Suk-Fun Ngan as Director	G	Mgmt	For	For
4	Approve Directors' Fees	G	Mgmt	For	For
5	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
7	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
8	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Dai Nippon Printing Co., Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 7912

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 22	G	Mgmt	For	For
2.1	Elect Director Kitajima, Yoshinari	G	Mgmt	For	For
2.2	Elect Director Miya, Kenji	G	Mgmt	For	For
2.3	Elect Director Kuroyanagi, Masafumi	G	Mgmt	For	For
2.4	Elect Director Sugita, Kazuhiko	G	Mgmt	For	For
2.5	Elect Director Miyake, Toru	G	Mgmt	For	For
2.6	Elect Director Nakamura, Osamu	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Dai Nippon Printing Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.7	Elect Director Miyama, Minako	G	Mgmt	For	For
2.8	Elect Director Kanazawa, Takahito	G	Mgmt	For	For
2.9	Elect Director Miyajima, Tsukasa	G	Mgmt	For	For
2.10	Elect Director Tamura, Yoshiaki	G	Mgmt	For	For
2.11	Elect Director Shirakawa, Hiroshi	G	Mgmt	For	For
2.12	Elect Director Sugiura, Nobuhiko	G	Mgmt	For	For
2.13	Elect Director Kumahira, Mika	G	Mgmt	For	For
3	Appoint Statutory Auditor Ishii, Taeko	G	Mgmt	For	For
4	Approve Compensation Ceiling for Directors	G	Mgmt	For	For
5	Appoint Shareholder Director Nominee Kinoshita, Atsuhiko	G	SH	Against	Against

Blended Rationale: [RJ-S0250-002] AGAINST shareholder proposal as the proposed candidate is not likely to contribute to improvement of corporate governance of the company.

Daicel Corp.

Meeting Date: 20/06/2025

Country: Japan

Ticker: 4202

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	G	Mgmt	For	For
2	Amend Articles to Amend Business Lines - Clarify Director Authority on Shareholder Meetings - Clarify Director Authority on Board Meetings	G	Mgmt	For	For
3.1	Elect Director Ogawa, Yoshimi	G	Mgmt	For	For
3.2	Elect Director Sakaki, Yasuhiro	G	Mgmt	For	For
3.3	Elect Director Sugimoto, Kotaro	G	Mgmt	For	For
3.4	Elect Director Shiwaku, Toshio	G	Mgmt	For	For
3.5	Elect Director Kawaguchi, Naotaka	G	Mgmt	For	For
3.6	Elect Director Kitayama, Teisuke	G	Mgmt	For	For
3.7	Elect Director Asano, Toshio	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Daicel Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.8	Elect Director Komatsu, Yuriya	G	Mgmt	For	For
3.9	Elect Director Okajima, Mari	G	Mgmt	For	For
3.10	Elect Director Nishiyama, Keita	G	Mgmt	For	For
3.11	Elect Director Kito, Seiji	G	Mgmt	For	Against

Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.

DAI-DAN Co., Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 1980

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 111	G	Mgmt	For	For
2.1	Elect Director Fujisawa, Ichiro	G	Mgmt	For	For
2.2	Elect Director Yamanaka, Yasuhiro	G	Mgmt	For	For
2.3	Elect Director Sasaki, Hisao	G	Mgmt	For	For
2.4	Elect Director Sasaki, Yoji	G	Mgmt	For	For
2.5	Elect Director Matsubara, Fumio	G	Mgmt	For	For
2.6	Elect Director Sato, Ikumi	G	Mgmt	For	For
2.7	Elect Director Kosakai, Kenkichi	G	Mgmt	For	For
2.8	Elect Director Kyutoku, Hirofumi	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Isokawa, Takeshi	G	Mgmt	For	For

Daido Steel Co., Ltd.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 5471

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 26	G	Mgmt	For	For

Daido Steel Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Director Ishiguro, Takeshi	G	Mgmt	For	For
2.2	Elect Director Shimizu, Tetsuya	G	Mgmt	For	For
2.3	Elect Director Yamashita, Toshiaki	G	Mgmt	For	For
2.4	Elect Director Kajita, Akihito	G	Mgmt	For	For
2.5	Elect Director Iwata, Tatsushi	G	Mgmt	For	For
2.6	Elect Director Kashima, Tadayuki	G	Mgmt	For	For
2.7	Elect Director Hiramitsu, Noriyuki	G	Mgmt	For	For
2.8	Elect Director Yamamoto, Ryoichi	G	Mgmt	For	For
2.9	Elect Director Jimbo, Mutsuko	G	Mgmt	For	For
3	Elect Director and Audit Committee Member Niwa, Tetsuya	G	Mgmt	For	For
4	Elect Alternate Director and Audit Committee Member Kawabe, Nobuyasu	G	Mgmt	For	For
5	Approve Annual Bonus	G	Mgmt	For	For

Daihen Corp.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 6622

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 82.5	G	Mgmt	For	For
2	Amend Articles to Reduce Directors' Term	G	Mgmt	For	For
3.1	Elect Director Tajiri, Tetsuya	G	Mgmt	For	For
3.2	Elect Director Minomo, Shoichiro	G	Mgmt	For	For
3.3	Elect Director Kamo, Kazuo	G	Mgmt	For	For
3.4	Elect Director Kimura, Haruhisa	G	Mgmt	For	For
3.5	Elect Director Kaneko, Kentaro	G	Mgmt	For	For
3.6	Elect Director Kuriyama, Tadashi	G	Mgmt	For	For
3.7	Elect Director Magoshi, Emiko	G	Mgmt	For	For

Daihen Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.8	Elect Director Fujiwara, Yasufumi	G	Mgmt	For	For
3.9	Elect Director Kawasaki, Kiyotaka	G	Mgmt	For	For
4.1	Appoint Statutory Auditor Morimoto, Keiki	G	Mgmt	For	For
4.2	Appoint Statutory Auditor Kageyama, Shuichi	G	Mgmt	For	For

Daiho Corp.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 1822

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 147	G	Mgmt	For	For
2	Amend Articles to Authorize Board to Pay Interim Dividends	G	Mgmt	For	For
3.1	Elect Director Morishita, Kakue	G	Mgmt	For	For
3.2	Elect Director Nakamura, Momoki	G	Mgmt	For	For
3.3	Elect Director Kugimoto, Minoru	G	Mgmt	For	For
3.4	Elect Director Sechi, Akihiko	G	Mgmt	For	For
3.5	Elect Director Masuda, Hiroshi	G	Mgmt	For	For
3.6	Elect Director Aso, Iwao	G	Mgmt	For	For
3.7	Elect Director Okumiya, Yasunobu	G	Mgmt	For	For
3.8	Elect Director Naito, Tatsujiro	G	Mgmt	For	For
3.9	Elect Director Fujita, Kazuhiro	G	Mgmt	For	For
3.10	Elect Director Oshima, Yoshitaka	G	Mgmt	For	For
3.11	Elect Director Atsumi, Yoko	G	Mgmt	For	For
3.12	Elect Director Kamiya, Sonosuke	G	Mgmt	For	For
3.13	Elect Director Kato, Tomoharu	G	Mgmt	For	For
4.1	Appoint Statutory Auditor Yamasaki, Shoichi	G	Mgmt	For	For
4.2	Appoint Statutory Auditor Ichiba, Noriko	G	Mgmt	For	For

Daiho Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.3	Appoint Statutory Auditor Sato, Hisakazu	G	Mgmt	For	For
5	Appoint Alternate Statutory Auditor Horikoshi, Yuka	G	Mgmt	For	Against

Blended Rationale: [RJ-M0280-001] AGAINST affiliated outsiders.

Daiichi Jitsugyo Co., Ltd.

Meeting Date: 24/06/2025 **Country:** Japan **Ticker:** 8059
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 51	G	Mgmt	For	For
2	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Indemnify Directors - Authorize Board to Determine Income Allocation	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0461-021] AGAINST authorizing board to determine income allocation in face of major blockholders.</i>					
3.1	Elect Director Uno, Ichiro	G	Mgmt	For	For
3.2	Elect Director Funawatari, Yuji	G	Mgmt	For	For
3.3	Elect Director Fukawa, Osamu	G	Mgmt	For	For
3.4	Elect Director Ueno, Masatoshi	G	Mgmt	For	For
3.5	Elect Director Otsuki, Shinji	G	Mgmt	For	For
3.6	Elect Director Okada, Shoichiro	G	Mgmt	For	For
3.7	Elect Director Sakamoto, Yoshikazu	G	Mgmt	For	For
3.8	Elect Director Yamada, Namika	G	Mgmt	For	For
3.9	Elect Director Nakayama, Kazuo	G	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Toyozumi, Takahiro	G	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Koyama, Mitsuyoshi	G	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Ono, Akiko	G	Mgmt	For	For

Daiichi Jitsugyo Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Elect Alternate Director and Audit Committee Member Okuda, Yoshihiko	G	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For
8	Approve Restricted Stock Plan	G	Mgmt	For	For
9	Approve Restricted Stock Plan	G	Mgmt	For	For

Dai-ichi Life Holdings, Inc.

Meeting Date: 23/06/2025

Country: Japan

Ticker: 8750

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 76	G	Mgmt	For	For
2	Amend Articles to Change Company Name	G	Mgmt	For	For
3	Amend Articles to Increase Authorized Capital	G	Mgmt	For	For
4.1	Elect Director Inagaki, Seiji	G	Mgmt	For	For
4.2	Elect Director Kikuta, Tetsuya	G	Mgmt	For	For
4.3	Elect Director Yamaguchi, Hitoshi	G	Mgmt	For	For
4.4	Elect Director Kitahori, Takako	G	Mgmt	For	For
4.5	Elect Director Sumino, Toshiaki	G	Mgmt	For	For
4.6	Elect Director Sogano, Hidehiko	G	Mgmt	For	For
4.7	Elect Director Inoue, Yuriko	G	Mgmt	For	For
4.8	Elect Director Shingai, Yasushi	G	Mgmt	For	For
4.9	Elect Director Bruce Miller	G	Mgmt	For	For
4.10	Elect Director Ishii, Ichiro	G	Mgmt	For	For
5	Elect Director and Audit Committee Member Makino, Ayako	G	Mgmt	For	For

Daiichi Sankyo Co., Ltd.

Meeting Date: 23/06/2025

Country: Japan

Ticker: 4568

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	G	Mgmt	For	For
2.1	Elect Director Manabe, Sunao	G	Mgmt	For	For
2.2	Elect Director Okuzawa, Hiroyuki	G	Mgmt	For	For
2.3	Elect Director Matsumoto, Takashi	G	Mgmt	For	For
2.4	Elect Director Komatsu, Yasuhiro	G	Mgmt	For	For
2.5	Elect Director Nishii, Takaaki	G	Mgmt	For	For
2.6	Elect Director Homma, Yo	G	Mgmt	For	For
2.7	Elect Director Joseph Kenneth Keller	G	Mgmt	For	For
2.8	Elect Director Ueno, Shizuko	G	Mgmt	For	For
2.9	Elect Director Watanabe, Akihiro	G	Mgmt	For	For
2.10	Elect Director Kinoshita, Reiko	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Yokoyama, Terumichi	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Watanabe, Masako	G	Mgmt	For	For

DAIKIN INDUSTRIES Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 6367

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 145	G	Mgmt	For	For
2.1	Elect Director Togawa, Masanori	G	Mgmt	For	For
2.2	Elect Director Takenaka, Naofumi	G	Mgmt	For	For
2.3	Elect Director Kawada, Tatsuo	G	Mgmt	For	For
2.4	Elect Director Makino, Akiji	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

DAIKIN INDUSTRIES Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.5	Elect Director Torii, Shingo	G	Mgmt	For	For
2.6	Elect Director Arai, Yuko	G	Mgmt	For	For
2.7	Elect Director Takahashi, Koichi	G	Mgmt	For	For
2.8	Elect Director Mori, Keiko	G	Mgmt	For	For
2.9	Elect Director Kanwal Jeet Jawa	G	Mgmt	For	For
3	Appoint Statutory Auditor Ukawa, Atsushi	G	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Ono, Ichiro	G	Mgmt	For	For

DaikyoNishikawa Corp.

Meeting Date: 18/06/2025

Country: Japan

Ticker: 4246

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 19	G	Mgmt	For	For
2.1	Elect Director Sugiyama, Ikuo	G	Mgmt	For	For
2.2	Elect Director Toi, Hideki	G	Mgmt	For	For
2.3	Elect Director Hataishi, Mitsugi	G	Mgmt	For	For
2.4	Elect Director Kawakami, Hiroyuki	G	Mgmt	For	For
2.5	Elect Director Ishida, Hiroshi	G	Mgmt	For	For
2.6	Elect Director Mifune, Shigeharu	G	Mgmt	For	For
2.7	Elect Director Murata, Haruko	G	Mgmt	For	For
2.8	Elect Director Hironaka, Taketo	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
2.9	Elect Director Matsumoto, Toshihiko	G	Mgmt	For	For
2.10	Elect Director Kobayashi, Hiroaki	G	Mgmt	For	For
2.11	Elect Director Ishida, Yoko	G	Mgmt	For	For
3	Appoint Statutory Auditor Fujimoto, Keiko	G	Mgmt	For	For
4.1	Appoint Alternate Statutory Auditor Matsuda, Akira	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

DaikyNishikawa Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.2	Appoint Alternate Statutory Auditor Tani, Hiroko	G	Mgmt	For	For

Daimler Truck Holding AG

Meeting Date: 27/05/2025

Country: Germany

Ticker: DTG

Record Date: 20/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.90 per Share	G	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Karin Radstrom for Fiscal Year 2024	G	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Martin Daum for Fiscal Year 2024	G	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Karl Deppen for Fiscal Year 2024	G	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Andreas Gorbach for Fiscal Year 2024	G	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Juergen Hartwig for Fiscal Year 2024	G	Mgmt	For	For
3.6	Approve Discharge of Management Board Member John O'Leary for Fiscal Year 2024	G	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Achim Puchert (from Dec. 1, 2024) for Fiscal Year 2024	G	Mgmt	For	For
3.8	Approve Discharge of Management Board Member Eva Scherer (from April 1, 2024) for Fiscal Year 2024	G	Mgmt	For	For

Daimler Truck Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.9	Approve Discharge of Management Board Member Stephan Unger (until June 30, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2024	G	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Michael Brecht for Fiscal Year 2024	G	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Michael Brosnan for Fiscal Year 2024	G	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Bruno Buschbacher for Fiscal Year 2024	G	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Jacques Esculier for Fiscal Year 2024	G	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Akihiro Eto for Fiscal Year 2024	G	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Laura Ipsen for Fiscal Year 2024	G	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2024	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
4.9	Approve Discharge of Supervisory Board Member Carmen Klitzsch-Mueller for Fiscal Year 2024	G	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Joerg Koehlinger for Fiscal Year 2024	G	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member John Krafcik for Fiscal Year 2024	G	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Joerg Lorz for Fiscal Year 2024	G	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Andrea Reith for Fiscal Year 2024	G	Mgmt	For	For

Daimler Truck Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.14	Approve Discharge of Supervisory Board Member Martin Richenhagen for Fiscal Year 2024	G	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Andrea Seidel for Fiscal Year 2024	G	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Shintaro Suzuki for Fiscal Year 2024	G	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Marie Wieck for Fiscal Year 2024	G	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Harald Wilhelm for Fiscal Year 2024	G	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Roman Zitzelsberger for Fiscal Year 2024	G	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Thomas Zwick for Fiscal Year 2024	G	Mgmt	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2025 and for a Review of Interim Financial Statements until 2026 AGM	G	Mgmt	For	For
5.2	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Approve Remuneration of Supervisory Board	G	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2030	G	Mgmt	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For
10	Authorize Use of Financial Derivatives when Repurchasing Shares	G	Mgmt	For	For

Dainichiseika Color & Chemicals Mfg. Co., Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 4116

Record Date: 31/03/2025

Meeting Type: Annual

Dainichiseika Color & Chemicals Mfg. Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 90	G	Mgmt	For	For
2	Amend Articles to Amend Business Lines - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Amend Provisions on Director Titles - Authorize Directors to Execute Day to Day Operations without Full Board Approval	G	Mgmt	For	For
3.1	Elect Director Takahashi, Koji	G	Mgmt	For	For
3.2	Elect Director Aoba, Masahiko	G	Mgmt	For	For
3.3	Elect Director Takeda, Osamu	G	Mgmt	For	For
3.4	Elect Director Aoyagi, Taiyo	G	Mgmt	For	For
3.5	Elect Director Nakagawa, Yoshiaki	G	Mgmt	For	For
3.6	Elect Director Nagahama, Akiko	G	Mgmt	For	For
3.7	Elect Director Nakano, Kiyofumi	G	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Murata, Shuichi	G	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Wakabayashi, Ichiro	G	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Ikari, Shuichiro	G	Mgmt	For	For
5	Elect Alternate Director and Audit Committee Member Takamatsu, Hirokazu	G	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For
8	Approve Restricted Stock Plan	G	Mgmt	For	For

Daiseiki Co., Ltd.

Meeting Date: 22/05/2025

Country: Japan

Ticker: 9793

Record Date: 28/02/2025

Meeting Type: Annual

Daiseki Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 39	G	Mgmt	For	For
2.1	Elect Director Yamamoto, Tetsuya	G	Mgmt	For	For
2.2	Elect Director Ito, Yasuo	G	Mgmt	For	For
2.3	Elect Director Amano, Koji	G	Mgmt	For	For
2.4	Elect Director Okada, Mitsuru	G	Mgmt	For	For

Daishi Hokuetsu Financial Group, Inc.

Meeting Date: 25/06/2025 **Country:** Japan **Ticker:** 7327
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Namiki, Fujio	G	Mgmt	For	For
1.2	Elect Director Ueguri, Michiro	G	Mgmt	For	For
1.3	Elect Director Takahashi, Makoto	G	Mgmt	For	For
1.4	Elect Director Shibata, Ken	G	Mgmt	For	For
1.5	Elect Director Maki, Toshiyuki	G	Mgmt	For	For
1.6	Elect Director Tanaka, Takayoshi	G	Mgmt	For	For
1.7	Elect Director Ishizaka, Takashi	G	Mgmt	For	For
1.8	Elect Director Baba, Yoshiko	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Hosaka, Naruhito	G	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Kuwahara, Miki	G	Mgmt	For	For

Daiwa House Industry Co., Ltd.

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 1925
Record Date: 31/03/2025 **Meeting Type:** Annual

Daiwa House Industry Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 80	G	Mgmt	For	For
2	Amend Articles to Clarify Director Authority on Shareholder Meetings	G	Mgmt	For	For
3.1	Elect Director Yoshii, Keiichi	G	Mgmt	For	For
3.2	Elect Director Otomo, Hirotsugu	G	Mgmt	For	For
3.3	Elect Director Kosokabe, Takeshi	G	Mgmt	For	For
3.4	Elect Director Murata, Yoshiyuki	G	Mgmt	For	For
3.5	Elect Director Shimonishi, Keisuke	G	Mgmt	For	For
3.6	Elect Director Nagase, Toshiya	G	Mgmt	For	For
3.7	Elect Director Shibata, Eiichi	G	Mgmt	For	For
3.8	Elect Director Kuwano, Yukinori	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
3.9	Elect Director Seki, Miwa	G	Mgmt	For	For
3.10	Elect Director Yoshizawa, Kazuhiro	G	Mgmt	For	For
3.11	Elect Director Ito, Yujiro	G	Mgmt	For	For
3.12	Elect Director Nambu, Toshikazu	G	Mgmt	For	For
3.13	Elect Director Fukumoto, Tomomi	G	Mgmt	For	For
3.14	Elect Director Kondo, Yuichiro	G	Mgmt	For	For
4.1	Appoint Statutory Auditor Oyaide, Ryuichi	G	Mgmt	For	For
4.2	Appoint Statutory Auditor Takashige, Yoshihiro	G	Mgmt	For	For
4.3	Appoint Statutory Auditor Kishimoto, Tatsuji	G	Mgmt	For	For

Daiwa Securities Group, Inc.

Meeting Date: 20/06/2025

Country: Japan

Ticker: 8601

Record Date: 31/03/2025

Meeting Type: Annual

Daiwa Securities Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nakata, Seiji	G	Mgmt	For	For
1.2	Elect Director Ogino, Akihiko	G	Mgmt	For	For
1.3	Elect Director Niizuma, Shinsuke	G	Mgmt	For	For
1.4	Elect Director Tashiro, Keiko	G	Mgmt	For	For
1.5	Elect Director Sato, Eiji	G	Mgmt	For	For
1.6	Elect Director Sakurai, Hiroko	G	Mgmt	For	For
1.7	Elect Director Hanaoka, Sachiko	G	Mgmt	For	For
1.8	Elect Director Kawai, Eriko	G	Mgmt	For	For
1.9	Elect Director Nishikawa, Katsuyuki	G	Mgmt	For	For
1.10	Elect Director Iwamoto, Toshio	G	Mgmt	For	For
1.11	Elect Director Murakami, Yumiko	G	Mgmt	For	For
1.12	Elect Director Iki, Noriko	G	Mgmt	For	For
1.13	Elect Director Yunoki, Mami	G	Mgmt	For	For
1.14	Elect Director Ichikawa, Akira	G	Mgmt	For	For

Daiwabo Holdings Co., Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 3107

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 45	G	Mgmt	For	For
2.1	Elect Director Nishimura, Yukihiro	G	Mgmt	For	For
2.2	Elect Director Igari, Tsukasa	G	Mgmt	For	For
2.3	Elect Director Yamashita, Takao	G	Mgmt	For	For
2.4	Elect Director Yoshimaru, Yukiko	G	Mgmt	For	For
2.5	Elect Director Fujiki, Takako	G	Mgmt	For	For
2.6	Elect Director Hori, Tetsuro	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Daiwabo Holdings Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.7	Elect Director Kishinami, Misawa	G	Mgmt	For	For
2.8	Elect Director Dono, Shigeru	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Matsuyama, Motohiro	G	Mgmt	For	For

Dajin Heavy Industry Co., Ltd.

Meeting Date: 09/05/2025 **Country:** China **Ticker:** 002487
Record Date: 30/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Financial Statements	G	Mgmt	For	For
3	Approve Report of the Board of Directors	G	Mgmt	For	For
4	Approve Report of the Board of Supervisors	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Remuneration of Directors and Senior Management	G	Mgmt	For	For
7	Approve Remuneration of Supervisors	G	Mgmt	For	For
8	Approve to Appoint Auditor	G	Mgmt	For	For

Dalata Hotel Group Plc

Meeting Date: 30/04/2025 **Country:** Ireland **Ticker:** DHG
Record Date: 26/04/2025 **Meeting Type:** Annual

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

Dalata Hotel Group Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5a	Re-elect John Hennessy as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
5b	Re-elect Dermot Crowley as Director	G	Mgmt	For	For
5c	Re-elect Elizabeth McMeikan as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
5d	Re-elect Cathriona Hallahan as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
5e	Re-elect Gervaise Slowey as Director	G	Mgmt	For	For
5f	Re-elect Shane Casserly as Director	G	Mgmt	For	For
5g	Re-elect Carol Phelan as Director	G	Mgmt	For	For
5h	Re-elect Jon Mortimore as Director	G	Mgmt	For	For
5i	Elect Des McCann as Director	G	Mgmt	For	For
6	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
7	Authorise Issue of Equity	G	Mgmt	For	For
8	Amend Long Term Incentive Plan	G	Mgmt	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
11	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
12	Authorise Re-allotment of Treasury Shares	G	Mgmt	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For
14	Approve Amendments to the Constitution of the Company	G	Mgmt	For	For

Dalipal Holdings Limited

Meeting Date: 23/05/2025

Country: Cayman Islands

Ticker: 1921

Record Date: 19/05/2025

Meeting Type: Annual

Dalipal Holdings Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2a	Elect Al Gosaibi, Saud Yousif M as Director	G	Mgmt	For	For
2b	Elect Guo Kaiqi as Director	G	Mgmt	For	For
2c	Elect Wong Jovi Chi Wing as Director	G	Mgmt	For	For
2d	Elect Cheng Haitao as Director	G	Mgmt	For	For
2e	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
3	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					

Dallah Healthcare Co.

Meeting Date: 28/05/2025 **Country:** Saudi Arabia **Ticker:** 4004
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
2	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
3	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
4	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Dallah Healthcare Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Ratify Auditors and Fix Their Remuneration for Q2, Q3, and Annual Statement of FY 2025 and Q1 of FY 2026	G	Mgmt	For	For
6	Approve Remuneration of Directors for SAR 3,050,000 for FY 2024	G	Mgmt	For	For
7	Approve Related Party Transactions with Engineer Tariq Al Qasabi Re: Providing Management Consultations Services	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>					
8	Approve Related Party Transactions Aljazira Capita Re: Management Fees Related to the Wahet Al-Nakheel Real Estate Fund	G	Mgmt	For	For
9	Approve Related Party Transactions with Technical Company for Localization of Technology Re: Technical Support Services	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>					
10	Approve Related Party Transactions Aljazira Capita Re: Financial Advisory Services	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>					
11	Approve Related Party Transactions Jude Al-Hala Co Re: Lease of a Property	G	Mgmt	For	For
12	Approve Related Party Transactions Darin Travel and Tourism Agency Re: Travel Tickets for Employees	G	Mgmt	For	For
13	Approve Related Party Transactions with Khalid Al Faqih Engineering Consultancy Office Re: Engineering Consultancy	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>					
14	Approve Related Party Transactions with Jarir Marketing Co Re: Office Equipment Supplies and Stationery	G	Mgmt	For	For

Dallah Healthcare Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15	Approve Related Party Transactions Wahet Al-Nakheel Real Estate Fund Re: Sale of Lands	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>					
16	Allow the Chairman Tariq Al Qasabi to Be Involved with Other Competitor Companies	G	Mgmt	For	For
17	Allow the Deputy Chairman Muhyi Al Deen Kamil to Be Involved with Other Competitor Companies	G	Mgmt	For	For
18	Allow Fahd Al Qasim to Be Involved with Other Competitor Companies	G	Mgmt	For	For
19	Allow Mohammed Al Faqeeh to Be Involved with Other Competitor Companies	G	Mgmt	For	For
20	Allow Mohammed Al Faqeeh to Be Involved with Dr. Mohammed Rashid Al-Faqih and Partners Co as A President of the Board	G	Mgmt	For	For
21	Authorize Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2025	G	Mgmt	For	For
22	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	G	Mgmt	For	For

Danaher Corporation

Meeting Date: 06/05/2025

Country: USA

Ticker: DHR

Record Date: 07/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rainer M. Blair	G	Mgmt	For	For
1b	Elect Director Feroz Dewan	G	Mgmt	For	For
1c	Elect Director Linda Filler	G	Mgmt	For	For
1d	Elect Director Charles W. Lamanna	G	Mgmt	For	For
1e	Elect Director Teri List	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

Danaher Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Jessica L. Mega	G	Mgmt	For	For
1g	Elect Director Mitchell P. Rales	G	Mgmt	For	For
1h	Elect Director Steven M. Rales	G	Mgmt	For	For
1i	Elect Director A. Shane Sanders	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1j	Elect Director John T. Schwieters	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1k	Elect Director Alan G. Spoon	G	Mgmt	For	For
1l	Elect Director Raymond C. Stevens	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1m	Elect Director Elias A. Zerhouni	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Danel (Adir Yeoshua) Ltd.

Meeting Date: 16/06/2025 **Country:** Israel **Ticker:** DANE
Record Date: 29/05/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Appoint Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Danone SA

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

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.15 per Share	G	Mgmt	For	For
4	Reelect Antoine de Saint-Affrique as Director	G	Mgmt	For	For
5	Reelect Geraldine Picaud as Director	G	Mgmt	For	For
6	Reelect Susan Roberts as Director	G	Mgmt	For	For
7	Reelect Patrice Louvet as Director	G	Mgmt	For	For
8	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
9	Approve Compensation of Antoine de Saint-Affrique, CEO	G	Mgmt	For	For
10	Approve Compensation of Gilles Schnepf, Chairman of the Board	G	Mgmt	For	For
11	Approve Remuneration Policy of Executive Corporate Officers	G	Mgmt	For	For
12	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
13	Approve Remuneration Policy of Directors	G	Mgmt	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	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	G	Mgmt	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 17 Million	G	Mgmt	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 16	G	Mgmt	For	For
18	Authorize Capital Increase of Up to EUR 17 Million for Future Exchange Offers	G	Mgmt	For	For

Danone SA

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

Dar Al Arkan Real Estate Development Co.

Meeting Date: 29/06/2025

Country: Saudi Arabia

Ticker: 4300

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
3	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Dar Al Arkan Real Estate Development Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Ratify Auditors and Fix Their Remuneration of Q2, Q3, and Annual Statements of FY 2025 and Q1 of FY 2026	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
5	Approve Related Party Transactions with SHL Finance Co Re: Financing Some Customers of Dar Al Arkan Company to Purchase Houses	G	Mgmt	For	For
6	Approve Related Party Transactions with Dar Global PLC Re: Providing Financing Facilities	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>					
7	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
8	Approve Remuneration of Directors of SAR 3,000,000 for FY 2024	G	Mgmt	For	For
9	Authorize Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2025	G	Mgmt	For	For
10.1	Elect Badr Al Ghuneem as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
10.2	Elect Abdulrahman Bajuniyd as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
10.3	Elect Abdullah Sharbeeni as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
10.4	Elect Fahd Al Ajmi as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
10.5	Elect Fawaz Al Rifae as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
10.6	Elect Mohammed Al Sultan as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
10.7	Elect Mohammed Qassab as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
10.8	Elect Muath Al Zamil as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Dar Al Arkan Real Estate Development Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10.9	Elect Yousif Al Shilash as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
10.10	Elect Ziyad Al Shaar as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
10.11	Elect Tariq Al Jarallah as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
10.12	Elect Hathloul Al Hathloul as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
10.13	Elect Abdulrahman Al Musnid as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
10.14	Elect Saoud Al Qaseer as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					

Darling Ingredients Inc.

Meeting Date: 07/05/2025

Country: USA

Ticker: DAR

Record Date: 11/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Randall C. Stuewe	G	Mgmt	For	For
1b	Elect Director Charles Adair	G	Mgmt	For	For
1c	Elect Director Larry A. Barden	G	Mgmt	For	For
1d	Elect Director Celeste A. Clark	G	Mgmt	For	For
1e	Elect Director Linda Goodspeed	G	Mgmt	For	For
1f	Elect Director Enderson Guimaraes	G	Mgmt	For	For
1g	Elect Director Randy L. Hill	G	Mgmt	For	For
1h	Elect Director Gary W. Mize	G	Mgmt	For	For
1i	Elect Director Soren Schroder	G	Mgmt	For	For
1j	Elect Director Kurt Stoffel	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Darling Ingredients Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Dassault Systemes SE

Meeting Date: 22/05/2025

Country: France

Ticker: DSY

Record Date: 20/05/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 0.26 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G	Mgmt	For	For
5	Approve Remuneration Policy of Corporate Officers	G	Mgmt	For	For
6	Approve Compensation of Bernard Charlés, Chairman of the Board	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.[SD-M0550-005] Termination payments have the potential to be excessive.</i>					
7	Approve Compensation of Pascal Daloz, CEO	G	Mgmt	For	For
8	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
9	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.2 Million	G	Mgmt	For	For
10	Elect Marie-Hélène Habert-Dassault as Director	G	Mgmt	For	For
11	Elect Nathalie Rouvet Lazare as Director	G	Mgmt	For	For
12	Elect Donatella Sciuto as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Reelect Soumitra Dutta as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
14	Authorize Repurchase of Up to 25 Million Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 13 Million	G	Mgmt	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 13 Million	G	Mgmt	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 13 Million	G	Mgmt	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	G	Mgmt	For	For
20	Authorize Capitalization of Reserves of Up to EUR 13 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
22	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	G	Mgmt	For	For
23	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	G	Mgmt	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	G	Mgmt	For	For

Dassault Systemes SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
26	Amend Article 16 of Bylaws Re: Board Deliberations	G	Mgmt	For	For
27	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Datadog, Inc.

Meeting Date: 03/06/2025 **Country:** USA **Ticker:** DDOG
Record Date: 09/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Titi Cole	G	Mgmt	For	For
1b	Elect Director Matthew Jacobson	G	Mgmt	For	For
1c	Elect Director Julie G. Richardson	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	G	Mgmt	For	Against

Blended Rationale: [SF-M0400-003] We believe that proposal is not in the best interest of shareholders

Datalogic SpA

Meeting Date: 06/05/2025 **Country:** Italy **Ticker:** DAL
Record Date: 24/04/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
	Management Proposals		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates		Mgmt		

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.1.1	Slate 1 Submitted by Hydra SpA	G	SH	None	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
3.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	G	SH	None	For
	<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>				
3.2	Appoint Chairman of Internal Statutory Auditors	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
	Shareholder Proposals Submitted by Hydra SpA		Mgmt		
3.3	Approve Internal Auditors' Remuneration	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
4	Approve Remuneration of Directors	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
	Management Proposals		Mgmt		
5	Approve Share Plan 2025-2027	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
6.1	Approve Remuneration Policy	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-005] Termination payments have the potential to be excessive.</i>				
6.2	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
8	Amend Regulations on General Meetings	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws</i>				
	Extraordinary Business		Mgmt		
1	Amend Company Bylaws Re: Designated Representative and Shareholder Meetings via Electronic Means	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws</i>				
2	Amend Company Bylaws Re: Article 23	G	Mgmt	For	For

Dave & Buster's Entertainment, Inc.

Meeting Date: 18/06/2025

Country: USA

Ticker: PLAY

Record Date: 28/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director James P. Chambers	G	Mgmt	For	For
1.2	Elect Director Hamish A. Dodds	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.3	Elect Director Nathaniel J. Lipman	G	Mgmt	For	For
1.4	Elect Director Scott Ross	G	Mgmt	For	For
1.5	Elect Director Atish Shah	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i>					
1.6	Elect Director Kevin M. Sheehan	G	Mgmt	For	For
1.7	Elect Director Allen R. Weiss	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For

Davide Campari-Milano NV

Meeting Date: 16/04/2025

Country: Netherlands

Ticker: CPR

Record Date: 19/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		
2a	Receive Annual Report	G	Mgmt		
2b	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
<i>[SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					

Davide Campari-Milano NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2c	Adopt Financial Statements	G	Mgmt	For	For
3a	Receive Explanation on Company's Reserves and Dividend Policy	G	Mgmt		
3b	Approve Dividends	G	Mgmt	For	For
4a	Approve Discharge of Executive Directors	G	Mgmt	For	For
4b	Approve Discharge of Non-Executive Directors	G	Mgmt	For	For
5a	Reelect Luca Garavoglia as Non-Executive Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
5b	Reelect Jean-Marie Laborde as Non-Executive Director	G	Mgmt	For	For
5c	Reelect Paolo Marchesini as Executive Director	G	Mgmt	For	For
5d	Reelect Fabio Di Fede as Executive Director	G	Mgmt	For	For
5e	Reelect Robert Kunze-Concewitz as Non-Executive Director	G	Mgmt	For	For
5f	Reelect Alessandra Garavoglia as Non-Executive Director	G	Mgmt	For	For
5g	Reelect Eugenio Barcellona as Non-Executive Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5h	Reelect Emmanuel Babeau as Non-Executive Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5i	Reelect Margareth Henriquez as Non-Executive Director	G	Mgmt	For	For
5j	Reelect Christophe Navarre as Non-Executive Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5k	Reelect Lisa Vascellari Dal Fio as Non-Executive Director	G	Mgmt	For	For
5l	Elect Emma Marcegaglia as Non-Executive Director	G	Mgmt	For	For

Davide Campari-Milano NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Grant Board Authority to Issue Shares and Exclude Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
7	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8	Authorize Board to Repurchase Shares	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0346-001] Proposed repurchase authority is excessive.</i>					
9	Close Meeting	G	Mgmt		

DaVita Inc.

Meeting Date: 05/06/2025

Country: USA

Ticker: DVA

Record Date: 09/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Pamela M. Arway	G	Mgmt	For	For
1b	Elect Director Barbara J. Desoer	G	Mgmt	For	For
1c	Elect Director Jason M. Hollar	G	Mgmt	For	For
1d	Elect Director Gregory J. Moore	G	Mgmt	For	For
1e	Elect Director Dennis W. Pullin	G	Mgmt	For	For
1f	Elect Director Javier J. Rodriguez	G	Mgmt	For	For
1g	Elect Director Adam H. Schechter	G	Mgmt	For	For
1h	Elect Director Wendy L. Schoppert	G	Mgmt	For	For
1i	Elect Director Phyllis R. Yale	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Dayforce, Inc.

Meeting Date: 02/05/2025

Country: USA

Ticker: DAY

Record Date: 06/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Brent Bickett	G	Mgmt	For	For
1b	Elect Director Ronald Clarke	G	Mgmt	For	For
1c	Elect Director Deborah Farrington	G	Mgmt	For	For
1d	Elect Director Thomas Hagerty	G	Mgmt	For	For
1e	Elect Director Linda Mantia	G	Mgmt	For	For
1f	Elect Director David Ossip	G	Mgmt	For	For
1g	Elect Director Ganesh Rao	G	Mgmt	For	For
1h	Elect Director Andrea Rosen	G	Mgmt	For	For
1i	Elect Director Gerald Throop	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Amend Certificate of Incorporation	G	Mgmt	For	For

DCM Holdings Co., Ltd.

Meeting Date: 29/05/2025

Country: Japan

Ticker: 3050

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 23	G	Mgmt	For	For
2.1	Elect Director Hisada, Toshihiro	G	Mgmt	For	For
2.2	Elect Director Ishiguro, Yasunori	G	Mgmt	For	For
2.3	Elect Director Honda, Keizo	G	Mgmt	For	For
2.4	Elect Director Shimizu, Toshimitsu	G	Mgmt	For	For
2.5	Elect Director Nakagawa, Masayuki	G	Mgmt	For	For
2.6	Elect Director Ogame, Hiroshi	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

De Grey Mining Limited

Meeting Date: 16/04/2025

Country: Australia

Ticker: DEG

Record Date: 14/04/2025

Meeting Type: Court

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Court-Ordered Meeting Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by Northern Star Resources Ltd	G	Mgmt	For	For

Delivery Hero SE

Meeting Date: 18/06/2025

Country: Germany

Ticker: DHER

Record Date: 11/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
3.1	Approve Discharge of Supervisory Board Member Kristin Lund for Fiscal Year 2024	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
3.2	Approve Discharge of Supervisory Board Member Martin Enderle for Fiscal Year 2024	G	Mgmt	For	For
3.3	Approve Discharge of Supervisory Board Member Roger Rabalais for Fiscal Year 2024	G	Mgmt	For	For
3.4	Approve Discharge of Supervisory Board Member Scott Ferguson for Fiscal Year 2024	G	Mgmt	For	For
3.5	Approve Discharge of Supervisory Board Member Gabriella Engaras for Fiscal Year 2024	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Delivery Hero SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.6	Approve Discharge of Supervisory Board Member Nils Engvall for Fiscal Year 2024	G	Mgmt	For	For
3.7	Approve Discharge of Supervisory Board Member Isabel Poscherstnikov for Fiscal Year 2024	G	Mgmt	For	For
3.8	Approve Discharge of Supervisory Board Member Dimitrios Tsaousis for Fiscal Year 2024	G	Mgmt	For	For
3.9	Approve Discharge of Supervisory Board Member Patrick Kolek for Fiscal Year 2024	G	Mgmt	For	For
3.10	Approve Discharge of Supervisory Board Member Jeanette Gorgas for Fiscal Year 2024	G	Mgmt	For	For
4.1	Elect Scott Ferguson to the Supervisory Board	G	Mgmt	For	For
4.2	Elect Judith Jungmann to the Supervisory Board	G	Mgmt	For	For
4.3	Elect Dimitrios Tsaousis to the Supervisory Board as Employee Representative	G	Mgmt	For	For
4.4	Elect Christos Ntikos to the Supervisory Board as Employee Representative Alternate	G	Mgmt	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements	G	Mgmt	For	For
5.2	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
7	Approve Remuneration Report	G	Mgmt	For	For
8	Approve Cancellation of Authorized Capital/IV, Authorized Capital 2020/I, Authorized Capital 2020/II, and Authorized Capital 2023/III	G	Mgmt	For	For
9	Approve Creation of EUR 7 Million Pool of Authorized Capital 2025/I for Employee Stock Purchase Plan	G	Mgmt	For	For

Delivery Hero SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Creation of EUR 14.7 Million Pool of Authorized Capital 2025/II with or without Exclusion of Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
11	Approve Creation of EUR 14.7 Million Pool of Authorized Capital 2025/III with or without Exclusion of Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
12	Approve Creation of EUR 10 Million Pool of Authorized Capital 2025/IV with or without Exclusion of Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
13	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 3 Billion; Approve Creation of EUR 14.7 Million Pool of Conditional Capital 2025/I to Guarantee Conversion Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
14	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 3 Billion; Approve Creation of EUR 14.7 Million Pool of Conditional Capital 2025/II to Guarantee Conversion Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
15	Approve Partial Cancellation of Conditional Capital 2019/I	G	Mgmt	For	For
16	Approve Partial Cancellation of Conditional Capital 2020/I	G	Mgmt	For	For
17	Approve Partial Cancellation of Conditional Capital 2021/I	G	Mgmt	For	For
18	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Delivery Hero SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
19	Authorize Use of Financial Derivatives when Repurchasing Shares	G	Mgmt	For	For
20	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For
21	Authorize Use of Financial Derivatives when Repurchasing Shares	G	Mgmt	For	For
22	Approve Affiliation Agreement with Delivery Hero MENA Holding GmbH	G	Mgmt	For	For
23	Approve Domination Agreement with Delivery Hero MENA Holding GmbH	G	Mgmt	For	For

Dell Technologies Inc.

Meeting Date: 26/06/2025

Country: USA

Ticker: DELL

Record Date: 30/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael S. Dell	G	Mgmt	For	For
1.2	Elect Director David W. Dorman	G	Mgmt	For	For
1.3	Elect Director Egon Durban	G	Mgmt	For	For
1.4	Elect Director David Grain	G	Mgmt	For	For
1.5	Elect Director William D. Green	G	Mgmt	For	For
1.6	Elect Director Ellen J. Kullman	G	Mgmt	For	For
1.7	Elect Director Steven M. Mollenkopf	G	Mgmt	For	For
1.8	Elect Director Lynn Vojvodich Radakovich	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

De'Longhi SpA

Meeting Date: 30/04/2025

Country: Italy

Ticker: DLG

Record Date: 17/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
	Management Proposals		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3.1	Approve Remuneration Policy	G	Mgmt	For	For
3.2	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
	Shareholder Proposals Submitted by De Longhi Industrial SA		Mgmt		
4.1	Fix Number of Directors	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
4.2	Fix Board Terms for Directors	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
	Appoint Directors (Slate Election) - Choose One of the Following Slates		Mgmt		
4.3.1	Slate 1 Submitted by De Longhi Industrial SA	G	SH	None	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	G	SH	None	For
	<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>				
	Shareholder Proposals Submitted by De Longhi Industrial SA		Mgmt		
4.4	Elect Fabio de' Longhi as Board Chair	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
4.5	Approve Remuneration of Directors	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates		Mgmt		
5.1.1	Slate 1 Submitted by De Longhi Industrial SA	G	SH	None	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				

De'Longhi SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					
	Shareholder Proposal Submitted by De Longhi Industrial SA		Mgmt		
5.2	Approve Internal Auditors' Remuneration	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
	Management Proposals		Mgmt		
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
7	Amend Regulations on General Meetings	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws</i>					
	Extraordinary Business		Mgmt		
1	Amend Company Bylaws Re: Article 11	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws</i>					
2	Approve the Elimination of the Par Value of Shares; Amend Company Bylaws Re: Article 5 and 5-quarter	G	Mgmt	For	For

Delta Air Lines, Inc.

Meeting Date: 19/06/2025 **Country:** USA **Ticker:** DAL
Record Date: 25/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Edward H. Bastian	G	Mgmt	For	For
1b	Elect Director Christophe Beck	G	Mgmt	For	For
1c	Elect Director Maria Black	G	Mgmt	For	For
1d	Elect Director Willie CW Chiang	G	Mgmt	For	For
1e	Elect Director Greg Creed	G	Mgmt	For	For
1f	Elect Director David G. DeWalt	G	Mgmt	For	For
1g	Elect Director Leslie D. Hale	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Delta Air Lines, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Christopher A. Hazleton	G	Mgmt	For	For
1i	Elect Director Michael P. Huerta	G	Mgmt	For	For
1j	Elect Director Judith J. McKenna	G	Mgmt	For	For
1k	Elect Director Vasant M. Prabhu	G	Mgmt	For	For
1l	Elect Director Sergio A. L. Rial	G	Mgmt	For	For
<i>Blended Rationale:</i> .					
1m	Elect Director David S. Taylor	G	Mgmt	For	For
1n	Elect Director Kathy N. Waller	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
5	Provide Right to Act by Written Consent	G	SH	Against	Against
<i>Blended Rationale: [SF-S0238-002] Shareholders should have the right to act without waiting for the company to call a shareholder meeting. At this company, shareholders already have the right to act by calling a special meeting.</i>					

Delta Electronics, Inc.

Meeting Date: 29/05/2025

Country: Taiwan

Ticker: 2308

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Deluxe Corporation

Meeting Date: 24/04/2025

Country: USA

Ticker: DLX

Record Date: 24/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Angela L. Brown	G	Mgmt	For	For
1.2	Elect Director Hugh S. (Beau) Cummins, III	G	Mgmt	For	For
1.3	Elect Director Paul R. Garcia	G	Mgmt	For	For
1.4	Elect Director Cheryl E. Mayberry McKissack	G	Mgmt	For	For
1.5	Elect Director Barry C. McCarthy	G	Mgmt	For	For
1.6	Elect Director Thomas J. Reddin	G	Mgmt	For	For
1.7	Elect Director Morgan M. (Mac) Schuessler, Jr.	G	Mgmt	For	For
1.8	Elect Director John L. Stauch	G	Mgmt	For	For
1.9	Elect Director Telisa L. Yancy	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

DeNA Co., Ltd.

Meeting Date: 21/06/2025

Country: Japan

Ticker: 2432

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 65	G	Mgmt	For	For
2.1	Elect Director Namba, Tomoko	G	Mgmt	For	For
2.2	Elect Director Okamura, Shingo	G	Mgmt	For	For
2.3	Elect Director Watanabe, Keigo	G	Mgmt	For	For
2.4	Elect Director Miyagi, Haruo	G	Mgmt	For	For
2.5	Elect Director Kubota, Masaya	G	Mgmt	For	For
2.6	Elect Director Kitani, Tetsuo	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

DeNA Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Appoint Statutory Auditor Asami, Hiroyasu	G	Mgmt	For	For

Denali Therapeutics Inc.

Meeting Date: 03/06/2025 Country: USA Ticker: DNLI
Record Date: 09/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Julian C. Baker	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.2	Elect Director Peter Klein	G	Mgmt	For	For
1.3	Elect Director Steve E. Krognes	G	Mgmt	For	Withhold
	<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and is expected to serve on a key committee.</i>				
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Denka Co., Ltd.

Meeting Date: 20/06/2025 Country: Japan Ticker: 4061
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	G	Mgmt	For	For
2.1	Elect Director Imai, Toshio	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2.2	Elect Director Ishida, Ikuo	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2.3	Elect Director Hayashida, Rimiru	G	Mgmt	For	For
2.4	Elect Director Kosaka, Masanobu	G	Mgmt	For	For
2.5	Elect Director Nakata, Rumiko	G	Mgmt	For	For

Denka Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.1	Elect Director and Audit Committee Member Uchida, Mizuhiro	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Kinoshita, Toshio	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Yamamoto, Akio	G	Mgmt	For	For
<i>Blended Rationale:</i> .					
3.4	Elect Director and Audit Committee Member Matoba, Miyuki	G	Mgmt	For	For

Denny's Corporation

Meeting Date: 14/05/2025

Country: USA

Ticker: DENN

Record Date: 18/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Bernadette S. Aulestia	G	Mgmt	For	For
1b	Elect Director Olu Beck	G	Mgmt	For	For
1c	Elect Director Gregg R. Dedrick	G	Mgmt	For	For
1d	Elect Director Jose M. Gutierrez	G	Mgmt	For	For
1e	Elect Director John C. Miller	G	Mgmt	For	For
1f	Elect Director Kelli F. Valade	G	Mgmt	For	For
1g	Elect Director Mark R. Vondrasek	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Provide Right to Call a Special Meeting	G	SH	Against	Against
<i>Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.</i>					

DENSO Corp.

Meeting Date: 13/06/2025

Country: Japan

Ticker: 6902

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Arima, Koji	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.2	Elect Director Hayashi, Shinnosuke	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.3	Elect Director Matsui, Yasushi	G	Mgmt	For	For
1.4	Elect Director Yamazaki, Yasuhiko	G	Mgmt	For	For
1.5	Elect Director Toyoda, Akio	G	Mgmt	For	For
1.6	Elect Director Kushida, Shigeki	G	Mgmt	For	For
1.7	Elect Director Mitsuya, Yuko	G	Mgmt	For	For
1.8	Elect Director Joseph P. Schmelzeis, Jr	G	Mgmt	For	For
2.1	Appoint Statutory Auditor Niwa, Motomi	G	Mgmt	For	For
2.2	Appoint Statutory Auditor Hayashi, Katsunori	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Baba, Kumiko	G	Mgmt	For	For

Dentalcorp Holdings Ltd.

Meeting Date: 22/05/2025 **Country:** Canada **Ticker:** DNTL
Record Date: 11/04/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Graham Rosenberg	G	Mgmt	For	For
1b	Elect Director Jeffrey Rosenthal	G	Mgmt	For	Withhold
	<i>Blended Rationale: [SF-M0201-004] Vote against chair of nominating committee because the board is not majority independent.</i>				
1c	Elect Director Kelly Marshall	G	Mgmt	For	For
1d	Elect Director Kevin Mosher	G	Mgmt	For	For
1e	Elect Director Stacey Mowbray	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1f	Elect Director Rajan Shah	G	Mgmt	For	For

Dentalcorp Holdings Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Andrew Taub	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1h	Elect Director Robert Wolf	G	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Amend Omnibus Equity Incentive Plan	G	Mgmt	For	For
4	Amend Legacy Option Plan	G	Mgmt	For	For
5	Amend Deferred Share Unit Plan	G	Mgmt	For	For

DENTSPLY SIRONA Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: XRAY

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Michael J. Barber	G	Mgmt	For	For
1b	Elect Director Simon D. Champion	G	Mgmt	For	For
1c	Elect Director Willie A. Deese	G	Mgmt	For	For
1d	Elect Director Brian T. Gladden	G	Mgmt	For	For
1e	Elect Director Betsy D. Holden	G	Mgmt	For	For
1f	Elect Director Clyde R. Hosein	G	Mgmt	For	For
1g	Elect Director Gregory T. Lucier	G	Mgmt	For	For
1h	Elect Director Jonathan J. Mazelsky	G	Mgmt	For	For
1i	Elect Director Daniel T. Scavilla	G	Mgmt	For	For
1j	Elect Director Leslie F. Varon	G	Mgmt	For	For
1k	Elect Director Janet S. Vergis	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Dermapharm Holding SE

Meeting Date: 26/06/2025

Country: Germany

Ticker: DMP

Record Date: 04/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-010] As chairman of the board, responsible for lack of diversity. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
5.1	Ratify Grant Thornton AG as Auditors for Fiscal Year 2025, for the Review of Interim Financial Statements for Fiscal Year 2025 and for the Review of Interim Financial Statements Until 2026 AGM	G	Mgmt	For	For
5.2	Appoint RSM Ebner Stolz GmbH & Co. KG as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i></p>					
7	Approve Management Board Remuneration Policy	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
8	Approve Supervisory Board Remuneration Policy	G	Mgmt	For	For

Derwent London Plc

Meeting Date: 16/05/2025

Country: United Kingdom

Ticker: DLN

Record Date: 14/05/2025

Meeting Type: Annual

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

Designer Brands Inc.

Meeting Date: 18/06/2025

Country: USA

Ticker: DBI

Record Date: 24/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Elaine J. Eisenman	G	Mgmt	For	For
1.2	Elect Director Joanna T. Lau	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified</i>					
1.3	Elect Director Joseph A. Schottenstein	G	Mgmt	For	For
1.4	Elect Director John W. Atkinson	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Deutsche Bank AG

Meeting Date: 22/05/2025

Country: Germany

Ticker: DBK

Record Date: 16/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals		Mgmt		
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.68 per Share	G	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Christian Sewing for Fiscal Year 2024	G	Mgmt	For	For
3.2	Approve Discharge of Management Board Member James von Moltke for Fiscal Year 2024	G	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Fabrizio Campelli for Fiscal Year 2024	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.4	Approve Discharge of Management Board Member Bernd Leukert for Fiscal Year 2024	G	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Alexander von zur Muehlen for Fiscal Year 2024	G	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Laura Padovani (from July 1, 2024) for Fiscal Year 2024	G	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Claudio de Sanctis for Fiscal Year 2024	G	Mgmt	For	For
3.8	Approve Discharge of Management Board Member Rebecca Short for Fiscal Year 2024	G	Mgmt	For	For
3.9	Approve Discharge of Management Board Member Stefan Simon for Fiscal Year 2024	G	Mgmt	For	For
3.10	Approve Discharge of Management Board Member Olivier Vigneron for Fiscal Year 2024	G	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Alexander Wynaendts for Fiscal Year 2024	G	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Frank Schulze for Fiscal Year 2024	G	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Norbert Winkeljohann for Fiscal Year 2024	G	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Susanne Bleidt for Fiscal Year 2024	G	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Mayree Clark for Fiscal Year 2024	G	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Jan Duscheck for Fiscal Year 2024	G	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Manja Eifert for Fiscal Year 2024	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.8	Approve Discharge of Supervisory Board Member Claudia Fieber for Fiscal Year 2024	G	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2024	G	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Florian Haggemiller (from Jan. 16, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Timo Heider for Fiscal Year 2024	G	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Birgit Laumen (until Jan. 12, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Gerlinde Siebert for Fiscal Year 2024	G	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Yngve Slyngstad for Fiscal Year 2024	G	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Stephan Szukalski for Fiscal Year 2024	G	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member John Thain for Fiscal Year 2024	G	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Juergen Toegel for Fiscal Year 2024	G	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Michele Trogni for Fiscal Year 2024	G	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Dagmar Valcarcel for Fiscal Year 2024	G	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Theodor Weimer for Fiscal Year 2024	G	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Frank Witter for Fiscal Year 2024	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2025	G	Mgmt	For	For
5.2	Appoint EY GmbH & Co. KG as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For
8	Authorize Use of Financial Derivatives when Repurchasing Shares	G	Mgmt	For	For
9	Authorize Repurchase of Up to Five Percent of Issued Share Capital for Trading Purposes	G	Mgmt	For	For
10	Approve Creation of EUR 2 Billion Pool of Capital with Preemptive Rights	G	Mgmt	For	For
11	Approve Creation of EUR 498 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
12	Approve Issuance of Participatory Certificates and Other Hybrid Debt Securities up to Aggregate Nominal Value of EUR 12 Billion	G	Mgmt	For	For
13.1	Elect Sigmar Gabriel to the Supervisory Board	G	Mgmt	For	For
13.2	Elect Frank Witter to the Supervisory Board	G	Mgmt	For	For
13.3	Elect Klaus Moosmayer to the Supervisory Board	G	Mgmt	For	For
13.4	Elect Kirsty Roth to the Supervisory Board	G	Mgmt	For	For
14	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
	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	G	SH	Against	Against

Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company.

Deutsche Bank AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
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	G	SH	Against	Against
<p><i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company.</i></p>					

Deutsche Beteiligungs AG

Meeting Date: 27/05/2025 Country: Germany Ticker: DBAN
 Record Date: 20/05/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)	G	Mgmt		
2.1	Approve Allocation of Income and Dividends of EUR 1.00 per Share for Fiscal Year 2023/24	G	Mgmt	For	For
2.2	Approve Allocation of Income and Dividends of EUR 0.25 per Share for Short Fiscal Year 2024	G	Mgmt	For	For
3.1	Approve Discharge of Management Board for Fiscal Year 2023/24	G	Mgmt	For	For
3.2	Approve Discharge of Management Board for Short Fiscal Year 2024	G	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board for Fiscal Year 2023/24	G	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board for Short Fiscal Year 2024	G	Mgmt	For	For
5.1	Approve Remuneration Report for Fiscal Year 2023/24	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					

Deutsche Beteiligungs AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.2	Approve Remuneration Report for Short Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
6	Approve Remuneration of Supervisory Board	G	Mgmt	For	For
7.1	Elect Hendrik Otto to the Supervisory Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company. [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
7.2	Elect Joerg Wulfken to the Supervisory Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
7.3	Elect Axel Holtrup to the Supervisory Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i></p>					
8.1	Ratify BDO AG as Auditors for Fiscal Year 2025	G	Mgmt	For	For
8.2	Appoint BDO AG as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
9	Approve Creation of EUR 13.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
<p><i>Blended Rationale: .</i></p>					
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For
11	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For

Deutsche Boerse AG

Meeting Date: 14/05/2025

Country: Germany

Ticker: DB1

Record Date: 07/05/2025

Meeting Type: Annual

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

Deutsche EuroShop AG

Meeting Date: 27/06/2025

Country: Germany

Ticker: DEQ

Record Date: 20/06/2025

Meeting Type: Annual

Deutsche EuroShop AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers</i>					
5	Ratify RSM Ebner Stolz GmbH & Co. KG as Auditors for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
7	Elect Todd Liker to the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					
8	Approve Remuneration Policy	G	Mgmt	For	For
9	Approve Remuneration of Supervisory Board	G	Mgmt	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For

Deutsche Post AG

Meeting Date: 02/05/2025

Country: Germany

Ticker: DHL

Record Date: 28/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.85 per Share	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Deutsche Post AG

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

Deutsche Telekom AG

Meeting Date: 09/04/2025

Country: Germany

Ticker: DTE

Record Date: 04/04/2025

Meeting Type: Annual

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

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Deutsche Telekom AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
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	G	Mgmt	For	For
6	Appoint Deloitte GmbH as Auditor for Sustainability Reporting	G	Mgmt	For	For
7.a	Elect Stefan Ramge to the Supervisory Board	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
7.b	Elect Rachel Empey to the Supervisory Board	G	Mgmt	For	For
7.c	Elect Natalie Knight the Supervisory Board	G	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For
10	Authorize Use of Financial Derivatives when Repurchasing Shares	G	Mgmt	For	For
11	Approve Remuneration Report	G	Mgmt	For	For
12	Approve Remuneration Policy	G	Mgmt	For	For

Deutsche Wohnen SE

Meeting Date: 26/05/2025

Country: Germany

Ticker: DWNI

Record Date: 02/05/2025

Meeting Type: Annual

Deutsche Wohnen SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.04 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<i>Blended Rationale: [LN-MQ201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
5.1	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 and the First Quarter of 2026	G	Mgmt	For	For
5.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For

DEUTZ AG

Meeting Date: 08/05/2025

Country: Germany

Ticker: DEZ

Record Date: 16/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.17 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

DEUTZ AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Ratify BDO AG as Auditors for Fiscal Year 2025	G	Mgmt	For	For
6	Appoint BDO AG as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
7	Approve Remuneration Report	G	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
9.1	Amend Articles Re: Proof of Entitlement	G	Mgmt	For	For
9.2	Amend Articles Re: Proxy Representation	G	Mgmt	For	For
10	Approve EUR 491,299.60 Capitalization of Reserves	G	Mgmt	For	For
11	Approve Creation of EUR 71 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 125 Million; Approve Creation of EUR 71 Million Pool of Capital to Guarantee Conversion Rights	G	Mgmt	For	For

DexCom, Inc.

Meeting Date: 08/05/2025

Country: USA

Ticker: DXCM

Record Date: 13/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kevin R. Sayer	G	Mgmt	For	For
1.2	Elect Director Steven R. Altman	G	Mgmt	For	For
1.3	Elect Director Nicholas Augustinos	G	Mgmt	For	For
1.4	Elect Director Richard A. Collins	G	Mgmt	For	For
1.5	Elect Director Karen Dahut *Withdrawn Resolution*	G	Mgmt		
1.6	Elect Director Rimma Driscoll	G	Mgmt	For	For
1.7	Elect Director Mark G. Foletta	G	Mgmt	For	For
1.8	Elect Director Renee Gala	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

DexCom, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.9	Elect Director Bridgette P. Heller	G	Mgmt	For	For
1.10	Elect Director Kyle Malady	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For

Dexerials Corp.

Meeting Date: 24/06/2025 **Country:** Japan **Ticker:** 4980
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 32	G	Mgmt	For	For
2.1	Elect Director Shinya, Yoshihisa	G	Mgmt	For	For
2.2	Elect Director Kitajo, Katsushi	G	Mgmt	For	For
2.3	Elect Director Hosoya, Kazuo	G	Mgmt	For	For
2.4	Elect Director Taguchi, Satoshi	G	Mgmt	For	For
2.5	Elect Director Hagiwara, Toshihiro	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Kagaya, Tetsuyuki	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Taniguchi, Masato	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Nakayama, Yoshiko	G	Mgmt	For	For
4	Elect Alternate Director and Audit Committee Member Nicholas J. Casson	G	Mgmt	For	For

DiamondRock Hospitality Company

Meeting Date: 29/04/2025 **Country:** USA **Ticker:** DRH
Record Date: 28/02/2025 **Meeting Type:** Annual

DiamondRock Hospitality Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Timothy R. Chi	G	Mgmt	For	For
1b	Elect Director Jeffrey J. Donnelly	G	Mgmt	For	For
1c	Elect Director Michael A. Hartmeier	G	Mgmt	For	For
1d	Elect Director Stephanie D. Lepori	G	Mgmt	For	For
1e	Elect Director William W. McCarten	G	Mgmt	For	For
1f	Elect Director Kathleen A. Merrill	G	Mgmt	For	For
1g	Elect Director William J. Shaw	G	Mgmt	For	For
1h	Elect Director Bruce D. Wardinski	G	Mgmt	For	For
1i	Elect Director Tabassum S. Zalotrawala	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

DiaSorin SpA

Meeting Date: 28/04/2025

Country: Italy

Ticker: DIA

Record Date: 15/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
	Management Proposals		Mgmt		
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Allocation of Income	G	Mgmt	For	For
2.1	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-005] Termination payments have the potential to be excessive.</i>					
2.2	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
	Shareholder Proposals Submitted by IP Investimenti e Partecipazioni Srl		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.1	Fix Number of Directors	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
3.2	Fix Board Terms for Directors	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
	Appoint Directors (Slate Election)		Mgmt		
3.3	Slate 1 Submitted by IP Investimenti e Partecipazioni Srl	G	SH	None	Against
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				
	Shareholder Proposal Submitted by IP Investimenti e Partecipazioni Srl		Mgmt		
3.4	Approve Remuneration of Directors	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates		Mgmt		
4.1.1	Slate 1 Submitted by IP Investimenti e Partecipazioni Srl	G	SH	None	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	G	SH	None	For
	<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>				
4.2	Appoint Chairman of Internal Statutory Auditors	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
	Shareholder Proposal Submitted by IP Investimenti e Partecipazioni Srl		Mgmt		
4.3	Approve Internal Auditors' Remuneration	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
	Management Proposals		Mgmt		
5	Approve Long-Term Incentive Plan	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [SD-M0550-006] Vesting conditions and performance hurdles are unsatisfactory.</i>				

DiaSorin SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Stock Option Plan	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [SD-M0550-006] Vesting conditions and performance hurdles are unsatisfactory.</i></p>					
7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For

Dick's Sporting Goods, Inc.

Meeting Date: 11/06/2025

Country: USA

Ticker: DKS

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mark J. Barrenechea	G	Mgmt	For	For
1b	Elect Director Emanuel Chirico	G	Mgmt	For	For
1c	Elect Director William J. Colombo	G	Mgmt	For	For
1d	Elect Director Robert W. Eddy	G	Mgmt	For	For
1e	Elect Director Anne Fink	G	Mgmt	For	For
1f	Elect Director Larry Fitzgerald, Jr.	G	Mgmt	For	For
1g	Elect Director Lauren R. Hobart	G	Mgmt	For	For
1h	Elect Director Sandeep Mathrani	G	Mgmt	For	For
1i	Elect Director Desiree Ralls-Morrison	G	Mgmt	For	For
1j	Elect Director Lawrence J. Schorr	G	Mgmt	For	For
1k	Elect Director Edward W. Stack	G	Mgmt	For	For
1l	Elect Director Larry D. Stone	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Increase Authorized Common Stock	G	Mgmt	For	For
5	Report on Discrimination Risks of Affirmative Action Initiatives	E, S	SH	Against	Against
<p><i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i></p>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Meeting Date: 05/06/2025

Country: Belgium

Ticker: DIE

Record Date: 22/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Receive Directors' and Auditors' Reports (Non-Voting)	G	Mgmt		
2	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.60 per Share	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
4	Approve Remuneration Policy	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
5	Approve Remuneration of Non-Executive Directors	G	Mgmt	For	For
6.1	Approve Discharge of Directors	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>				
6.2	Approve Discharge of Auditors	G	Mgmt	For	For
7.1	Reelect HECHO SRL, Represented by Hugo De Stoop, as Independent Director	G	Mgmt	For	For
7.2	Approve Co-optation of Olivier Chapelle SRL, Represented by Olivier Chapelle, as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
7.3	Approve Co-optation of Norawild SRL, Represented by Thierry le Grelle, as Independent Director	G	Mgmt	For	For
7.4	Approve Co-optation of Alcamara BV, Represented by Charles-Antoine Leunen, as Director	G	Mgmt	For	For
8	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	G	Mgmt	For	For

Digital Arts Inc.

Meeting Date: 23/06/2025

Country: Japan

Ticker: 2326

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 45	G	Mgmt	For	For
2.1	Elect Director Dogu, Toshio	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i>					
2.2	Elect Director Matsumoto, Takuya	G	Mgmt	For	For
3	Elect Director and Audit Committee Member Kuwayama, Chise	G	Mgmt	For	For

Digital Realty Trust, Inc.

Meeting Date: 06/06/2025

Country: USA

Ticker: DLR

Record Date: 07/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director VeraLinn "Dash" Jamieson	G	Mgmt	For	For
1b	Elect Director Kevin J. Kennedy	G	Mgmt	For	For
1c	Elect Director William G. LaPerch	G	Mgmt	For	For
1d	Elect Director Jean F.H.P. Mandeville	G	Mgmt	For	For
1e	Elect Director Afshin Mohebbi	G	Mgmt	For	For
1f	Elect Director Mark R. Patterson	G	Mgmt	For	For
1g	Elect Director Andrew P. Power	G	Mgmt	For	For
1h	Elect Director Mary Hogan Preusse	G	Mgmt	For	For
1i	Elect Director Susan Swanezy	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Nonqualified Employee Stock Purchase Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Digital Realty Trust, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Adopt a Policy on Human Right to Water	S	SH	Against	Against

Blended Rationale: [SF-54578-106] Company already has policies in place to address these issues.

DigitalBridge Group, Inc.

Meeting Date: 23/05/2025 **Country:** USA **Ticker:** DBRG
Record Date: 07/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director James Keith Brown	G	Mgmt	For	For
1.2	Elect Director Nancy A. Curtin	G	Mgmt	For	For
1.3	Elect Director Jeannie H. Diefenderfer	G	Mgmt	For	For
1.4	Elect Director Marc C. Ganzi	G	Mgmt	For	For
1.5	Elect Director Gregory J. McCray	G	Mgmt	For	For
1.6	Elect Director Sháka Rasheed	G	Mgmt	For	For
1.7	Elect Director Dale Anne Reiss	G	Mgmt	For	For
1.8	Elect Director Ian Schapiro	G	Mgmt	For	For
1.9	Elect Director David M. Tolley	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Dime Community Bancshares, Inc.

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** DCOM
Record Date: 25/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kenneth J. Mahon	G	Mgmt	For	For

Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.

Dime Community Bancshares, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Paul M. Aguggia	G	Mgmt	For	For
1.3	Elect Director Rosemarie Chen	G	Mgmt	For	For
1.4	Elect Director Judith H. Germano	G	Mgmt	For	For
1.5	Elect Director Matthew A. Lindenbaum	G	Mgmt	For	For
1.6	Elect Director Stuart H. Lubow	G	Mgmt	For	For
1.7	Elect Director Albert E. McCoy, Jr.	G	Mgmt	For	For
1.8	Elect Director Raymond A. Nielsen	G	Mgmt	For	For
1.9	Elect Director Joseph J. Perry	G	Mgmt	For	For
1.10	Elect Director Kevin Stein	G	Mgmt	For	For
1.11	Elect Director Dennis A. Suskind	G	Mgmt	For	For
2	Ratify Crowe LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Dino Polska SA

Meeting Date: 16/06/2025 **Country:** Poland **Ticker:** DNP
Record Date: 31/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Meeting Chairman	G	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Receive Management Board Report on Company's and Group's Operations, Standalone and Consolidated Financial Statements, and Management Board Proposal on Allocation of Income	G	Mgmt		

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Receive Supervisory Board Reports on Its Activities and on Review of Management Board Report on Company's and Group's Operations, Standalone and Consolidated Financial Statements, and Management Board Proposal on Allocation of Income	G	Mgmt		
7	Approve Supervisory Board Report on Its Activities	G	Mgmt	For	For
8	Receive Supervisory Board Requests on Approval of Management Board Report on Company's and Group's Operations, Standalone and Consolidated Financial Statements, Management Board Proposal on Allocation of Income, and Discharge of Management Board Members	G	Mgmt		
9.1	Approve Management Board Report on Company's and Group's Operations	G	Mgmt	For	For
9.2	Approve Financial Statements	G	Mgmt	For	For
9.3	Approve Consolidated Financial Statements	G	Mgmt	For	For
10	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
11.1	Approve Discharge of Michal Krauze (Management Board Member)	G	Mgmt	For	For
11.2	Approve Discharge of Izabela Biadala (Management Board Member)	G	Mgmt	For	For
11.3	Approve Discharge of Piotr Scigala (Management Board Member)	G	Mgmt	For	For
12.1	Approve Discharge of Tomasz Biernacki (Supervisory Board Chairman)	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-010] As chairman of the board, responsible for lack of diversity. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
12.2	Approve Discharge of Maciej Polanowski (Supervisory Board Deputy Chairman)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12.3	Approve Discharge of Eryk Bajer (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
12.4	Approve Discharge of Slawomir Jakszuk (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
12.5	Approve Discharge of Piotr Borowski (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
13	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
14	Approve Stock Split; Amend Statute Accordingly	G	Mgmt	For	For
15.1	Amend Statute Re: Corporate Purpose	G	Mgmt	For	For
15.2	Amend Statute Re: Supervisory Board	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i></p>					
15.3	Amend Statute Re: Audit Committee and Other Committees	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i></p>					
15.4	Approve Consolidated Text of Statute	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i></p>					
16	Close Meeting	G	Mgmt		

Diodes Incorporated

Meeting Date: 12/05/2025

Country: USA

Ticker: DIOD

Record Date: 20/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Elizabeth Bull	G	Mgmt	For	For
1.2	Elect Director Angie Chen Button	G	Mgmt	For	For
1.3	Elect Director Warren Chen	G	Mgmt	For	For
1.4	Elect Director Robert E. Feiger	G	Mgmt	For	For
1.5	Elect Director Keh-Shew Lu	G	Mgmt	For	For
1.6	Elect Director Huey-Jen (Jenny) Su	G	Mgmt	For	For
1.7	Elect Director Gary Yu	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Moss Adams LLP as Auditors	G	Mgmt	For	For

Dios Fastigheter AB

Meeting Date: 07/04/2025

Country: Sweden

Ticker: DIOS

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive CEO's Report	G	Mgmt		
8	Receive Financial Statements and Statutory Reports	G	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Dios Fastigheter AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.b	Approve Allocation of Income and Dividends of SEK 2.20 Per share	G	Mgmt	For	For
9.c1	Approve Discharge of Bob Persson	G	Mgmt	For	For
9.c2	Approve Discharge of Ragnhild Backman	G	Mgmt	For	For
9.c3	Approve Discharge of Peter Strand	G	Mgmt	For	For
9.c4	Approve Discharge of Erika Olsen	G	Mgmt	For	For
9.c5	Approve Discharge of Per-Gunnar Persson	G	Mgmt	For	For
9.c6	Approve Discharge of Mathias Tallbom	G	Mgmt	For	For
9.c7	Approve Discharge of CEO Knut Rost	G	Mgmt	For	For
9.d	Approve Record Dates for Dividend Payment	G	Mgmt	For	For
10	Determine Number of Members (5) and Deputy Members (0) of Board	G	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of SEK 440,000 for Chair and SEK 220,000 for Other Directors; Approve Remuneration of Auditors	G	Mgmt	For	For
12.a	Reelect Ragnhild Backman as Director	G	Mgmt	For	For
12.b	Reelect Peter Strand as Director	G	Mgmt	For	For
12.c	Reelect Erika Olsen as Director	G	Mgmt	For	For
12.d	Reelect Per-Gunnar Persson as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
12.e	Elect Per-Gunnar Persson as Board Chair	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
12.f	Elect Bjorn Rentzhog as Director	G	Mgmt	For	For
12.g	Elect of Bjorn Rentzhog as Board Vice Chair	G	Mgmt	For	For
13	Ratify Deloitte as Auditors	G	Mgmt	For	For

Dios Fastigheter AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
15	Approve Remuneration Report	G	Mgmt	For	For
16	Authorize Board Chair and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	G	Mgmt	For	For
17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
18	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	G	Mgmt	For	For
19	Other Business	G	Mgmt		
20	Close Meeting	G	Mgmt		

Direct Line Insurance Group Plc

Meeting Date: 14/05/2025

Country: United Kingdom

Ticker: DLG

Record Date: 12/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
3	Approve Final Dividend	G	Mgmt	For	For
4	Elect Jane Poole as Director	G	Mgmt	For	For
5	Re-elect Tracy Corrigan as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
6	Re-elect Danuta Gray as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
7	Re-elect Carol Hagh as Director	G	Mgmt	For	For
8	Re-elect Mark Gregory as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
9	Re-elect Adrian Joseph as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Direct Line Insurance Group Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Re-elect Mark Lewis as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
11	Re-elect Fiona McBain as Director	G	Mgmt	For	For
12	Re-elect David Neave as Director	G	Mgmt	For	For
13	Re-elect Gregor Stewart as Director	G	Mgmt	For	For
14	Re-elect Richard Ward as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
15	Re-elect Adam Winslow as Director	G	Mgmt	For	For
16	Reappoint KPMG LLP as Auditors	G	Mgmt	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
19	Authorise Issue of Equity	G	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For
24	Authorise Issue of Equity in Relation to an Issue of RT1 Instruments	G	Mgmt	For	For
25	Authorise Issue of Equity without Pre-emptive Rights in Relation to an Issue of RT1 Instruments	G	Mgmt	For	For

DISCO Corp.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 6146

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 289	G	Mgmt	For	For
2.1	Elect Director Sekiya, Kazuma	G	Mgmt	For	For
2.2	Elect Director Yoshinaga, Noboru	G	Mgmt	For	For
2.3	Elect Director Tamura, Takao	G	Mgmt	For	For
2.4	Elect Director Tokimaru, Kazuyoshi	G	Mgmt	For	For
2.5	Elect Director Oki, Noriko	G	Mgmt	For	For
2.6	Elect Director Matsuo, Akiko	G	Mgmt	For	For
2.7	Elect Director Kobayashi, Etsuko	G	Mgmt	For	For
2.8	Elect Director Christina L. Ahmadjian	G	Mgmt	For	For
2.9	Elect Director Murakami, Atsushi	G	Mgmt	For	For

Diversified Energy Co. Plc

Meeting Date: 09/04/2025 **Country:** United Kingdom **Ticker:** DEC
Record Date: 07/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Ordinary Shareholders		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
5	Re-elect David Johnson as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
6	Re-elect Robert Hutson Jr as Director	G	Mgmt	For	For
7	Re-elect Martin Thomas as Director	G	Mgmt	For	For

Diversified Energy Co. Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Re-elect David Turner Jr as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
9	Re-elect Sandra Stash as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>				
10	Re-elect Kathryn Klaber as Director	G	Mgmt	For	For
11	Authorise Issue of Equity	G	Mgmt	For	For
12	Approve Remuneration Report	G	Mgmt	For	For
13	Approve Remuneration Policy	G	Mgmt	For	For
	<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
14	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
15	Amend 2017 Equity Incentive Plan	G	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
18	Authorise Market Purchase of Shares	G	Mgmt	For	For
19	Approve Share Repurchase Contracts and Counterparties	G	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

DNB Bank ASA

Meeting Date: 29/04/2025 **Country:** Norway **Ticker:** DNB
Record Date: 22/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	G	Mgmt	For	For
2	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For

DNB Bank ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 16.75 Per Share	G	Mgmt	For	For
5	Approve Reduction in Share Capital via Share Cancellation and Redemption of Shares Owned by the Norwegian State	G	Mgmt	For	For
6.a	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	G	Mgmt	For	For
6.b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
7	Authorize Board to Raise Debt Capital	G	Mgmt	For	For
8	Approve Demerger Plan	G	Mgmt	For	For
9	Approve Remuneration Statement (Advisory)	G	Mgmt	For	For
10	Approve Company's Corporate Governance Statement	G	Mgmt	For	For
11	Elect Directors	G	Mgmt	For	For
12	Elect Members of Nominating Committee	G	Mgmt	For	For
13	Approve Remuneration of Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
14	Approve Remuneration of Auditors	G	Mgmt	For	For

DocMorris Ltd.

Meeting Date: 08/05/2025

Country: Switzerland

Ticker: DOCM

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Treatment of Net Loss	G	Mgmt	For	For
3	Approve Sustainability Report	E, S	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.1	Approve CHF 444.9 Million Reduction in Share Capital via Reduction of Nominal Value	G	Mgmt	For	For
5.2	Approve CHF 200 Million Ordinary Share Capital Increase with Preemptive Rights, if Item 5.1 is Approved	G	Mgmt	For	For
5.3	Approve CHF 19.8 Million Conditional Capital Increase for Financings, Mergers and Acquisitions	G	Mgmt	For	For
5.4	Approve Creation of Capital Band within the Upper Limit of CHF 240.2 Million and the Lower Limit of CHF 184.4 Million with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
5.5	Amend Articles Re: Combined Issuance Authority Cap and Exclusion Authority Cap	G	Mgmt	For	For
5.6	Approve Creation of CHF 6 Million Pool of Conditional Capital for Employee Stock Options	G	Mgmt	For	For
6.1	Reelect Walter Oberhaensli as Director and Board Chair	G	Mgmt	For	For
6.2	Reelect Andrea Belliger as Director	G	Mgmt	For	For
6.3	Reelect Stefan Feuerstein as Director	G	Mgmt	For	For
6.4	Reelect Rongrong Hu as Director	G	Mgmt	For	For
6.5	Reelect Christian Mielsch as Director	G	Mgmt	For	For
6.6	Reelect Florian Seubert as Director	G	Mgmt	For	For
7.1	Reappoint Rongrong Hu as Member of the Compensation and Nomination Committee	G	Mgmt	For	For
7.2	Reappoint Walter Oberhaensli as Member of the Compensation and Nomination Committee	G	Mgmt	For	For
7.3	Reappoint Florian Seubert as Member of the Compensation and Nomination Committee	G	Mgmt	For	For
8	Designate Buis Buergi AG as Independent Proxy	G	Mgmt	For	For
9	Ratify Ernst & Young AG as Auditors	G	Mgmt	For	For
10.1	Approve Remuneration Report	G	Mgmt	For	For

DocMorris Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10.2	Approve Fixed Remuneration of Directors in the Amount of CHF 1.3 Million	G	Mgmt	For	For
10.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.2 Million	G	Mgmt	For	For
10.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.9 Million	G	Mgmt	For	For
10.5	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1.3 Million	G	Mgmt	For	For
11	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

DocuSign, Inc.

Meeting Date: 29/05/2025 **Country:** USA **Ticker:** DOCU
Record Date: 07/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Teresa Briggs	G	Mgmt	For	For
1b	Elect Director Blake J. Irving	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1c	Elect Director Anna Marrs	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Dollar General Corporation

Meeting Date: 29/05/2025 **Country:** USA **Ticker:** DG
Record Date: 20/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Warren F. Bryant	G	Mgmt	For	For

Dollar General Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Michael M. Calbert	G	Mgmt	For	For
1c	Elect Director Ana M. Chadwick	G	Mgmt	For	For
1d	Elect Director Timothy I. McGuire	G	Mgmt	For	For
1e	Elect Director David P. Rowland	G	Mgmt	For	For
1f	Elect Director Debra A. Sandler	G	Mgmt	For	For
1g	Elect Director Ralph E. Santana	G	Mgmt	For	For
1h	Elect Director Kathleen M. Scarlett	G	Mgmt	For	For
1i	Elect Director Todd J. Vasos	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Amend Right to Call Special Meeting	G	SH	Against	Against
<i>Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources</i>					
5	Adopt a Comprehensive Human Rights Policy	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					
6	Report on Food Waste Management and Targets to Reduce Food Waste	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					
7	Report on Employee Access to Timely, Quality Healthcare	S	SH	Against	Against
<i>Blended Rationale: [SF-S4578-103] These matters are regulated by local, state and federal governments and company policy should be left to the board absent demonstrable harm to shareholders by prior board action or inaction.</i>					

Dollar Tree, Inc.

Meeting Date: 19/06/2025 **Country:** USA **Ticker:** DLTR
Record Date: 17/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Michael C. Creedon, Jr.	G	Mgmt	For	For
1b	Elect Director William W. Douglas, III	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Dollar Tree, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Cheryl W. Grise	G	Mgmt	For	For
1d	Elect Director Daniel J. Heinrich	G	Mgmt	For	For
1e	Elect Director Paul C. Hilal	G	Mgmt	For	For
1f	Elect Director Timothy A. Johnson	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1g	Elect Director Edward J. Kelly, III	G	Mgmt	For	For
1h	Elect Director Jeffrey G. Naylor	G	Mgmt	For	For
1i	Elect Director Diane E. Randolph	G	Mgmt	For	For
1j	Elect Director Bertram L. Scott	G	Mgmt	For	For
1k	Elect Director Stephanie P. Stahl	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Approve Qualified Employee Stock Purchase Plan	G	Mgmt	For	For

Dollarama Inc.

Meeting Date: 11/06/2025 **Country:** Canada **Ticker:** DOL
Record Date: 17/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Joshua Bekenstein	G	Mgmt	For	For
1B	Elect Director Gregory David	G	Mgmt	For	For
1C	Elect Director Elisa D. Garcia C.	G	Mgmt	For	For
1D	Elect Director Stephen Gunn	G	Mgmt	For	For
1E	Elect Director Kristin Mugford	G	Mgmt	For	For
1F	Elect Director Nicholas Nomicos	G	Mgmt	For	For
1G	Elect Director Neil Rossy	G	Mgmt	For	For
1H	Elect Director Samira Sakhia	G	Mgmt	For	For
1I	Elect Director Thecla Sweeney	G	Mgmt	For	For
1J	Elect Director Huw Thomas	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Dollarama Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach Shareholder Proposals	G	Mgmt	For	For
4	SP 1: Establish Formal Action Plan on Minimizing All Forms of Operations Waste <i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>	E	SH	Against	Against
5	SP 2: Adopt Advanced Generative AI Systems Voluntary Code of Conduct <i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>	S	SH	Against	Against
6	SP 3: Disclose Languages Mastered by Executives <i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>	G	SH	Against	Against
7	SP 4: Employee Language Skills Disclosure <i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>	G	SH	Against	Against
8	SP 5: Advisory Vote on Environmental Policies <i>Blended Rationale: [SF-S4578-108] Corporate policy decisions are best left to the board absent demonstrable harm to shareholders by prior board action or inaction. The board can be held accountable for its decisions through the election of director</i>	E	SH	Against	Against
9	SP 6: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements <i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>	G	SH	Against	Against
10	SP 7: Annual Review of Abstention of Votes Against Directors <i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>	G	SH	Against	Against

Dominion Energy, Inc.

Meeting Date: 07/05/2025

Country: USA

Ticker: D

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director James A. Bennett	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Dominion Energy, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1B	Elect Director Robert M. Blue	G	Mgmt	For	For
1C	Elect Director Paul M. Dabbar	G	Mgmt	For	For
1D	Elect Director D. Maybank Hagood	G	Mgmt	For	For
1E	Elect Director Mark J. Kington	G	Mgmt	For	For
1F	Elect Director Kristin G. Lovejoy	G	Mgmt	For	For
1G	Elect Director Joseph M. Rigby	G	Mgmt	For	For
1H	Elect Director Pamela J. Royal	G	Mgmt	For	For
1I	Elect Director Robert H. Spilman, Jr.	G	Mgmt	For	For
1J	Elect Director Susan N. Story	G	Mgmt	For	For
1K	Elect Director Vanessa Allen Sutherland	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Consider Eliminating Non-Carbon Emitting Generation Goals in Executive Pay Incentives	E	SH	Against	Against

Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.

Domino's Pizza Group Plc

Meeting Date: 24/04/2025

Country: United Kingdom

Ticker: DOM

Record Date: 22/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
4	Approve Final Dividend	G	Mgmt	For	For
5	Re-elect Ian Bull as Director	G	Mgmt	For	For

Blended Rationale: .

Domino's Pizza Group Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Re-elect Andrew Rennie as Director	G	Mgmt	For	For
7	Re-elect Edward Jamieson as Director	G	Mgmt	For	For
8	Re-elect Natalia Barseguyan as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
9	Re-elect Tracy Corrigan as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
10	Re-elect Lynn Fordham as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
11	Re-elect Elias Diaz Sese as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
12	Elect Mitesh Patel as Director	G	Mgmt	For	For
13	Approve Remuneration Report	G	Mgmt	For	For
14	Authorise Issue of Equity	G	Mgmt	For	For
15	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
16	Approve All-Employee Share Plan	G	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
20	Adopt New Articles of Association	G	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Domino's Pizza, Inc.

Meeting Date: 23/04/2025

Country: USA

Ticker: DPZ

Record Date: 28/02/2025

Meeting Type: Annual

Domino's Pizza, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director David A. Brandon	G	Mgmt	For	For
1.2	Elect Director C. Andrew Ballard	G	Mgmt	For	For
1.3	Elect Director Andrew B. Balson	G	Mgmt	For	For
1.4	Elect Director Corie S. Barry	G	Mgmt	For	For
1.5	Elect Director Diane L. Cafritz	G	Mgmt	For	For
1.6	Elect Director Richard L. Federico	G	Mgmt	For	For
1.7	Elect Director James A. Goldman	G	Mgmt	For	For
1.8	Elect Director Patricia E. Lopez	G	Mgmt	For	For
1.9	Elect Director Russell J. Weiner	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Eliminate Supermajority Vote Requirement	G	Mgmt	For	For
5	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	G	Mgmt	For	For
6	Provide Right to Call a Special Meeting at a 15 Percent Ownership Threshold	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Domo, Inc.

Meeting Date: 24/06/2025

Country: USA

Ticker: DOMO

Record Date: 01/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Joshua G. James	G	Mgmt	For	For
1.2	Elect Director Carine S. Clark	G	Mgmt	For	For
1.3	Elect Director Daniel Daniel	G	Mgmt	For	For
1.4	Elect Director Jeff Kearl	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Domo, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director John Pestana	G	Mgmt	For	For
1.6	Elect Director Dan Strong	G	Mgmt	For	For
1.7	Elect Director Renée Soto	G	Mgmt	For	For
1.8	Elect Director David Jolley	G	Mgmt	For	For
1.9	Elect Director Ryan Wright	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Dongfang Electric Corporation Limited

Meeting Date: 24/06/2025 Country: China Ticker: 1072
Record Date: 17/06/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Work Report of the Board	G	Mgmt	For	For
2	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Annual Report	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve Audited Financial Statements	G	Mgmt	For	For
6	Approve Financial Budget and Investment Plan	G	Mgmt	For	For
7	Approve BDO China Shu Lun Pan Certified Public Accountants LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Amend Articles of Association	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
9	Amend Rules of Procedure for General Meeting	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

Dongfang Electric Corporation Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Amend Rules of Procedure for the Board	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
11	Remove Yu Peigen as Director	G	SH	For	For
<i>Blended Rationale: [HK-S0000-001] Proposal considered to be in the best interests of shareholders</i>					
12	Elect Luo Qianyi as Director	G	SH	For	For
<i>Blended Rationale: [HK-S0276-101] Director re-election consistent with general shareholder interest.</i>					

Dongfang Electric Corporation Limited

Meeting Date: 24/06/2025 **Country:** China **Ticker:** 1072
Record Date: 17/06/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF A SHARES		Mgmt		
1	Amend Articles of Association	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
2	Amend Rules of Procedure for General Meeting	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

Dongyue Group Limited

Meeting Date: 05/06/2025 **Country:** Cayman Islands **Ticker:** 189
Record Date: 30/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2A	Elect Zhang Zhefeng as Director	G	Mgmt	For	For
2B	Elect Ting Leung Huel, Stephen as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent. [HK-M0201-007] Chair of Audit Committee not independent</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Dongyue Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2C	Elect Ma Zhizhong as Director	G	Mgmt	For	For
3	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Zhonghui Anda CPA Limited as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Approve Final Dividend	G	Mgmt	For	For
6A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
6B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					

Donnelley Financial Solutions, Inc.

Meeting Date: 14/05/2025

Country: USA

Ticker: DFIN

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Luis A. Aguilar	G	Mgmt	For	For
1.2	Elect Director Richard L. Crandall	G	Mgmt	For	For
1.3	Elect Director Juliet S. Ellis	G	Mgmt	For	For
1.4	Elect Director Gary G. Greenfield	G	Mgmt	For	For
1.5	Elect Director Daniel N. Leib	G	Mgmt	For	For
1.6	Elect Director Lois M. Martin	G	Mgmt	For	For
1.7	Elect Director Chandar Pattabhiram	G	Mgmt	For	For
1.8	Elect Director Ayman Sayed	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

DoorDash, Inc.

Meeting Date: 24/06/2025

Country: USA

Ticker: DASH

Record Date: 25/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jeffrey Blackburn	G	Mgmt	For	For
1b	Elect Director L. John Doerr	G	Mgmt	For	For
1c	Elect Director Andy Fang	G	Mgmt	For	For
1d	Elect Director Diego Piacentini	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Reflect Certain Delaware Law Provisions Regarding Officer Exculpation	G	Mgmt	For	Against

Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.

Dorman Products, Inc.

Meeting Date: 16/05/2025

Country: USA

Ticker: DORM

Record Date: 26/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Steven L. Berman	G	Mgmt	For	For
1B	Elect Director Kevin M. Olsen	G	Mgmt	For	For
1C	Elect Director Lisa M. Bachmann	G	Mgmt	For	For
1D	Elect Director John J. Gavin	G	Mgmt	For	For
1E	Elect Director Richard T. Riley	G	Mgmt	For	For
1F	Elect Director Kelly A. Romano	G	Mgmt	For	For
1G	Elect Director G. Michael Stakias	G	Mgmt	For	For
1H	Elect Director J. Darrell Thomas	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Douglas Emmett, Inc.

Meeting Date: 29/05/2025

Country: USA

Ticker: DEI

Record Date: 01/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jordan L. Kaplan	G	Mgmt	For	For
1.2	Elect Director Kenneth M. Panzer	G	Mgmt	For	For
1.3	Elect Director Leslie E. Bider	G	Mgmt	For	For
1.4	Elect Director Dorene C. Dominguez	G	Mgmt	For	For
1.5	Elect Director Virginia A. McFerran	G	Mgmt	For	For
1.6	Elect Director Thomas E. O'Hern	G	Mgmt	For	For
1.7	Elect Director William E. Simon, Jr.	G	Mgmt	For	For
1.8	Elect Director Shirley Wang	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Doutor Nichires Holdings Co., Ltd.

Meeting Date: 27/05/2025

Country: Japan

Ticker: 3087

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 27	G	Mgmt	For	For
2.1	Elect Director Obayashi, Hirofumi	G	Mgmt	For	For
2.2	Elect Director Hoshino, Masanori	G	Mgmt	For	For
2.3	Elect Director Takebayashi, Motoya	G	Mgmt	For	For
2.4	Elect Director Goda, Tomoyo	G	Mgmt	For	For
2.5	Elect Director Sekine, Kazuhiro	G	Mgmt	For	For
2.6	Elect Director Enoki, Kazushige	G	Mgmt	For	For
2.7	Elect Director Miyajima, Tadashi	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Doutor Nichires Holdings Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.8	Elect Director Iwata, Akiko	G	Mgmt	For	For
3	Approve Annual Bonus	G	Mgmt	For	For

doValue SpA

Meeting Date: 29/04/2025 Country: Italy Ticker: DOV
Record Date: 16/04/2025 Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business		Mgmt		
1	Approve Capital Increase without Preemptive Rights; Amend Company Bylaws Re: Article 5	G	Mgmt	For	For
	Ordinary Business		Mgmt		
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Treatment of Net Loss	G	Mgmt	For	For
2.1	Approve Remuneration Policy	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-005] Termination payments have the potential to be excessive.</i></p>					
2.2	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
2.3	Approve 2025-2027 Incentive Plan	G	Mgmt	For	For
2.4	Approve Adjustment of the Performance Targets for the Cycles of the LTIP 2022-2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For

Dover Corporation

Meeting Date: 02/05/2025 Country: USA Ticker: DOV
Record Date: 10/03/2025 Meeting Type: Annual

Dover Corporation

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

Blended Rationale: [SF-S0107-101] Company has a designated lead director who fulfills the requirements appropriate to such role.

Dow Inc.

Meeting Date: 10/04/2025

Country: USA

Ticker: DOW

Record Date: 14/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Samuel R. Allen	G	Mgmt	For	For
1b	Elect Director Gaurdie E. Banister, Jr.	G	Mgmt	For	For
1c	Elect Director Wesley G. Bush	G	Mgmt	For	For
1d	Elect Director Richard K. Davis	G	Mgmt	For	For
1e	Elect Director Jerri DeVard	G	Mgmt	For	For
1f	Elect Director Debra L. Dial	G	Mgmt	For	For
1g	Elect Director Jeff M. Fetting	G	Mgmt	For	For
1h	Elect Director Jim Fitterling	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Dow Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director Jacqueline C. Hinman	G	Mgmt	For	For
1j	Elect Director Rebecca B. Liebert	G	Mgmt	For	For
1k	Elect Director Luis Alberto Moreno	G	Mgmt	For	For
1l	Elect Director Jill S. Wyant	G	Mgmt	For	For
1m	Elect Director Daniel W. Yohannes	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

DOWA HOLDINGS Co., Ltd.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 5714

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sekiguchi, Akira	G	Mgmt	For	For
1.2	Elect Director Tobita, Minoru	G	Mgmt	For	For
1.3	Elect Director Sugawara, Akira	G	Mgmt	For	For
1.4	Elect Director Katagiri, Atsushi	G	Mgmt	For	For
1.5	Elect Director Hosono, Hiroyuki	G	Mgmt	For	For
1.6	Elect Director Koizumi, Yoshiko	G	Mgmt	For	For
1.7	Elect Director Sato, Kimio	G	Mgmt	For	For
1.8	Elect Director Shibayama, Atsushi	G	Mgmt	For	For
1.9	Elect Director Yamaguchi, Junko	G	Mgmt	For	For
2	Appoint Statutory Auditor Kimura, Ei	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Naruse, Kentaro	G	Mgmt	For	For

Dr. Sulaiman Al-Habib Medical Services Group Co.

Meeting Date: 04/05/2025

Country: Saudi Arabia

Ticker: 4013

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
2	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
3	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
4	Authorize Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2025	G	Mgmt	For	For
5	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
6	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	G	Mgmt	For	For
7	Approve Authorization of the Board According to Paragraph 2 of Article 27 of Companies Law Regarding the Competing Activities Stipulated in Competing Business Standards Charter	G	Mgmt	For	For
8	Approve Related Party Transactions Between Dr. Sulaiman Al Habib Hospital FZ LLC and Sulayman Al Habeeb Re: Warehouse Rental Contract Amounting SAR 49,008	G	Mgmt	For	For
9	Approve Related Party Transactions Between Dr. Sulaiman Al Habib Hospital FZ LLC and Sulayman Al Habeeb Re: Warehouse Rental Contract Amounting SAR 98,016	G	Mgmt	For	For
10	Approve Related Party Transactions Between PharmaChoice Pharmacy Company and Sulayman Al Habeeb Re: Warehouse Rental Contract	G	Mgmt	For	For
11	Approve Related Party Transactions Between Al Marakez Al Awwaliyah for Healthcare Company and Sulayman Al Habeeb Re: Purchase of Land in Riyadh City	G	Mgmt	For	For

Dr. Sulaiman Al-Habib Medical Services Group Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Approve Related Party Transactions with Namara Specialized for Trading Est Re: Purchase of Electrical Tools and Supplies for Multiple Projects	G	Mgmt	For	For
13	Approve Related Party Transactions with Alandalus Property Company Re: Partnership, Design, Development, Management, and Operation Agreement for Gharb Jeddah Hospital	G	Mgmt	For	For
14	Approve Related Party Transactions Between Shamal Al Riyadh for Healthcare Company a Subsidiary and Masah Construction Company Re: Additional Purchase Orders for Glazing Works, Mechanical, Electrical and Plumbing Works for Shamal Al Riyadh Hospital	G	Mgmt	For	For
15	Approve Related Party Transactions Between Shamal Al Riyadh for Healthcare Company a Subsidiary and Masah Construction Company Re: Additional Purchase Orders for Gypsum Works for Shamal Al Riyadh Hospital	G	Mgmt	For	For
16	Approve Related Party Transactions Between Shamal Al Riyadh for Healthcare Company a Subsidiary and Masah Construction Company Re: Additional Purchase Orders for Structural Works for Shamal Al Riyadh Hospital	G	Mgmt	For	For
17	Approve Related Party Transactions with Rawafed Al Seha International Company Re: Supply Contract Based on Purchase Orders for Medical Tools, Supplies and Devices, and Furniture for the Hospitals	G	Mgmt	For	For
18	Approve Related Party Transactions with Eraf Medical Company Re: Manpower Services for the Company and Its Subsidiaries	G	Mgmt	For	For
19	Approve Related Party Transactions with Elaf Specialized Contracting Company Re: Provide Manpower Services for the Company and Its Subsidiaries	G	Mgmt	For	For

Dr. Sulaiman Al-Habib Medical Services Group Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
20	Approve Related Party Transactions with Tamkeen Human Resources Company Re: Manpower Services for the Company and Its Subsidiaries	G	Mgmt	For	For
21	Approve Related Party Transactions with Alandalus Property Company Re: Capital Increase for Gharb Jeddah Company	G	Mgmt	For	For

DraftKings Inc.

Meeting Date: 19/05/2025 Country: USA Ticker: DKNG
Record Date: 21/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jason D. Robins	G	Mgmt	For	For
1.2	Elect Director Harry Evans Sloan	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.3	Elect Director Matthew Kalish	G	Mgmt	For	For
1.4	Elect Director Paul Liberman	G	Mgmt	For	For
1.5	Elect Director Woodrow H. Levin	G	Mgmt	For	For
1.6	Elect Director Jocelyn Moore	G	Mgmt	For	For
1.7	Elect Director Ryan R. Moore	G	Mgmt	For	For
1.8	Elect Director Valerie Mosley	G	Mgmt	For	For
1.9	Elect Director Steven J. Murray	G	Mgmt	For	For
1.10	Elect Director Marni M. Walden	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
2	Ratify BDO USA, P.C. as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For
5	Disclose Board Skills and Diversity Matrix	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Meeting Date: 01/05/2025

Country: United Kingdom

Ticker: DRX

Record Date: 29/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For
4	Elect Rob Shuter as Director	G	Mgmt	For	For
5	Re-elect Andrea Bertone as Director	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
6	Re-elect Will Gardiner as Director	G	Mgmt	For	For
7	Re-elect Andy Skelton as Director	G	Mgmt	For	For
8	Re-elect John Baxter as Director	G	Mgmt	For	For
9	Re-elect Nicola Hodson as Director	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
10	Re-elect Kim Keating as Director	G	Mgmt	For	For
11	Re-elect David Nussbaum as Director	G	Mgmt	For	For
12	Re-elect Erika Peterman as Director	G	Mgmt	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
14	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
15	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
16	Authorise Issue of Equity	G	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For

Drax Group Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Dream Industrial Real Estate Investment Trust

Meeting Date: 03/06/2025 Country: Canada Ticker: DIR.UN
Record Date: 11/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Trustee R. Sacha Bhatia	G	Mgmt	For	For
1.2	Elect Trustee Michael Cooper	G	Mgmt	For	For
1.3	Elect Trustee Armen Farian	G	Mgmt	For	For
1.4	Elect Trustee Alison Harnick	G	Mgmt	For	For
1.5	Elect Trustee Alexander Sannikov	G	Mgmt	For	For
1.6	Elect Trustee Vicky Schiff	G	Mgmt	For	For
1.7	Elect Trustee Jennifer Scoffield	G	Mgmt	For	For
1.8	Elect Trustee Vincenza Sera	G	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Trustees to Fix Their Remuneration	G	Mgmt	For	For

Driven Brands Holdings Inc.

Meeting Date: 20/05/2025 Country: USA Ticker: DRVN
Record Date: 21/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Catherine (Cathy) Halligan	G	Mgmt	For	Withhold
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i></p>					
1.2	Elect Director Rick Puckett	G	Mgmt	For	For
1.3	Elect Director Michael Thompson	G	Mgmt	For	For

Driven Brands Holdings Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>					
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Dropbox, Inc.

Meeting Date: 15/05/2025 **Country:** USA **Ticker:** DBX
Record Date: 20/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Lisa Campbell	G	Mgmt	For	For
1.2	Elect Director Andrew W. Houston	G	Mgmt	For	For
1.3	Elect Director Paul E. Jacobs	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board.</i>					
1.4	Elect Director Warren Jenson	G	Mgmt	For	For
1.5	Elect Director Andrew Moore	G	Mgmt	For	For
1.6	Elect Director Abhay Parasnis	G	Mgmt	For	For
1.7	Elect Director Karen Peacock	G	Mgmt	For	For
1.8	Elect Director Michael Seibel	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
5	Approve Vesting Provisions on Class B Common Stock	G	SH	Against	For
<i>Blended Rationale: [SD-S0316-001] We believe that one vote per share is in the best interest of long term shareholders</i>					

DSM-Firmenich AG

Meeting Date: 06/05/2025 **Country:** Switzerland **Ticker:** DSFIR
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Sustainability Report	E, S	Mgmt	For	For
1.3	Approve Remuneration Report	G	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.50 per Share	G	Mgmt	For	For
4.1.a	Reelect Thomas Leysen as Director and Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
4.1.b	Reelect Patrick Firmenich as Director	G	Mgmt	For	For
4.1.c	Reelect Sze Cotte-Tan as Director	G	Mgmt	For	For
4.1.d	Reelect Antoine Firmenich as Director	G	Mgmt	For	For
4.1.e	Reelect Erica Mann as Director	G	Mgmt	For	For
4.1.f	Reelect Carla Mahieu as Director	G	Mgmt	For	For
4.1.g	Reelect Frits van Paasschen as Director	G	Mgmt	For	For
4.1.h	Reelect Andre Pometta as Director	G	Mgmt	For	For
4.1.i	Reelect John Ramsay as Director	G	Mgmt	For	For
4.1.j	Reelect Richard Ridinger as Director	G	Mgmt	For	For
4.1.k	Reelect Corien Wortmann as Director	G	Mgmt	For	For
4.2.1	Reappoint Carla Mahieu as Member of the Compensation Committee	G	Mgmt	For	For
4.2.2	Reappoint Thomas Leysen as Member of the Compensation Committee	G	Mgmt	For	For
4.2.3	Reappoint Frits van Paasschen as Member of the Compensation Committee	G	Mgmt	For	For
4.2.4	Reappoint Andre Pometta as Member of the Compensation Committee	G	Mgmt	For	For

DSM-Firmenich AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.1	Approve Remuneration of Directors in the Amount of EUR 3.7 Million	G	Mgmt	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of EUR 44 Million	G	Mgmt	For	For
6	Ratify PricewaterhouseCoopers AG as Auditors	G	Mgmt	For	For
7	Designate Christian Hochstrasser as Independent Proxy	G	Mgmt	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	G	Mgmt	For	For
9	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

DT Midstream, Inc.

Meeting Date: 06/05/2025

Country: USA

Ticker: DTM

Record Date: 12/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert Skaggs, Jr.	G	Mgmt	For	For
1.2	Elect Director David Slater	G	Mgmt	For	For
1.3	Elect Director Angela Archon	G	Mgmt	For	For
1.4	Elect Director Stephen Baker	G	Mgmt	For	For
1.5	Elect Director Elaine Pickle	G	Mgmt	For	For
1.6	Elect Director Peter Tumminello	G	Mgmt	For	For
1.7	Elect Director Dwayne Wilson	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Provide Right to Call Special Meeting	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

DT Midstream, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	G	SH	Against	Against
<p><i>Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.</i></p>					

DTE Energy Company

Meeting Date: 08/05/2025 **Country:** USA **Ticker:** DTE
Record Date: 11/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nicholas K. Akins	G	Mgmt	For	For
1.2	Elect Director David A. Brandon	G	Mgmt	For	For
1.3	Elect Director Deborah L. Byers	G	Mgmt	For	For
1.4	Elect Director Charles G. McClure, Jr.	G	Mgmt	For	For
1.5	Elect Director Gail J. McGovern	G	Mgmt	For	For
1.6	Elect Director Mark A. Murray	G	Mgmt	For	For
1.7	Elect Director Gerardo Norcia	G	Mgmt	For	For
1.8	Elect Director Cassandra Santos	G	Mgmt	For	For
1.9	Elect Director Robert C. Skaggs, Jr.	G	Mgmt	For	For
1.10	Elect Director David A. Thomas	G	Mgmt	For	For
1.11	Elect Director Gary H. Torgow	G	Mgmt	For	For
1.12	Elect Director Valerie M. Williams	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For
5	Amend Right to Call Special Meeting	G	SH	Against	Against
<p><i>Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.</i></p>					

Duerr AG

Meeting Date: 16/05/2025

Country: Germany

Ticker: DUE

Record Date: 24/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
5.1	Ratify Deloitte GmbH 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	G	Mgmt	For	For
5.2	Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6.1	Elect Rolf Breidenbach to the Supervisory Board	G	Mgmt	For	For
6.2	Elect Alexandra Duerr to the Supervisory Board	G	Mgmt	For	For
6.3	Elect Gerhard Federer to the Supervisory Board	G	Mgmt	For	For
6.4	Elect Markus Kerber to the Supervisory Board	G	Mgmt	For	For
6.5	Elect Anja Schuler to the Supervisory Board	G	Mgmt	For	For
6.6	Elect Arnd Zinnhardt to the Supervisory Board	G	Mgmt	For	For
7	Approve Remuneration Report	G	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For

Dun & Bradstreet Holdings, Inc.

Meeting Date: 12/06/2025

Country: USA

Ticker: DNB

Record Date: 09/05/2025

Meeting Type: Special

Dun & Bradstreet Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0400-001] DNB has entered into a merger agreement with Clearlake. Shareholders will receive \$9.15 per share. The merger consideration represents a premium of approx. (21.1)% to the closing price 60 days prior to announcement.</i>					
2	Advisory Vote on Golden Parachutes	G	Mgmt	For	For
3	Adjourn Meeting	G	Mgmt	For	For

Dundee Precious Metals Inc.

Meeting Date: 07/05/2025 **Country:** Canada **Ticker:** DPM
Record Date: 17/03/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nicole Adshead-Bell	G	Mgmt	For	For
1.2	Elect Director Robert M. Bosshard	G	Mgmt	For	For
1.3	Elect Director Jaimie Donovan	G	Mgmt	For	For
1.4	Elect Director R. Peter Gillin	G	Mgmt	For	For
1.5	Elect Director Kalidas Madhavpeddi	G	Mgmt	For	For
1.6	Elect Director Juanita Montalvo	G	Mgmt	For	For
1.7	Elect Director David Rae	G	Mgmt	For	For
1.8	Elect Director Marie-Anne Tawil	G	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Approve Shareholder Rights Plan	G	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Duolingo, Inc.

Meeting Date: 11/06/2025 **Country:** USA **Ticker:** DUOL
Record Date: 15/04/2025 **Meeting Type:** Annual

Duolingo, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Bing Gordon	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.2	Elect Director John Lilly	G	Mgmt	For	For
1.3	Elect Director Mario Schlosser	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

DuPont de Nemours, Inc.

Meeting Date: 22/05/2025 Country: USA Ticker: DD
 Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Amy G. Brady	G	Mgmt	For	For
1b	Elect Director Edward D. Breen	G	Mgmt	For	For
1c	Elect Director Ruby R. Chandy	G	Mgmt	For	For
1d	Elect Director Terrence R. Curtin	G	Mgmt	For	For
1e	Elect Director Alexander M. Cutler	G	Mgmt	For	For
1f	Elect Director Eleuthere I. du Pont	G	Mgmt	For	For
1g	Elect Director Kristina M. Johnson	G	Mgmt	For	For
1h	Elect Director Luther C. Kissam, IV	G	Mgmt	For	For
1i	Elect Director Lori D. Koch	G	Mgmt	For	For
1j	Elect Director James A. Lico	G	Mgmt	For	For
1k	Elect Director Frederick M. Lowery	G	Mgmt	For	For
1l	Elect Director Kurt B. McMaken	G	Mgmt	For	For
1m	Elect Director Steven M. Sterin	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

DuPont de Nemours, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Dutch Bros Inc.

Meeting Date: 13/05/2025 Country: USA Ticker: BROS
Record Date: 18/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Travis Boersma	G	Mgmt	For	For
1b	Elect Director Christine Barone	G	Mgmt	For	For
1c	Elect Director C. David Cone	G	Mgmt	For	For
1d	Elect Director Thomas Davis	G	Mgmt	For	For
1e	Elect Director Kathryn George	G	Mgmt	For	For
1f	Elect Director Stephen Gillett	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1g	Elect Director G.J. Hart	G	Mgmt	For	For
1h	Elect Director Kory Marchisotto	G	Mgmt	For	For
1i	Elect Director Ann Miller	G	Mgmt	For	For
1j	Elect Director Todd Penegor	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Dycom Industries Inc.

Meeting Date: 22/05/2025 Country: USA Ticker: DY
Record Date: 24/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Eitan Gertel	G	Mgmt	For	For
1b	Elect Director Richard K. Sykes	G	Mgmt	For	For

Dycom Industries Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Daniel S. Peyovich	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Dynavax Technologies Corporation

Meeting Date: 11/06/2025

Country: USA

Ticker: DVAX

Record Date: 14/04/2025

Meeting Type: Proxy Contest

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Management Universal Proxy (Gold Proxy Card)		Mgmt		
	From the Combined List of Management & Dissident Nominees - Elect 4 Directors		Mgmt		
1A	Elect Management Nominee Director Brent MacGregor	G	Mgmt	For	For
1B	Elect Management Nominee Director Scott D. Myers	G	Mgmt	For	For
1C	Elect Management Nominee Director Lauren Silvernail	G	Mgmt	For	For
1D	Elect Management Nominee Director Elaine Sun	G	Mgmt	For	For
1E	Elect Dissident Nominee Director Brett A. Erkman	G	SH	Withhold	Withhold
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				
1F	Elect Dissident Nominee Director Jeffrey S. Farrow	G	SH	Withhold	Withhold
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				
1G	Elect Dissident Nominee Director Michael Mulette	G	SH	Withhold	Withhold
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				
1H	Elect Dissident Nominee Director Donald J. Santel	G	SH	Withhold	Withhold
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Dynavax Technologies Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Declassify the Board of Directors	G	Mgmt	For	For
5	Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to November 6, 2018	G	SH	Against	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>					
	Dissident Universal Proxy (White Proxy Card)		Mgmt		
	From the Combined List of Management & Dissident Nominees - Elect 4 Directors		Mgmt		
1a	Elect Dissident Nominee Director Brett A. Erkman	G	SH	For	Do Not Vote
1b	Elect Dissident Nominee Director Jeffrey S. Farrow	G	SH	For	Do Not Vote
1c	Elect Dissident Nominee Director Michael Mullette	G	SH	For	Do Not Vote
1d	Elect Dissident Nominee Director Donald J. Santel	G	SH	For	Do Not Vote
1e	Elect Management Nominee Director Brent MacGregor	G	Mgmt	Withhold	Do Not Vote
1f	Elect Management Nominee Director Scott D. Myers	G	Mgmt	Withhold	Do Not Vote
1g	Elect Management Nominee Director Lauren Silvernail	G	Mgmt	Withhold	Do Not Vote
1h	Elect Management Nominee Director Elaine Sun	G	Mgmt	Withhold	Do Not Vote
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Do Not Vote
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	Do Not Vote
4	Declassify the Board of Directors	G	Mgmt	For	Do Not Vote
5	Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to November 6, 2018	G	SH	For	Do Not Vote

E.ON SE

Meeting Date: 15/05/2025

Country: Germany

Ticker: EOAN

Record Date: 08/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.55 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
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	G	Mgmt	For	For
5.b	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Approve Management Board Remuneration Policy	G	Mgmt	For	For
8	Approve Supervisory Board Remuneration Policy	G	Mgmt	For	For
9.a	Elect Deborah Wilkens to the Supervisory Board	G	Mgmt	For	For
9.b	Elect Rolf Schmitz to the Supervisory Board	G	Mgmt	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For

E.SUN Financial Holding Co., Ltd.

Meeting Date: 13/06/2025

Country: Taiwan

Ticker: 2884

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For

E.SUN Financial Holding Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve Capital Increase from Retained Earnings and Remuneration to Employee	G	Mgmt	For	For
5	Amendments to Trading Procedures Governing Derivatives Products	G	Mgmt	For	For
6	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	G	Mgmt	For	For

Eagers Automotive Limited

Meeting Date: 28/05/2025 **Country:** Australia **Ticker:** APE
Record Date: 26/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Elect Gregory James Duncan as Director	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	None	For
4	Approve Increase in Non-Executive Directors' Fee Cap	G	Mgmt	None	For
5	Approve Acquisition of Loan Shares by Keith Thornton in Respect of the FY25-FY29 Long-Term Incentive	G	Mgmt	For	For

Eagle Bancorp, Inc.

Meeting Date: 15/05/2025 **Country:** USA **Ticker:** EGBN
Record Date: 20/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Matthew D. Brockwell	G	Mgmt	For	For
1.2	Elect Director Steven J. Freidkin	G	Mgmt	For	For
1.3	Elect Director Theresa G. LaPlaca	G	Mgmt	For	For
1.4	Elect Director A. Leslie Ludwig	G	Mgmt	For	For

Eagle Bancorp, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Louis P. "Pete" Mathews, Jr.	G	Mgmt	For	For
1.6	Elect Director Susan G. Riel	G	Mgmt	For	For
1.7	Elect Director James A. Soltesz	G	Mgmt	For	For
1.8	Elect Director Benjamin M. Soto	G	Mgmt	For	For
2	Ratify Crowe LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For

Eagle Industry Co. Ltd.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 6486

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Tsuru, Tetsuji	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i>					
1.2	Elect Director Nakao, Masaki	G	Mgmt	For	For
1.3	Elect Director Abe, Shinji	G	Mgmt	For	For
1.4	Elect Director Uemura, Norio	G	Mgmt	For	For
1.5	Elect Director Shimada, Masahide	G	Mgmt	For	For
1.6	Elect Director Yamamoto, Hidetaka	G	Mgmt	For	For
1.7	Elect Director Nakazawa, Ryota	G	Mgmt	For	For
1.8	Elect Director Yamasawa, Risa	G	Mgmt	For	For

East Japan Railway Co.

Meeting Date: 20/06/2025

Country: Japan

Ticker: 9020

Record Date: 31/03/2025

Meeting Type: Annual

East Japan Railway Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 34	G	Mgmt	For	For
2.1	Elect Director Fukasawa, Yuji	G	Mgmt	For	For
2.2	Elect Director Kise, Yoichi	G	Mgmt	For	For
2.3	Elect Director Watari, Chiharu	G	Mgmt	For	For
2.4	Elect Director Ito, Atsuko	G	Mgmt	For	For
2.5	Elect Director Ikeda, Hirohiko	G	Mgmt	For	For
2.6	Elect Director Nakagawa, Harumi	G	Mgmt	For	For
2.7	Elect Director Uchida, Hideji	G	Mgmt	For	For
2.8	Elect Director Kawamoto, Hiroko	G	Mgmt	For	For
2.9	Elect Director Iwamoto, Toshio	G	Mgmt	For	For
2.10	Elect Director Noda, Yumiko	G	Mgmt	For	For
2.11	Elect Director Ohashi, Hiroshi	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Kinoshita, Takashi	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Kawanobe, Osamu	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Mori, Kimitaka	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3.4	Elect Director and Audit Committee Member Koike, Hiroshi	G	Mgmt	For	For

East Money Information Co., Ltd.

Meeting Date: 07/04/2025

Country: China

Ticker: 300059

Record Date: 26/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

East Money Information Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve to Appoint Auditor	G	Mgmt	For	For
7	Approve General Authorization for Issuance of Domestic Debt Financing Instruments	G	Mgmt	For	For
8	Approve Provision of Guarantees for Bank Credit and Loans of Wholly-owned Subsidiaries	G	Mgmt	For	For

East West Bancorp, Inc.

Meeting Date: 20/05/2025 **Country:** USA **Ticker:** EWBC
Record Date: 03/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Manuel P. Alvarez	G	Mgmt	For	For
1.2	Elect Director Molly Campbell	G	Mgmt	For	For
1.3	Elect Director Archana Deskus	G	Mgmt	For	For
1.4	Elect Director Serge Dumont	G	Mgmt	For	For
1.5	Elect Director Mark Hutchins	G	Mgmt	For	For
1.6	Elect Director Paul H. Irving	G	Mgmt	For	For
1.7	Elect Director Sabrina Kay	G	Mgmt	For	For
1.8	Elect Director Jack C. Liu	G	Mgmt	For	For
1.9	Elect Director Dominic Ng	G	Mgmt	For	For
1.10	Elect Director Lester M. Sussman	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Easterly Government Properties, Inc.

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** DEA
Record Date: 18/03/2025 **Meeting Type:** Annual

Easterly Government Properties, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Darrell W. Crate	G	Mgmt	For	For
1b	Elect Director William H. Binnie	G	Mgmt	For	For
1c	Elect Director Michael P. Ibe	G	Mgmt	For	For
1d	Elect Director Cynthia A. Fisher	G	Mgmt	For	For
1e	Elect Director Scott D. Freeman	G	Mgmt	For	For
1f	Elect Director Emil W. Henry, Jr.	G	Mgmt	For	For
1g	Elect Director Tara S. Innes	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Eastern Bankshares, Inc.

Meeting Date: 19/05/2025

Country: USA

Ticker: EBC

Record Date: 14/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Richard E. Holbrook	G	Mgmt	For	For
1.2	Elect Director Deborah C. Jackson	G	Mgmt	For	For
1.3	Elect Director Peter K. Markell	G	Mgmt	For	For
1.4	Elect Director Linda M. Williams	G	Mgmt	For	For
1.5	Elect Director Andargachew S. Zelleke	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

EastGroup Properties, Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: EGP

Record Date: 21/03/2025

Meeting Type: Annual

EastGroup Properties, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director D. Pike Aloian	G	Mgmt	For	For
1b	Elect Director H. Eric Bolton, Jr.	G	Mgmt	For	For
1c	Elect Director Donald F. Colleran	G	Mgmt	For	For
1d	Elect Director David M. Fields	G	Mgmt	For	For
1e	Elect Director Marshall A. Loeb	G	Mgmt	For	For
1f	Elect Director Mary E. McCormick	G	Mgmt	For	For
1g	Elect Director Katherine M. Sandstrom	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Eastman Chemical Company

Meeting Date: 01/05/2025

Country: USA

Ticker: EMN

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Humberto P. Alfonso	G	Mgmt	For	For
1.2	Elect Director Brett D. Begemann	G	Mgmt	For	For
1.3	Elect Director Eric L. Butler	G	Mgmt	For	For
1.4	Elect Director Mark J. Costa	G	Mgmt	For	For
1.5	Elect Director Linnie M. Haynesworth	G	Mgmt	For	For
1.6	Elect Director Julie F. Holder	G	Mgmt	For	For
1.7	Elect Director Renee J. Hornbaker	G	Mgmt	For	For
1.8	Elect Director Kim Ann Mink	G	Mgmt	For	For
1.9	Elect Director James J. O'Brien	G	Mgmt	For	For
1.10	Elect Director Donald W. Slager	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Eastman Chemical Company

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

Blended Rationale: [SF-S0107-101] Company has a designated lead director who fulfills the requirements appropriate to such role.

Easyhome New Retail Group Co., Ltd.

Meeting Date: 23/05/2025 **Country:** China **Ticker:** 000785
Record Date: 16/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0105-002] Vote against accepting because of serious qualifications by auditors</i>					
4	Approve Annual Report and Summary	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0105-002] Vote against accepting because of serious qualifications by auditors</i>					
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Acceptance of Financial Assistance	G	Mgmt	For	For
7	Approve Daily Related Party Transactions with Juran Holdings and Its Subsidiaries	G	Mgmt	For	For
8	Approve to Appoint Auditor	G	Mgmt	For	For
9	Approve Provision of Guarantee	G	Mgmt	For	For
10	Approve Provision for Impairment and Asset Write-off	G	Mgmt	For	For

Eaton Corporation plc

Meeting Date: 23/04/2025 **Country:** Ireland **Ticker:** ETN
Record Date: 25/02/2025 **Meeting Type:** Annual

Eaton Corporation plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Craig Arnold	G	Mgmt	For	For
1b	Elect Director Silvio Napoli	G	Mgmt	For	For
1c	Elect Director Gregory R. Page	G	Mgmt	For	For
1d	Elect Director Sandra Pianalto	G	Mgmt	For	For
1e	Elect Director Robert V. Pragada	G	Mgmt	For	For
1f	Elect Director Paulo Ruiz	G	Mgmt	For	For
1g	Elect Director Lori J. Ryerkerk	G	Mgmt	For	For
1h	Elect Director Andre Schulten	G	Mgmt	For	For
1i	Elect Director Gerald B. Smith	G	Mgmt	For	For
1j	Elect Director Karenann Terrell	G	Mgmt	For	For
1k	Elect Director Dorothy C. Thompson	G	Mgmt	For	For
1l	Elect Director Darryl L. Wilson	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors and Authorize Their Remuneration	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Authorize Issue of Equity with Pre-emptive Rights	G	Mgmt	For	For
5	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
6	Authorize Share Repurchase of Issued Share Capital	G	Mgmt	For	For

eBay Inc.

Meeting Date: 25/06/2025

Country: USA

Ticker: EBAY

Record Date: 28/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Adriane M. Brown	G	Mgmt	For	For
1b	Elect Director Aparna Chennapragada	G	Mgmt	For	For
1c	Elect Director Logan D. Green	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

eBay Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director E. Carol Hayles	G	Mgmt	For	For
1e	Elect Director Jamie J. Iannone	G	Mgmt	For	For
1f	Elect Director Shripriya Mahesh	G	Mgmt	For	For
1g	Elect Director William D. Nash	G	Mgmt	For	For
1h	Elect Director Paul S. Pressler	G	Mgmt	For	For
1i	Elect Director Zane Rowe	G	Mgmt	For	For
1j	Elect Director Mohak Shroff	G	Mgmt	For	For
1k	Elect Director Perry M. Traquina	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	G	SH	Against	Against
<i>Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.</i>					
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	G	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					

Ebro Foods SA

Meeting Date: 11/06/2025

Country: Spain

Ticker: EBRO

Record Date: 06/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For
1.2	Approve Consolidated and Standalone Management Reports	G	Mgmt	For	For
1.3	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
2	Approve Discharge of Board	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Ebro Foods SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Remuneration of Directors	G	Mgmt	For	For
5.1	Ratify Appointment of and Elect Felix Hernandez Callejas as Director	G	Mgmt	For	For
5.2	Ratify Appointment of and Elect Maria Blanca Hernandez Rodriguez as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
5.3	Ratify Appointment of and Elect Meritxell Batet Lamana as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i></p>					
5.4	Reelect Demetrio Carceller Arce as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
5.5	Reelect Maria Carceller Arce as Director	G	Mgmt	For	For
5.6	Reelect Jose Ignacio Comenge Sanchez-Real as Director	G	Mgmt	For	For
5.7	Reelect Javier Fernandez Alonso as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i></p>					
5.8	Reelect Jordi Xucla Costa as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i></p>					
5.9	Reelect Belen Barreiro Perez-Pardo as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
5.10	Reelect Mercedes Costa Garcia as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
5.11	Elect Javier Gomez-Trenor Verges as Director	G	Mgmt	For	For
5.12	Elect Alejandra Olarra Icaza as Director	G	Mgmt	For	For
6	Amend Remuneration Policy	G	Mgmt	For	For
7	Advisory Vote on Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					

Ebro Foods SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Authorize Donations to Fundacion Ebro Foods	S	Mgmt	For	For
9	Authorize Share Repurchase and Capital Reduction via Cancellation of Repurchased Shares	G	Mgmt	For	For
10	Authorize Company to Call EGM with 15 Days' Notice	G	Mgmt	For	For
11	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Eckert & Ziegler SE

Meeting Date: 18/06/2025

Country: Germany

Ticker: EUZ

Record Date: 27/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.50 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence</i>					
5	Ratify Forvis Mazars GmbH & Co. KG as Auditors for Fiscal Year 2025	G	Mgmt	For	For
6	Discuss Remuneration Report (Non-Voting)	G	Mgmt		
7	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
8	Approve Creation of EUR 10.6 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
9	Approve EUR 42.3 Million Capitalization of Reserves for a 1:2 Bonus Issue	G	Mgmt	For	For

Eclat Textile Co., Ltd.

Meeting Date: 13/06/2025

Country: Taiwan

Ticker: 1476

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For

ECN Capital Corp.

Meeting Date: 22/05/2025

Country: Canada

Ticker: ECN

Record Date: 22/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director William Lovatt	G	Mgmt	For	For
1.2	Elect Director Steven Hudson	G	Mgmt	For	For
1.3	Elect Director Paul Stoyan	G	Mgmt	For	For
1.4	Elect Director David Morris	G	Mgmt	For	For
1.5	Elect Director Carol E. Goldman	G	Mgmt	For	For
1.6	Elect Director Karen Martin	G	Mgmt	For	For
1.7	Elect Director Tawn Kelley	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.8	Elect Director Tarun Mehta	G	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
4	Re-approve Share Option Plan	G	Mgmt	For	For
5	Re-approve Deferred Share Unit Plan	G	Mgmt	For	For
6	Re-approve Share Unit Plan	G	Mgmt	For	For

Ecolab Inc.

Meeting Date: 08/05/2025

Country: USA

Ticker: ECL

Record Date: 11/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Judson B. Althoff	G	Mgmt	For	For
1b	Elect Director Shari L. Ballard	G	Mgmt	For	For
1c	Elect Director Christophe Beck	G	Mgmt	For	For
1d	Elect Director Michel D. Doukeris	G	Mgmt	For	For
1e	Elect Director Eric M. Green	G	Mgmt	For	For
1f	Elect Director Marion K. Gross	G	Mgmt	For	For
1g	Elect Director Michael Larson	G	Mgmt	For	For
1h	Elect Director David W. MacLennan	G	Mgmt	For	For
1i	Elect Director Tracy B. McKibben	G	Mgmt	For	For
1j	Elect Director Lionel L. Nowell, III	G	Mgmt	For	For
1k	Elect Director Victoria J. Reich	G	Mgmt	For	For
1l	Elect Director Suzanne M. Vautrinot	G	Mgmt	For	For
1m	Elect Director John J. Zillmer	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For

Ecovacs Robotics Co., Ltd.

Meeting Date: 16/05/2025

Country: China

Ticker: 603486

Record Date: 09/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of Board of Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Ecovacs Robotics Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Report of Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Appointment of Auditor	G	Mgmt	For	For
7	Approve Remuneration of Directors	G	Mgmt	For	For
8	Approve Remuneration of Supervisors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
9	Approve Shareholder Return Plan	G	Mgmt	For	For
10	Approve Application of Bank Credit Lines	G	Mgmt	For	For
11	Approve Foreign Exchange Derivatives Trading Business	G	Mgmt	For	For
12	Approve to Abolish Supervisory Board, Amend Articles of Association and Relevant Rules and Procedures	G	Mgmt	For	For
13	Amend Accounting Firm Selection System	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
14	Approve Provision of Guarantee Among Subsidiaries	G	Mgmt	For	For
15	Approve Provision of Guarantee for Wholly Owned Subsidiaries	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
16.1	Elect Qian Dongqi as Director	G	Mgmt	For	For
16.2	Elect David Cheng Qian as Director	G	Mgmt	For	For
16.3	Elect Ma Jianjun as Director	G	Mgmt	For	For
16.4	Elect Li Yan as Director	G	Mgmt	For	For
16.5	Elect Li Qianhuan as Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
17.1	Elect Pu Jun as Director	G	Mgmt	For	For
17.2	Elect Huang Hui as Director	G	Mgmt	For	For
17.3	Elect Wu Ying as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Meeting Date: 07/05/2025

Country: France

Ticker: EDEN

Record Date: 05/05/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.21 per Share	G	Mgmt	For	For
4	Reelect Nathalie Balla as Director	G	Mgmt	For	For
5	Reelect Sylvia Coutinho as Director	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
6	Reelect Monica Mondardini as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
7	Reelect Philippe Vallée as Director	G	Mgmt	For	For
8	Elect Thierry Delaporte as Director	G	Mgmt	For	For
9	Elect Kristell Rivaille as Director	G	Mgmt	For	For
10	Approve Remuneration Policy of Chairman and CEO	G	Mgmt	For	For
11	Approve Remuneration Policy of Directors	G	Mgmt	For	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.1 Million	G	Mgmt	For	For
13	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
14	Approve Compensation of Bertrand Dumazy, Chairman and CEO	G	Mgmt	For	For
<i>Blended Rationale: [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					

Edenred SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G	Mgmt	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Extraordinary Business	G	Mgmt	For	For
17	Authorize up to 2.5 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	G	Mgmt	For	For
18	Amend Article 15 of Bylaws Re: Board Deliberations	G	Mgmt	For	For
19	Amend Articles 13, 15, and 24 of Bylaws to Incorporate Legal Changes	G	Mgmt	For	For
20	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Edison International

Meeting Date: 24/04/2025 **Country:** USA **Ticker:** EIX
Record Date: 28/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jeanne Beliveau-Dunn	G	Mgmt	For	For
1b	Elect Director Michael C. Camunez	G	Mgmt	For	For
1c	Elect Director Jennifer M. Granholm	G	Mgmt	For	For
1d	Elect Director James T. Morris	G	Mgmt	For	For
1e	Elect Director Timothy T. O'Toole	G	Mgmt	For	For
1f	Elect Director Pedro J. Pizarro	G	Mgmt	For	For
1g	Elect Director Marcy L. Reed	G	Mgmt	For	For
1h	Elect Director Carey A. Smith	G	Mgmt	For	For
1i	Elect Director Linda G. Stuntz	G	Mgmt	For	For
1j	Elect Director Peter J. Taylor	G	Mgmt	For	For
1k	Elect Director Keith Trent	G	Mgmt	For	For
2	Ratify PwC as Auditors	G	Mgmt	For	For

Edison International

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Submit Severance Agreement to Shareholder Vote	G	SH	Against	Against

Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.

Editas Medicine, Inc.

Meeting Date: 29/05/2025 **Country:** USA **Ticker:** EDIT
Record Date: 01/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jessica Hopfield	G	Mgmt	For	For
1.2	Elect Director David T. Scadden	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>					
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
<i>Blended Rationale: [SF-M0552-002] We believe that it is in the best interests of shareholders for issuers to hold votes on executive compensation every year.</i>					
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Increase Authorized Common Stock	G	Mgmt	For	For
6	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

EDP Renovaveis SA

Meeting Date: 03/04/2025 **Country:** Spain **Ticker:** EDPR
Record Date: 27/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For

EDP Renovaveis SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Treatment of Net Loss	G	Mgmt	For	For
3	Approve Scrip Dividends	G	Mgmt	For	For
4	Approve Consolidated and Standalone Management Reports, Corporate Governance Report and Remuneration Report	G	Mgmt	For	For
5	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
6	Appraise Management of Company and Approve Vote of Confidence to Board of Directors	G	Mgmt	For	For
7.A	Ratify Appointment of and Elect Laurie Lee Fitch as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
7.B	Ratify Appointment of and Elect Gioia Maria Ghezzi as Director	G	Mgmt	For	For
8	Approve Remuneration Policy	G	Mgmt	For	For
9.A	Amend Article 23 Re: Limitations to Be a Director, Vacancies	G	Mgmt	For	For
9.B	Amend Article 28 Re: Audit, Control and Related-Parties Committee	G	Mgmt	For	For
9.C	Amend Article 30 Re: Environmental, Social and Corporate Governance Committee	G	Mgmt	For	For
10	Authorize Share Repurchase Program	G	Mgmt	For	For
11	Authorize Issuance of Non-Convertible and/or Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Preemptive Rights up to EUR 500 Million	G	Mgmt	For	For
12	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

EDP SA

Meeting Date: 10/04/2025

Country: Portugal

Ticker: EDP

Record Date: 03/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Individual and Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Remuneration Report	G	Mgmt	For	For
2.1	Approve Allocation of Income	G	Mgmt	For	For
2.2	Approve Dividends	G	Mgmt	For	For
3.1	Appraise Management of Company and Approve Vote of Confidence to Management Board	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
3.2	Appraise Supervision of Company and Approve Vote of Confidence to Supervisory Board	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
3.3	Appraise Work Performed by Statutory Auditor and Approve Vote of Confidence to Statutory Auditor	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
4	Authorize Repurchase and Reissuance of Shares	G	Mgmt	For	For
5	Authorize Repurchase and Reissuance of Repurchased Debt Instruments	G	Mgmt	For	For

Edwards Lifesciences Corporation

Meeting Date: 08/05/2025

Country: USA

Ticker: EW

Record Date: 11/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Leslie C. Davis	G	Mgmt	For	For
1.2	Elect Director David T. Feinberg	G	Mgmt	For	For
1.3	Elect Director Kieran T. Gallahue	G	Mgmt	For	For
1.4	Elect Director Leslie S. Heisz	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Edwards Lifesciences Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Paul A. LaViolette	G	Mgmt	For	For
1.6	Elect Director Steven R. Loranger	G	Mgmt	For	For
1.7	Elect Director Ramona Sequeira	G	Mgmt	For	For
1.8	Elect Director Nicholas J. Valeriani	G	Mgmt	For	For
1.9	Elect Director Bernard J. Zovighian	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For
5	Amend Nonqualified Employee Stock Purchase Plan	G	Mgmt	For	For

eHealth, Inc.

Meeting Date: 18/06/2025 **Country:** USA **Ticker:** EHTH
Record Date: 21/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director A. John Hass, III	G	Mgmt	For	For
1.2	Elect Director Francis S. Soistman	G	Mgmt	For	For
1.3	Elect Director Aaron C. Tolson	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Eiffage SA

Meeting Date: 23/04/2025 **Country:** France **Ticker:** FGR
Record Date: 17/04/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 4.70 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G	Mgmt	For	For
5	Appoint Deloitte & Associates as Auditor	G	Mgmt	For	For
6	Renew Appointment of Forvis Mazars as Auditor	G	Mgmt	For	For
7	Appoint Deloitte & Associates as Auditor for Sustainability Reporting	G	Mgmt	For	For
8	Reelect Carol Xueref as Director	G	Mgmt	For	For
9	Reelect Philippe Vidal as Director	G	Mgmt	For	For
10	Approve Remuneration Policy of Directors	G	Mgmt	For	For
11	Approve Remuneration Policy of Chairman and CEO	G	Mgmt	For	For
12	Approve Compensation Report	G	Mgmt	For	For
13	Approve Compensation of Benoit De Ruffray, Chairman and CEO	G	Mgmt	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
16	Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For

Eiffage SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 156.8 Million	G	Mgmt	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 39.2 Million	G	Mgmt	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 39.2 Million	G	Mgmt	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17, 18, and 19	G	Mgmt	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
22	Set Total Limit for Capital Increase to Result from All Issuance Requests Under Items 18-19 and 21 at EUR 39.2 Million	G	Mgmt	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
24	Authorize up to 1.02 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	G	Mgmt	For	For
25	Amend Article 23 of Bylaws Re: Participation to General Meetings	G	Mgmt	For	For
26	Amend Article 29 of Bylaws Re: General Meeting Broadcast Ordinary Business	G	Mgmt	For	For
27	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Eiken Chemical Co., Ltd.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 4549

Record Date: 31/03/2025

Meeting Type: Annual

Eiken Chemical Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Change Location of Head Office	G	Mgmt	For	For
2.1	Elect Director Notomi, Tsugunori	G	Mgmt	For	For
2.2	Elect Director Segawa, Yuji	G	Mgmt	For	For
2.3	Elect Director Mori, Yasuyoshi	G	Mgmt	For	For
2.4	Elect Director Ishii, Kiyoshi	G	Mgmt	For	For
2.5	Elect Director Nakamura, Kiyomi	G	Mgmt	For	For
2.6	Elect Director Fujiyoshi, Akira	G	Mgmt	For	For
2.7	Elect Director Matsutake, Naoki	G	Mgmt	For	For
2.8	Elect Director Ueki, Rie	G	Mgmt	For	For
2.9	Elect Director Kinose, Yuta	G	Mgmt	For	For
2.10	Elect Director Toda, Tatsuki	G	Mgmt	For	For
3	Amend Articles to Restore Shareholder Authority to Vote on Income Allocation and Share Buybacks	G	SH	Against	For
<i>Blended Rationale: [TK-S0811-001] FOR shareholder proposal as the proposal will serve shareholder's interest.</i>					
4	Initiate Share Repurchase Program	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0152-002] AGAINST shareholder proposal as the proposed capital policy is inappropriate considering the financial performance of the company.</i>					

Eisai Co., Ltd.

Meeting Date: 18/06/2025 **Country:** Japan **Ticker:** 4523
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Make Technical Changes	G	Mgmt	For	For
2.1	Elect Director Naito, Haruo	G	Mgmt	For	For
2.2	Elect Director Ike, Fumihiko	G	Mgmt	For	For
2.3	Elect Director Miura, Ryota	G	Mgmt	For	For
2.4	Elect Director Kato, Hiroyuki	G	Mgmt	For	For
2.5	Elect Director Richard Thornley	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Eisai Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.6	Elect Director Moriyama, Toru	G	Mgmt	For	For
2.7	Elect Director Yasuda, Yuko	G	Mgmt	For	For
2.8	Elect Director Kanai, Takuji	G	Mgmt	For	For
2.9	Elect Director Takahashi, Kenta	G	Mgmt	For	For
2.10	Elect Director Okada, Yasushi	G	Mgmt	For	For
2.11	Elect Director Ueda, Ryoko	G	Mgmt	For	For

Elanco Animal Health Incorporated

Meeting Date: 16/05/2025

Country: USA

Ticker: ELAN

Record Date: 19/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kapila Anand	G	Mgmt	For	For
1b	Elect Director Paul Herendeen	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Eldorado Gold Corporation

Meeting Date: 03/06/2025

Country: Canada

Ticker: ELD

Record Date: 11/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Hussein Barma	G	Mgmt	For	For
1.2	Elect Director Carissa Browning	G	Mgmt	For	For
1.3	Elect Director George Burns	G	Mgmt	For	For
1.4	Elect Director Teresa Conway	G	Mgmt	For	For
1.5	Elect Director Judith Mosely	G	Mgmt	For	For
1.6	Elect Director Steven Reid	G	Mgmt	For	For
1.7	Elect Director Stephen Walker	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Eldorado Gold Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director John Webster	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Authorize Board to Fix Remuneration of Auditors	G	Mgmt	For	For
4	Amend Stock Option Plan	G	Mgmt	For	For
5	Amend Performance Share Unit Plan	G	Mgmt	For	For
6	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Electrolux Professional AB

Meeting Date: 07/05/2025

Country: Sweden

Ticker: EPRO.B

Record Date: 28/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chair of Meeting	G	Mgmt	For	For
2	Prepare and Approve List of Shareholders	G	Mgmt	For	For
3	Approve Agenda of Meeting	G	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Receive President's Report	G	Mgmt		
8	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9	Approve Allocation of Income and Dividends of SEK 0.85 Per Share	G	Mgmt	For	For
10.1	Approve Discharge of Kai Warn	G	Mgmt	For	For
10.2	Approve Discharge of Katharine Clark	G	Mgmt	For	For
10.3	Approve Discharge of Lorna Donatone	G	Mgmt	For	For
10.4	Approve Discharge of Hans Ola Meyer	G	Mgmt	For	For
10.5	Approve Discharge of Daniel Nodhall	G	Mgmt	For	For
10.6	Approve Discharge of Martine Snels	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Electrolux Professional AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10.7	Approve Discharge of Carsten Voigtlander	G	Mgmt	For	For
10.8	Approve Discharge of Josef Matosevic	G	Mgmt	For	For
10.9	Approve Discharge of Joachim Nord (Employee Representative)	G	Mgmt	For	For
10.10	Approve Discharge of Jens Pierard (Employee Representative)	G	Mgmt	For	For
10.11	Approve Discharge of Per Magnusson (Deputy Employee Representative)	G	Mgmt	For	For
10.12	Approve Discharge of Helen Akerman (Deputy Employee Representative)	G	Mgmt	For	For
10.13	Approve Discharge of Alberto Zanata (CEO)	G	Mgmt	For	For
11	Determine Number of Members (8) and Deputy Members (0) of Board	G	Mgmt	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 1.93 Million to Chair and SEK 640,000 to Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
12.2	Approve Remuneration of Auditors	G	Mgmt	For	For
13.1	Reelect Kai Warn as Director	G	Mgmt	For	For
13.2	Reelect Katharine Clark as Director	G	Mgmt	For	For
13.3	Reelect Josef Matosevic as Director	G	Mgmt	For	For
13.4	Reelect Hans Ola Meyer as Director	G	Mgmt	For	For
13.5	Reelect Daniel Nodhall as Director	G	Mgmt	For	For
13.6	Reelect Martine Snels as Director	G	Mgmt	For	For
13.7	Reelect Carsten Voigtlander as Director	G	Mgmt	For	For
13.8	Elect Shannon Garcia as New Director	G	Mgmt	For	For
13.9	Reelect Kai Warn as Board Chair	G	Mgmt	For	For
14	Ratify Deloitte as Auditors	G	Mgmt	For	For
15	Approve Remuneration Report	G	Mgmt	For	For
16.1	Approve Performance Share Plan for Key Employees	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Electrolux Professional AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16.2	Approve Equity Plan Financing	G	Mgmt	For	For
17	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	G	Mgmt	For	For
18	Approve Nomination Committee Procedures	G	Mgmt	For	For
19	Close Meeting	G	Mgmt		

Element Fleet Management Corp.

Meeting Date: 02/05/2025

Country: Canada

Ticker: EFN

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kathleen Taylor	G	Mgmt	For	For
1.2	Elect Director Virginia Addicott	G	Mgmt	For	For
1.3	Elect Director Laura Dottori-Attanasio	G	Mgmt	For	For
1.4	Elect Director Paolo Ferrari	G	Mgmt	For	For
1.5	Elect Director G. Keith Graham	G	Mgmt	For	For
1.6	Elect Director Joan Lamm-Tennant	G	Mgmt	For	For
1.7	Elect Director Rubin J. McDougal	G	Mgmt	For	For
1.8	Elect Director Tracey McVicar	G	Mgmt	For	For
1.9	Elect Director Andrea Rosen	G	Mgmt	For	For
1.10	Elect Director Luis Manuel Tellez Kuenzler	G	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Element Solutions Inc

Meeting Date: 03/06/2025

Country: USA

Ticker: ESI

Record Date: 07/04/2025

Meeting Type: Annual

Element Solutions Inc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Martin E. Franklin	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
1b	Elect Director Benjamin H. Gliklich	G	Mgmt	For	For
1c	Elect Director Ian G.H. Ashken	G	Mgmt	For	For
1d	Elect Director Elyse Filon	G	Mgmt	For	For
1e	Elect Director Christopher T. Fraser	G	Mgmt	For	For
1f	Elect Director Michael F. Goss	G	Mgmt	For	For
1g	Elect Director E. Stanley O'Neal	G	Mgmt	For	For
1h	Elect Director Susan W. Sofronas	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Elementis Plc

Meeting Date: 29/04/2025

Country: United Kingdom

Ticker: ELM

Record Date: 25/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Approve Remuneration Policy	G	Mgmt	For	For
4	Approve Remuneration Report	G	Mgmt	For	For
5	Elect Luc van Ravenstein as Director	G	Mgmt	For	For
6	Elect Christopher Mills as Director	G	Mgmt	For	For
7	Re-elect John O'Higgins as Director	G	Mgmt	For	For
8	Re-elect Ralph Hewins as Director	G	Mgmt	For	For

Elementis Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Re-elect Heejae Chae as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
10	Re-elect Maria Ciliberti as Director	G	Mgmt	For	For
11	Re-elect Dorothee Deuring as Director	G	Mgmt	For	For
12	Re-elect Trudy Schoolenberg as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
13	Re-elect Christine Soden as Director	G	Mgmt	For	For
14	Re-elect Clement Woon as Director	G	Mgmt	For	For
15	Reappoint Deloitte LLP as Auditors	G	Mgmt	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
17	Authorise Issue of Equity	G	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For

Elevance Health, Inc.

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** ELV
Record Date: 17/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Susan D. DeVore	G	Mgmt	For	For
1.2	Elect Director Bahija Jallal	G	Mgmt	For	For

Elevance Health, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Ryan M. Schneider	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	S	SH	Against	Against

Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.

Eli Lilly and Company

Meeting Date: 05/05/2025

Country: USA

Ticker: LLY

Record Date: 26/02/2025

Meeting Type: Annual

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

Elia Group SA/NV

Meeting Date: 20/05/2025

Country: Belgium

Ticker: ELI

Record Date: 06/05/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual and Extraordinary Meeting Agenda		Mgmt		
	Annual Meeting Agenda		Mgmt		
1	Receive Directors' Reports (Non-Voting)	G	Mgmt		
2	Receive Auditors' Reports (Non-Voting)	G	Mgmt		
3	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
4	Approve Remuneration Report	G	Mgmt	For	For
5	Receive Directors' Reports on the Consolidated Annual Accounts (IFRS) (Non-Voting)	G	Mgmt		
6	Receive Auditors' Reports on the Consolidated Annual Accounts (IFRS) (Non-Voting)	G	Mgmt		
7	Receive Consolidated Financial Statements and Statutory Reports (IFRS) (Non-Voting)	G	Mgmt		
8	Approve Discharge of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
9	Approve Discharge of Auditors	G	Mgmt	For	For
10	Elect Olivier Chapelle as Independent Director and Approve His Remuneration	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board</i>					
11	Elect Michel Sirat as Independent Director and Approve His Remuneration	G	Mgmt	For	For
12	Elect Saskia Van Uffelen as Director and Approve Her Remuneration	G	Mgmt	For	For
13	Reelect Pascale Van Damme as Independent Director and Approve Her Remuneration	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence.</i>					
14	Approve the Amended Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
15	Transact Other Business	G	Mgmt		
	Extraordinary Meeting Agenda		Mgmt		

Elia Group SA/NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.i	Receive Special Board Report and Auditor Report Re: Capital Increase in Cash with Cancellation of the Preferential Subscription Right	G	Mgmt		
1.ii	Receive Special Board Report and Auditor Report Re: Amendment of the Rights Attached to Classes of Shares	G	Mgmt		
2	Authorize Double Increase in Share Capital Without Preemptive Rights	G	Mgmt	For	For
3	Grant Powers to the Board to Fix the Issue Price of the Double Capital Increase, Number of Shares to be Issued, Subscription Criteria and the Periods for Subscription	G	Mgmt	For	For

Elisa Oyj

Meeting Date: 02/04/2025

Country: Finland

Ticker: ELISA

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Call the Meeting to Order	G	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt		
5	Prepare and Approve List of Shareholders	G	Mgmt		
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 2.35 Per Share	G	Mgmt	For	For
9	Approve Discharge of Board and President	G	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Elisa Oyj

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of EUR 160,000 for Chair, EUR 89,000 for Vice Chair and the Chair of the Committees and EUR 73,000 for Other Directors; Approve Meeting Fees	G	Mgmt	For	For
13	Fix Number of Directors at Eight	G	Mgmt	For	For
14	Reelect Maher Chebbo, Kim Ignatius, Katariina Kravi (Vice-Chair), Pia Kall, Eva-Lotta Sjostedt and Christoph Vitzthum (Chair) as Directors; Elect Tuomas Hyrylainen and Urs Schaeppi as New Directors	G	Mgmt	For	For
15	Approve Remuneration of Auditors	G	Mgmt	For	For
16	Ratify Ernst & Young Oy as Auditors	G	Mgmt	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
18	Appoint Ernst & Young Oy as Auditor for Sustainability Reporting	G	Mgmt	For	For
19	Amend Articles Re: Auditor for Sustainability Reporting	G	Mgmt	For	For
20	Authorize Share Repurchase Program	G	Mgmt	For	For
21	Approve Issuance of up to 15 Million Shares without Preemptive Rights	G	Mgmt	For	For
22	Close Meeting	G	Mgmt		

Elite Material Co., Ltd.

Meeting Date: 14/05/2025 **Country:** Taiwan **Ticker:** 2383
Record Date: 14/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Profit Distribution	G	Mgmt	For	For

Elite Material Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect DONG, DING YU, with SHAREHOLDER NO.0000096, as Non-Independent Director	G	Mgmt	For	For
4.2	Elect TSAI, FEI LIAN, a REPRESENTATIVE of YU CHANG INVESTMENT CO., LTD, with SHAREHOLDER NO.0009864, as Non-Independent Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence</i>					
4.3	Elect LEE, WEN SHIUNG , a REPRESENTATIVE of YU CHANG INVESTMENT CO., LTD, with SHAREHOLDER NO.0009864, as Non-Independent Director	G	Mgmt	For	For
4.4	Elect HSIEH, MON CHONG, with ID NO.Y120282XXX, as Non-Independent Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence</i>					
4.5	Elect SHEN, BING, with ID NO.A110904XXX, as Non-Independent Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence</i>					
4.6	Elect CHENG, DUEN-CHIAN, with ID NO.A123299XXX, as Independent Director	G	Mgmt	For	For
4.7	Elect CHEN, HSI-CHIA, with ID NO.A220049XXX, as Independent Director	G	Mgmt	For	For
4.8	Elect CHERN, KAI-YUAN, with ID NO.F104140XXX, as Independent Director	G	Mgmt	For	For
4.9	Elect YIN, CHAO, with ID NO.A121151XXX, as Independent Director	G	Mgmt	For	For
5	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	For

Elm Co. (Saudi Arabia)

Meeting Date: 11/05/2025

Country: Saudi Arabia

Ticker: 7203

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
2	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
3	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
4	Authorize Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2025	G	Mgmt	For	For
5	Approve Remuneration of Directors of SAR 2,450,000 for FY 2024	G	Mgmt	For	For
6	Ratify Auditors and Fix Their Remuneration for Q2, Q3 and Annual Statement of FY 2025 and Q1 of FY 2026	G	Mgmt	For	For
7	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	G	Mgmt	For	For
8	Approve Related Party Transactions with Saudi Postal Services SPL Re: Framework Agreement for the Delivery of Government Documents and Vehicle Plates Issued Through the Absher Platform	G	Mgmt	For	For
9	Approve Related Party Transactions with Saudi Postal Services SPL Re: Annex 2 to the Agreement for the Development and Commercial Sale of the National Address Verification Service	G	Mgmt	For	For
10	Approve Related Party Transactions with Tawuniya Insurance Company Re: Medical Insurance for Elm Employees and Vehicle and Property Insurance	G	Mgmt	For	For
11	Approve Related Party Transactions with Tawuniya Insurance Company Re: Subscription to the Yakeen Service	G	Mgmt	For	For

Elm Co. (Saudi Arabia)

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Approve Related Party Transactions with Tawuniya Insurance Company Re: Subscription to the Fursan Service	G	Mgmt	For	For
13	Approve Related Party Transactions with Etihad Etisalat Company Mobily Re: Connectivity Agreement	G	Mgmt	For	For
14	Approve Related Party Transactions with Ministry of Interior and the Saudi Data and Artificial Intelligence Authority SDAIA Re: Data Resources Development Agreement	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>					
15	Approve Related Party Transactions with the Saudi Data and Artificial Intelligence Authority SDAIA Re: Addendum to the Electronic Services Agreement	G	Mgmt	For	For
16	Approve Related Party Transactions with the Saudi Data and Artificial Intelligence Authority SDAIA Re: Sponsorship of the Global AI Summit	G	Mgmt	For	For
17	Approve Related Party Transactions with the Ministry of Interior Re: Framework Agreement for Providing Consulting Services	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>					
18	Approve Related Party Transactions with the Ministry of Interior Re: Automating Civil Registry Procedures at the Civil Affairs and Connecting it Through the Absher Platform	G	Mgmt	For	For
19	Approve Related Party Transactions with the Ministry of Interior Re: Execution of Makkah Route Project	G	Mgmt	For	For
20	Approve Related Party Transactions with the General Authority for Food Security GFSA Re: Providing Technical Consulting Services for Implementing the General Authority Food Security's Strategy	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>					

Elme Communities

Meeting Date: 29/05/2025

Country: USA

Ticker: ELME

Record Date: 11/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jennifer S. Banner	G	Mgmt	For	For
1.2	Elect Director Benjamin S. Butcher	G	Mgmt	For	For
1.3	Elect Director Susan Carras	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.4	Elect Director Ellen M. Goitia	G	Mgmt	For	For
1.5	Elect Director Paul T. McDermott	G	Mgmt	For	For
1.6	Elect Director Thomas H. Nolan, Jr.	G	Mgmt	For	For
1.7	Elect Director Ron D. Sturzenegger	G	Mgmt	For	For
1.8	Elect Director Anthony L. Winns	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Elmera Group ASA

Meeting Date: 30/04/2025

Country: Norway

Ticker: ELMRA

Record Date: 23/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	G	Mgmt		
2	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
3	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
4.1	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 3.00 Per Share	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Elmera Group ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.2	Approve Company's Corporate Governance Statement	G	Mgmt	For	For
5	Approve Remuneration of Auditors	G	Mgmt	For	For
6	Approve Remuneration Statement	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
7	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
8.1	Approve Remuneration of Directors in the Amount of NOK 616,000 for Chairman, NOK 344,300 for Shareholder Elected Directors and NOK 138,600 for Other Directors; Approve Meeting Fees	G	Mgmt	For	For
8.2	Approve Remuneration of Audit Committee	G	Mgmt	For	For
8.3	Approve Remuneration of Compensation Committee	G	Mgmt	For	For
9	Approve Remuneration of Nominating Committee	G	Mgmt	For	For
10.1	Reelect Lisbet K. Naero as Member of Nominating Committee	G	Mgmt	For	For
10.2	Reelect Oyvind Mossige as Member of Nominating Committee	G	Mgmt	For	For
11.1	Reelect Per Oluf Solbraa as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
11.2	Reelect Heidi Theresa Ose as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
11.3	Reelect Anne Marit Steen as Director	G	Mgmt	For	For
12	Approve Creation of NOK 3.4 Million Pool of Capital without Preemptive Rights	G	Mgmt	For	For
13	Authorize Share Repurchase Program	G	Mgmt	For	For

ElringKlinger AG

Meeting Date: 16/05/2025

Country: Germany

Ticker: ZIL2

Record Date: 09/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.15 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025, for the Review of Interim Financial Statements for Fiscal Year 2025 and the First Quarter of Fiscal Year 2026	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Approve Remuneration of Supervisory Board	G	Mgmt	For	For
8.1	Elect Ingeborg Guggolz to the Supervisory Board	G	Mgmt	For	For
8.2	Elect Ludger Heuberg to the Supervisory Board	G	Mgmt	For	For
8.3	Elect Sabine Lutz to the Supervisory Board	G	Mgmt	For	For
8.4	Elect Helmut Merch to the Supervisory Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i></p>					
8.5	Elect Gabriele Sons to the Supervisory Board	G	Mgmt	For	For
8.6	Elect Manfred Strauss to the Supervisory Board	G	Mgmt	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For

Embraer SA

Meeting Date: 29/04/2025

Country: Brazil

Ticker: EMBR3

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3	Fix Number of Directors at 11	G	Mgmt	For	For
4	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
5	Elect Directors	G	Mgmt	For	For
6	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	G	Mgmt	None	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
	If Voting FOR on Item 7, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.		Mgmt		
7	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	G	Mgmt	None	For
8.1	Percentage of Votes to Be Assigned - Elect Raul Calfat as Independent Board Chair	G	Mgmt	None	For
8.2	Percentage of Votes to Be Assigned - Elect Claudia Sender as Independent Board Vice-Chair	G	Mgmt	None	For
8.3	Percentage of Votes to Be Assigned - Elect Dan Ioschpe as Independent Director	G	Mgmt	None	For

Embraer SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.4	Percentage of Votes to Be Assigned - Elect Kevin Gregory McAllister as Independent Director	G	Mgmt	None	For
8.5	Percentage of Votes to Be Assigned - Elect Marcio Elias Rosa as Director	G	Mgmt	None	For
8.6	Percentage of Votes to Be Assigned - Elect Mauro Kern Junior as Independent Director	G	Mgmt	None	For
8.7	Percentage of Votes to Be Assigned - Elect Nelson Pedreiro as Independent Director	G	Mgmt	None	For
8.8	Percentage of Votes to Be Assigned - Elect Todd Messer Freeman as Independent Director	G	Mgmt	None	For
9	Elect Fiscal Council Members	G	Mgmt	For	For
10	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	G	Mgmt	None	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
11	Approve Remuneration of Company's Management	G	Mgmt	For	For
12	Approve Remuneration of Fiscal Council Members	G	Mgmt	For	For

EMCOR Group, Inc.

Meeting Date: 05/06/2025 **Country:** USA **Ticker:** EME
Record Date: 08/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director John W. Altmeyer	G	Mgmt	For	For
1b	Elect Director Amy E. Dahl	G	Mgmt	For	For
1c	Elect Director Anthony J. Guzzi	G	Mgmt	For	For
1d	Elect Director Ronald L. Johnson	G	Mgmt	For	For
1e	Elect Director Carol P. Lowe	G	Mgmt	For	For

EMCOR Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director M. Kevin McEvoy	G	Mgmt	For	For
1g	Elect Director William P. Reid	G	Mgmt	For	For
1h	Elect Director Steven B. Schwarzwaelder	G	Mgmt	For	For
1i	Elect Director Robin Walker-Lee	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Amend Restricted Stock Plan	G	Mgmt	For	For

emeis SA

Meeting Date: 26/06/2025 **Country:** France **Ticker:** EMEIS
Record Date: 24/06/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Absence of Dividends	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning One New Transaction	G	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
6	Approve Compensation of Guillaume Pepy, Chairman of the Board	G	Mgmt	For	For
7	Approve Compensation of Laurent Guillot, CEO	G	Mgmt	For	For
8	Approve Remuneration Policy of Directors	G	Mgmt	For	For
9	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
10	Approve Remuneration Policy of CEO	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Extraordinary Business	G	Mgmt	For	For
12	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
13	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	G	Mgmt	For	For
14	Adopt the French "Entreprise a Mission" Status and Amend Article 2 of Bylaws Accordingly	G	Mgmt	For	For
15	Amend Article 17 of Bylaws Re: Board Deliberations Ordinary Business	G	Mgmt	For	For
16	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Emera Incorporated

Meeting Date: 22/05/2025

Country: Canada

Ticker: EMA

Record Date: 25/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Scott C. Balfour	G	Mgmt	For	For
1.2	Elect Director James V. Bertram	G	Mgmt	For	For
1.3	Elect Director Henry E. Demone	G	Mgmt	For	For
1.4	Elect Director Paula Y. Gold-Williams	G	Mgmt	For	For
1.5	Elect Director Kent M. Harvey	G	Mgmt	For	For
1.6	Elect Director B. Lynn Loewen	G	Mgmt	For	For
1.7	Elect Director Brian J. Porter	G	Mgmt	For	For
1.8	Elect Director Ian E. Robertson	G	Mgmt	For	For
1.9	Elect Director M. Jacqueline Sheppard	G	Mgmt	For	For
1.10	Elect Director Karen H. Sheriff	G	Mgmt	For	For
1.11	Elect Director Jochen E. Tilk	G	Mgmt	For	For
1.12	Elect Director Carla M. Tully	G	Mgmt	For	For

Emera Incorporated

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Authorize Board to Fix Remuneration of Auditors	G	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Emergent BioSolutions Inc.

Meeting Date: 30/04/2025 **Country:** USA **Ticker:** EBS
Record Date: 03/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Keith Katkin	G	Mgmt	For	For
1b	Elect Director Ronald Richard	G	Mgmt	For	For
1c	Elect Director Kathryn Zoon	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Emirates Telecommunications Group Co. PJSC

Meeting Date: 15/04/2025 **Country:** United Arab Emirates **Ticker:** EAND
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Board Report on Company Operations and Its Financial Position for FY 2024	G	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
3	Accept Consolidated Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For

Emirates Telecommunications Group Co. PJSC

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Dividends of AED 0.415 per Share for Second Half of FY 2024 Bringing the Total Dividend to AED 0.83 per Share for FY 2024	G	Mgmt	For	For
5	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
6	Approve Discharge of Auditors for FY 2024	G	Mgmt	For	For
7	Appoint Auditors and Fix Their Remuneration for FY 2025	G	Mgmt	For	For
8	Approve Remuneration of Directors for FY 2024	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
9	Approve Charitable Donations up to 1 Percent of Average Net Profits of last Two Years 2023 and 2024 and Authorize the Board to Determine the Entities to Which These Amounts will be Allocated	S	Mgmt	For	For

Empire State Realty Trust, Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: ESRT

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Anthony E. Malkin	G	Mgmt	For	For
1b	Elect Director Steven J. Gilbert	G	Mgmt	For	For
1c	Elect Director S. Michael Giliberto	G	Mgmt	For	For
1d	Elect Director Patricia S. Han	G	Mgmt	For	For
1e	Elect Director Grant H. Hill	G	Mgmt	For	For
1f	Elect Director R. Paige Hood	G	Mgmt	For	For
1g	Elect Director James D. Robinson, IV	G	Mgmt	For	For
1h	Elect Director Christina Van Tassell	G	Mgmt	For	For
1i	Elect Director Hannah Yang	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Empire State Realty Trust, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Empiric Student Property PLC

Meeting Date: 04/06/2025

Country: United Kingdom

Ticker: ESP

Record Date: 02/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Reappoint BDO LLP as Auditors	G	Mgmt	For	For
4	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
5	Approve Dividend Policy	G	Mgmt	For	For
6	Re-elect Mark Pain as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
7	Re-elect Alice Avis as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
8	Re-elect Duncan Garrood as Director	G	Mgmt	For	For
9	Re-elect Martin Ratchford as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
10	Re-elect Clair Preston-Beer as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
11	Re-elect Donald Grant as Director	G	Mgmt	For	For
12	Authorise Issue of Equity	G	Mgmt	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
15	Authorise Market Purchase of Shares	G	Mgmt	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Empresas CMPC SA

Meeting Date: 24/04/2025

Country: Chile

Ticker: CMPC

Record Date: 16/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Approve Dividend Distribution of USD 0.02 per Share	G	Mgmt	For	For
3	Receive Dividend Policy and Distribution Procedures	G	Mgmt	For	For
4	Appoint Auditors and Risk Assessment Companies	G	Mgmt	For	For
5	Elect Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
6	Approve Remuneration of Directors; Approve Remuneration and Budget of Directors' Committee	G	Mgmt	For	For
7	Receive Report Regarding Related-Party Transactions	G	Mgmt	For	For
8	Other Business	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>					

ENAV SpA

Meeting Date: 28/05/2025

Country: Italy

Ticker: ENAV

Record Date: 19/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
	Management Proposals		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3	Approve Remuneration Policy	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

ENAV SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
5	Approve Short-Term Incentive Plan Based on STI 2024 Bonus	G	Mgmt	For	For
6	Approve Short-Term Incentive Plan Based on STI 2025 Bonus	G	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates		Mgmt		
7.1	Slate 1 Submitted by Ministry of Economy and Finance	G	SH	None	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
7.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	G	SH	None	For
	<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>				
	Shareholder Proposal Submitted by Ministry of Economy and Finance		Mgmt		
8	Approve Internal Auditors' Remuneration	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
	Management Proposal		Mgmt		
9	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For

Encompass Health Corporation

Meeting Date: 01/05/2025

Country: USA

Ticker: EHC

Record Date: 07/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Greg D. Carmichael	G	Mgmt	For	For
1b	Elect Director Edward M. Christie, III	G	Mgmt	For	For
1c	Elect Director Joan E. Herman	G	Mgmt	For	For
1d	Elect Director Leslye G. Katz	G	Mgmt	For	For
1e	Elect Director Patricia A. Maryland	G	Mgmt	For	For
1f	Elect Director Kevin J. O'Connor	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Encompass Health Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Christopher R. Reidy	G	Mgmt	For	For
1h	Elect Director Nancy M. Schlichting	G	Mgmt	For	For
1i	Elect Director Mark J. Tarr	G	Mgmt	For	For
1j	Elect Director Terrance Williams	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For

Endeavour Mining Plc

Meeting Date: 22/05/2025

Country: United Kingdom

Ticker: EDV

Record Date: 20/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Re-elect Alison Baker as Director	G	Mgmt	For	For
3	Re-elect Patrick Bouisset as Director	G	Mgmt	For	For
4	Re-elect Ian Cockerill as Director	G	Mgmt	For	For
5	Re-elect Cathia Lawson-Hall as Director	G	Mgmt	For	For
6	Re-elect Livia Mahler as Director	G	Mgmt	For	For
7	Re-elect Sakhila Mirza as Director	G	Mgmt	For	For
8	Re-elect John Munro as Director	G	Mgmt	For	For
9	Re-elect Naguib Sawiris as Director	G	Mgmt	For	For
10	Re-elect Srinivasan Venkatakrishnan as Director	G	Mgmt	For	For
11	Reappoint BDO LLP as Auditors	G	Mgmt	For	For
12	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Endeavour Mining Plc

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

Endesa SA

Meeting Date: 29/04/2025

Country: Spain

Ticker: ELE

Record Date: 24/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For
2	Approve Consolidated and Standalone Management Reports	G	Mgmt	For	For
3	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
4	Approve Discharge of Board	G	Mgmt	For	For
5	Renew Appointment of KPMG Auditores as Auditor	G	Mgmt	For	For
6	Approve Allocation of Income and Dividends	G	Mgmt	For	For
7	Approve Reduction in Share Capital via Cancellation of Treasury Shares	G	Mgmt	For	For
8	Approve Remuneration Report	G	Mgmt	For	For
9	Approve Strategic Incentive Plan	G	Mgmt	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Meeting Date: 30/04/2025

Country: Chile

Ticker: ENELAM

Record Date: 24/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	Abstain
	<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>				
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
	Elect Directors. Votes Will Be Equally Distributed Amongst the Nominees You Voted FOR OR Contact Your Client Service Rep to Disproportionately Allocate Votes		Mgmt		
3.a	Elect Iris Boeninger as Director Nominated by Enel S.p.A	G	Mgmt	For	For
3.b	Elect Hernan Somerville Senn as Director Nominated by Enel S.p.A	G	Mgmt	For	For
3.c	Elect Francisco de Borja Acha Besga as Director Nominated by Enel S.p.A	G	Mgmt	For	Withhold
	<i>Blended Rationale: [LN-M0201-008] Nominee serves as Chairman of the board and bears responsibility for lack of independence.</i>				
3.d	Elect Luca Lo Voi as Director Nominated by Enel S.p.A	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
3.e	Elect Roberto Deambrogio as Director Nominated by Enel S.p.A	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
3.f	Elect Jose Antonio Vargas Lleras as Director Nominated by Enel S.p.A	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
3.g	Elect Britaldo Pedrosa Soares as Director Nominated by Enel S.p.A	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
4	Approve Remuneration of Directors	G	Mgmt	For	For
5	Approve Remuneration of Directors' Committee and Approve Their Budget	G	Mgmt	For	For

Enel Americas SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Present Board's Report on Expenses; Present Directors' Committee Report on Activities and Expenses	G	Mgmt		
7	Appoint Auditors	G	Mgmt	For	For
8	Designate Risk Assessment Companies	G	Mgmt	For	For
9	Approve Investment and Financing Policy	G	Mgmt	For	For
10	Present Dividend Policy and Distribution Procedures	G	Mgmt		
11	Receive Report Regarding Related-Party Transactions	G	Mgmt		
12	Present Report on Processing, Printing, and Mailing Information Required by Chilean Law	G	Mgmt		
13	Other Business	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i></p>					
14	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Enel Chile SA

Meeting Date: 28/04/2025

Country: Chile

Ticker: ENELCHILE

Record Date: 21/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i></p>					
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
	Elect Directors. Votes Will Be Equally Distributed Amongst the Nominees You Voted FOR OR Contact Your Client Service Rep to Disproportionately Allocate Votes		Mgmt		

Enel Chile SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.a	Elect Maria Teresa Vial as Director Nominated by Enel S.p.A.	G	Mgmt	For	For
3.b	Elect Gina Ocqueteau Tacchini as Director Nominated by Enel S.p.A.	G	Mgmt	For	For
3.c	Elect Marcelo Castillo as Director Nominated by Enel S.p.A.	G	Mgmt	For	For
3.d	Elect Rodolfo Avogadro Di Vigliano as Director Nominated by Enel S.p.A.	G	Mgmt	For	For
3.e	Elect Salvatore Bernabei as Director Nominated by Enel S.p.A.	G	Mgmt	For	For
3.f	Elect Valentina de Cesare as Director Nominated by Enel S.p.A.	G	Mgmt	For	For
3.g	Elect Pablo Cruz as Director Nominated by AFP Cuprum S.A.	G	Mgmt	For	For
4	Approve Remuneration of Directors	G	Mgmt	For	For
5	Approve Remuneration of Directors' Committee and Approve Their Budget	G	Mgmt	For	For
6	Present Board's Report on Expenses; Present Directors' Committee Report on Activities and Expenses	G	Mgmt		
7	Appoint Auditors	G	Mgmt	For	For
8	Elect Two Supervisory Account Inspectors and their Alternates; Approve their Remuneration	G	Mgmt	For	For
9	Designate Risk Assessment Companies	G	Mgmt	For	For
10	Approve Investment and Financing Policy	G	Mgmt	For	For
11	Present Dividend Policy and Distribution Procedures	G	Mgmt		
12	Receive Report Regarding Related-Party Transactions	G	Mgmt		
13	Present Report on Processing, Printing, and Mailing Information Required by Chilean Law	G	Mgmt		
14	Other Business	G	Mgmt	For	Against

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Enel Chile SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Enel Chile SA

Meeting Date: 28/04/2025

Country: Chile

Ticker: ENELCHILE

Record Date: 22/04/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business		Mgmt		
1	Approve Cancellation of 1 Treasury Share Remaining as Remainder by Fractions of Shares due Merger of Enel Chile S.A. with Enel Green Power Latin America S.A. Approved by EGM on Dec. 20, 2017 and Consequently Reduction in Share Capital	G	Mgmt	For	For
2	Amend Article 5 and Transitory Article 1 Re: Change of Company's functional Currency from Chilean Pesos to Dollars of United States	G	Mgmt	For	For
3	Consolidate Bylaws	G	Mgmt	For	For
4	Adopt Necessary Resolutions to Carry out Proposed Amendments to Articles and to Grant Powers to Legalize, Finalize and Act upon Resolutions Adopted by this General Meeting	G	Mgmt	For	For

Enel SpA

Meeting Date: 22/05/2025

Country: Italy

Ticker: ENEL

Record Date: 13/05/2025

Meeting Type: Annual/Special

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

Enel SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income	G	Mgmt	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	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	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					
4.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	G	SH	None	Against
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
	Shareholder Proposal Submitted by Ministry of Economy and Finance		Mgmt		
5	Approve Internal Auditors' Remuneration	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
	Management Proposals		Mgmt		
6	Approve Long Term Incentive Plan 2025	G	Mgmt	For	For
7.1	Approve Remuneration Policy	G	Mgmt	For	For
7.2	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
1.a	Amend Company Bylaws Re: Article 5.1	G	Mgmt	For	For
1.b	Amend Company Bylaws Re: Article 16.2	G	Mgmt	For	For
1.c	Amend Company Bylaws Re: Article 25.4	G	Mgmt	For	For
2	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	G	Mgmt	For	For

ENEOS Holdings, Inc.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 5020

Record Date: 31/03/2025

Meeting Type: Annual

ENEOS Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 13	G	Mgmt	For	For
2.1	Elect Director Miyata, Tomohide	G	Mgmt	For	For
2.2	Elect Director Tanaka, Soichiro	G	Mgmt	For	For
2.3	Elect Director Tomita, Tetsuro	G	Mgmt	For	For
2.4	Elect Director Oka, Toshiko	G	Mgmt	For	For
2.5	Elect Director Kawasaki, Hiroko	G	Mgmt	For	For
2.6	Elect Director Makaya, Hisanori	G	Mgmt	For	For
3	Elect Director and Audit Committee Member Shiota, Tomo	G	Mgmt	For	For
4	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

ENGIE Brasil Energia SA

Meeting Date: 25/04/2025

Country: Brazil

Ticker: EGIE3

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i></p>					
2	Approve Capital Budget	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends	G	Mgmt	For	For
4	Approve Amount of Employee Participation in the Results of the Fiscal Year 2024	G	Mgmt	For	For
5	Approve Remuneration of Company's Management	G	Mgmt	For	For
6	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	G	Mgmt	None	For
7	Elect Fiscal Council Members	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

ENGIE Brasil Energia SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	G	Mgmt	None	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
9	Approve Remuneration of Fiscal Council Members	G	Mgmt	For	For

ENGIE Brasil Energia SA

Meeting Date: 25/04/2025 **Country:** Brazil **Ticker:** EGIE3
Record Date: **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles	G	Mgmt	For	For
2	Consolidate Bylaws	G	Mgmt	For	For

ENGIE SA

Meeting Date: 24/04/2025 **Country:** France **Ticker:** ENGI
Record Date: 22/04/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.48 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
6	Reelect Catherine MacGregor as Director	G	Mgmt	For	For
A	Elect Stefano Bassi as Representative of Employee Shareholders to the Board	G	Mgmt	Abstain	Abstain
<i>Blended Rationale: [LN-M0249-001] Another candidate is better suited to represent employees' interest.</i>					
7	Elect Gildas Gouvaze as Representative of Employee Shareholders to the Board	G	Mgmt	For	For
8	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
9	Approve Compensation of Jean-Pierre Clamadieu, Chairman of the Board	G	Mgmt	For	For
10	Approve Compensation of Catherine MacGregor, CEO	G	Mgmt	For	For
11	Approve Remuneration Policy of Directors	G	Mgmt	For	For
12	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
13	Approve Remuneration Policy of CEO	G	Mgmt	For	For
14	Approve Company's Climate Transition Plan	E	Mgmt	For	For
	Extraordinary Business		Mgmt		
15	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	G	Mgmt	For	For
17	Amend Article 13 of Bylaws Re: Election of Representatives of Employee to the Board	G	Mgmt	For	For
18	Amend Articles 13, 14, 17, 27 of Bylaws to Comply with Legal Changes	G	Mgmt	For	For
19	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

ENIGMO, Inc.
Meeting Date: 25/04/2025

Country: Japan

Ticker: 3665

Record Date: 31/01/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 10	G	Mgmt	For	For
2.1	Elect Director Suda, Shokei	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure. [RJ-M0201-030] Against directors responsible for lack of transparent capital policy.</i>					
2.2	Elect Director Ando, Hideo	G	Mgmt	For	For
2.3	Elect Director Kaneda, Yoichi	G	Mgmt	For	For
2.4	Elect Director Odashima, Shinji	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
3	Elect Director and Audit Committee Member Takahara, Akiko	G	Mgmt	For	For

ENN Energy Holdings Limited

Meeting Date: 23/05/2025 **Country:** Cayman Islands **Ticker:** 2688
Record Date: 19/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a1	Elect Gong Luojuan as Director	G	Mgmt	For	For
3a2	Elect Wang Dongzhi as Director	G	Mgmt	For	For
3a3	Elect Zhang Jin as Director	G	Mgmt	For	For
3a4	Elect Su Li as Director	G	Mgmt	For	For
3a5	Elect Ma Zhixiang as Director	G	Mgmt	For	For
3a6	Elect Yuen Po Kwong as Director	G	Mgmt	For	For
3b	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For

ENN Energy Holdings Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

Enovis Corporation

Meeting Date: 21/05/2025 Country: USA Ticker: ENOV
Record Date: 24/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Barbara W. Bodem	G	Mgmt	For	For
1b	Elect Director Liam J. Kelly	G	Mgmt	For	For
1c	Elect Director Angela S. Lalor	G	Mgmt	For	For
1d	Elect Director Philip A. Okala	G	Mgmt	For	For
1e	Elect Director Christine Ortiz	G	Mgmt	For	For
1f	Elect Director A. Clayton Perfall	G	Mgmt	For	For
1g	Elect Director Brady R. Shirley	G	Mgmt	For	For
1h	Elect Director Rajiv Vinnakota	G	Mgmt	For	For
1i	Elect Director Sharon Wienbar	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Enphase Energy, Inc.

Meeting Date: 14/05/2025 Country: USA Ticker: ENPH
Record Date: 20/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Steven J. Gomo	G	Mgmt	For	For
1.2	Elect Director Thurman John Rodgers	G	Mgmt	For	Withhold
<p><i>Blended Rationale: SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board.</i></p>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Enphase Energy, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Enpro Inc.

Meeting Date: 30/04/2025 **Country:** USA **Ticker:** NPO
Record Date: 07/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Eric A. Vaillancourt	G	Mgmt	For	For
1.2	Elect Director William Abbey	G	Mgmt	For	For
1.3	Elect Director Allison K. Aden	G	Mgmt	For	For
1.4	Elect Director Thomas M. Botts	G	Mgmt	For	For
1.5	Elect Director Felix M. Brueck	G	Mgmt	For	For
1.6	Elect Director Adele M. Gulfo	G	Mgmt	For	For
1.7	Elect Director David L. Hauser	G	Mgmt	For	For
1.8	Elect Director John Humphrey	G	Mgmt	For	For
1.9	Elect Director Ronald C. Keating	G	Mgmt	For	For
1.10	Elect Director Judith A. Reinsdorf	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Entain Plc

Meeting Date: 23/04/2025 **Country:** Isle of Man **Ticker:** ENT
Record Date: 17/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

Entain Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
5	Re-elect Pierre Bouchut as Director	G	Mgmt	For	For
6	Re-elect Stella David as Director	G	Mgmt	For	For
7	Re-elect Amanda Brown as Director	G	Mgmt	For	For
8	Re-elect Virginia McDowell as Director	G	Mgmt	For	For
9	Re-elect Ricky Sandler as Director	G	Mgmt	For	For
10	Re-elect David Satz as Director	G	Mgmt	For	For
11	Re-elect Rahul Welde as Director	G	Mgmt	For	For
12	Re-elect Rob Wood as Director	G	Mgmt	For	For
13	Elect Helen Ashton as Director	G	Mgmt	For	For
14	Authorise Issue of Equity	G	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
17	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
18	Adopt New Articles of Association	G	Mgmt	For	For

Entegris, Inc.

Meeting Date: 23/04/2025

Country: USA

Ticker: ENTG

Record Date: 07/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rodney Clark	G	Mgmt	For	For
1b	Elect Director James F. Gentilcore	G	Mgmt	For	For
1c	Elect Director Yvette Kanouff	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Entegris, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director James P. Lederer	G	Mgmt	For	For
1e	Elect Director Bertrand Loy	G	Mgmt	For	For
1f	Elect Director Mary Puma	G	Mgmt	For	For
1g	Elect Director David Reeder	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1h	Elect Director Azita Saleki-Gerhardt	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Adopt Simple Majority Vote	G	SH	None	For
<i>Blended Rationale: [SF-S0311-001] Supermajority vote requirement serves as an entrenchment device for management.</i>					

Entergy Corporation

Meeting Date: 02/05/2025

Country: USA

Ticker: ETR

Record Date: 07/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Gina F. Adams	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1b	Elect Director John H. Black	G	Mgmt	For	For
1c	Elect Director John R. Burbank	G	Mgmt	For	For
1d	Elect Director Kirkland H. Donald	G	Mgmt	For	For
1e	Elect Director Brian W. Ellis	G	Mgmt	For	For
1f	Elect Director Philip L. Frederickson	G	Mgmt	For	For
1g	Elect Director M. Elise Hyland	G	Mgmt	For	For
1h	Elect Director Stuart L. Levenick	G	Mgmt	For	For
1i	Elect Director Andrew S. Marsh	G	Mgmt	For	For
1j	Elect Director Karen A. Puckett	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Enterprise Financial Services Corp

Meeting Date: 07/05/2025

Country: USA

Ticker: EFSC

Record Date: 13/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Lyne B. Andrich	G	Mgmt	For	For
1.2	Elect Director Michael A. DeCola	G	Mgmt	For	For
1.3	Elect Director Michael E. Finn	G	Mgmt	For	For
1.4	Elect Director Michael R. Holmes	G	Mgmt	For	For
1.5	Elect Director Nevada A. Kent, IV	G	Mgmt	For	For
1.6	Elect Director James B. Lally	G	Mgmt	For	For
1.7	Elect Director Marcela Manjarrez	G	Mgmt	For	For
1.8	Elect Director Stephen P. Marsh	G	Mgmt	For	For
1.9	Elect Director Richard M. Sanborn	G	Mgmt	For	For
1.10	Elect Director Sandra A. Van Trease	G	Mgmt	For	For
1.11	Elect Director Lina A. Young	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Entra ASA

Meeting Date: 29/04/2025

Country: Norway

Ticker: ENTRA

Record Date: 22/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
5	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
6	Authorize Board to Distribute Dividends	G	Mgmt	For	For
7	Discuss Company's Corporate Governance Statement	G	Mgmt		
8	Approve Remuneration Statement	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
9	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	G	Mgmt	For	For
10	Approve Equity Plan Financing Through Repurchase of Shares	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
11	Approve Creation of NOK 18.2 Million Pool of Capital without Preemptive Rights	G	Mgmt	For	For
12	Approve Remuneration of Auditor	G	Mgmt	For	For
13.1	Approve Remuneration of Directors	G	Mgmt	For	For
13.2	Approve Remuneration of Audit Committee	G	Mgmt	For	For
13.3	Approve Remuneration of Compensation Committee	G	Mgmt	For	For
14.1	Reelect Ingebret Hisdal (Chair) as Member of Nominating Committee	G	Mgmt	For	For
14.2	Reelect Per Berggren as Member of Nominating Committee	G	Mgmt	For	For
14.3	Reelect Gisele Marchand as Member of Nominating Committee	G	Mgmt	For	For
14.4	Reelect Erik Selin as Member of Nominating Committee	G	Mgmt	For	For
15	Approve Remuneration of Nominating Committee	G	Mgmt	For	For
16.1	Reelect Ottar Ertzeid (Chair) as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
16.2	Reelect Hege Beate Toft-Karlsen as Director	G	Mgmt	For	For
16.3	Reelect Widar Salbuviik as Director	G	Mgmt	For	For

Entra ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16.4	Reelect Joacim Dan Anders Sjoberg as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-MQ550-001] Remuneration arrangements are poorly structured.</i>					
16.5	Reelect Camilla Aldona Cakste Tepfers as Director	G	Mgmt	For	For
16.6	Reelect Ewa Wassberg as Director	G	Mgmt	For	For

Enviri Corporation

Meeting Date: 24/04/2025 **Country:** USA **Ticker:** NVRI
Record Date: 24/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director James F. Earl	G	Mgmt	For	For
1.2	Elect Director Nicholas C. Fanandakis	G	Mgmt	For	For
1.3	Elect Director F. Nicholas Grasberger, III	G	Mgmt	For	For
1.4	Elect Director Carolann I. Haznedar	G	Mgmt	For	For
1.5	Elect Director Timothy M. Laurion	G	Mgmt	For	For
1.6	Elect Director Rebecca M. O'Mara	G	Mgmt	For	For
1.7	Elect Director Edgar (Ed) M. Purvis, Jr.	G	Mgmt	For	For
1.8	Elect Director John S. Quinn	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Amend Non-Employee Director Omnibus Stock Plan	G	Mgmt	For	For
6	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For

Envista Holdings Corporation

Meeting Date: 10/06/2025 **Country:** USA **Ticker:** NVST
Record Date: 14/04/2025 **Meeting Type:** Annual

Envista Holdings Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Paul Keel	G	Mgmt	For	For
1.2	Elect Director Wendy Carruthers	G	Mgmt	For	For
1.3	Elect Director Kieran T. Gallahue	G	Mgmt	For	For
1.4	Elect Director Scott Huennekens	G	Mgmt	For	For
1.5	Elect Director Barbara B. Hulit	G	Mgmt	For	For
1.6	Elect Director Vivek Jain	G	Mgmt	For	For
1.7	Elect Director Daniel A. Raskas	G	Mgmt	For	For
1.8	Elect Director Christine Tsingos	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

EPAM Systems, Inc.

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** EPAM
Record Date: 01/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard Michael Mayoras	G	Mgmt	For	For
1b	Elect Director Karl Robb	G	Mgmt	For	For
1c	Elect Director Helen Shan	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For
5	Declassify the Board of Directors	G	Mgmt	For	For
6	Eliminate Supermajority Vote Requirement	G	Mgmt	For	For

EPAM Systems, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Amend Certificate of Incorporation to Implement Section 203 Amendment	G	Mgmt	For	For
8	Amend Certificate of Incorporation to Exculpate Certain Officers	G	Mgmt	For	For
9	Adopt Simple Majority Vote	G	SH	Against	Against

Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.

Epiroc AB

Meeting Date: 08/05/2025

Country: Sweden

Ticker: EPI.A

Record Date: 29/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	G	Mgmt	For	For
2	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Receive President's Report	G	Mgmt		
8a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8b.1	Approve Discharge of Anthea Bath	G	Mgmt	For	For
8b.2	Approve Discharge of Lennart Evrell	G	Mgmt	For	For
8b.3	Approve Discharge of Johan Forssell	G	Mgmt	For	For
8b.4	Approve Discharge of Helena Hedblom	G	Mgmt	For	For
8b.5	Approve Discharge of Jeane Hull	G	Mgmt	For	For
8b.6	Approve Discharge of Ronnie Leten	G	Mgmt	For	For
8b.7	Approve Discharge of Ulla Litzen	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8b.8	Approve Discharge of Sigurd Mareels	G	Mgmt	For	For
8b.9	Approve Discharge of Astrid Skarheim Onsum	G	Mgmt	For	For
8b.10	Approve Discharge of Kristina Kanestad	G	Mgmt	For	For
8b.11	Approve Discharge of Niclas Bergstrom	G	Mgmt	For	For
8b.12	Approve Discharge of CEO Helena Hedblom	G	Mgmt	For	For
8c	Approve Allocation of Income and Dividends of SEK 3.80 Per Share	G	Mgmt	For	For
8d	Approve Remuneration Report	G	Mgmt	For	For
9a	Determine Number of Members (9) and Deputy Members of Board (0)	G	Mgmt	For	For
9b	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
10a.1	Reelect Anthea Bath as Director	G	Mgmt	For	For
10a.2	Reelect Johan Forssell as Director	G	Mgmt	For	For
10a.3	Reelect Helena Hedblom as Director	G	Mgmt	For	For
10a.4	Reelect Jeane Hull as Director	G	Mgmt	For	For
10a.5	Reelect Ronnie Leten as Director	G	Mgmt	For	For
10a.6	Elect Jenny Lindqvist as New Director	G	Mgmt	For	For
10a.7	Reelect Ulla Litzen as Director	G	Mgmt	For	For
10a.8	Reelect Sigurd Mareels as Director	G	Mgmt	For	For
10a.9	Elect Fredric Stahl as New Director	G	Mgmt	For	For
10b	Reelect Ronnie Leten as Board Chair	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>					
10c	Ratify Ernst & Young as Auditors	G	Mgmt	For	For
11a	Approve Remuneration of Directors in the Amount of SEK 2.96 Million for Chair and SEK 930,000 for Other Directors; Approve Partly Remuneration in Synthetic Shares; Approve Remuneration for Committee Work	G	Mgmt	For	For

Epiroc AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11b	Approve Remuneration of Auditors	G	Mgmt	For	For
12a	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
12b	Approve Stock Option Plan 2025 for Key Employees	G	Mgmt	For	For
13a	Approve Equity Plan Financing Through Repurchase of Class A Shares	G	Mgmt	For	For
13b	Approve Repurchase of Shares to Pay 50 Percent of Director's Remuneration in Synthetic Shares	G	Mgmt	For	For
13c	Approve Equity Plan Financing Through Transfer of Class A Shares to Participants	G	Mgmt	For	For
13d	Approve Sale of Class A Shares to Finance Director Remuneration in Synthetic Shares	G	Mgmt	For	For
13e	Approve Sale of Class A Shares to Finance Stock Option Plan 2018, 2019, 2020, 2021 and 2022	G	Mgmt	For	For
14	Close Meeting	G	Mgmt		

EPR Properties

Meeting Date: 06/05/2025 **Country:** USA **Ticker:** EPR
Record Date: 12/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Peter C. Brown	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.2	Elect Director William P. Brown	G	Mgmt	For	For
1.3	Elect Director John P. Case, III	G	Mgmt	For	For
1.4	Elect Director James B. Connor	G	Mgmt	For	For
1.5	Elect Director Virginia E. Shanks	G	Mgmt	For	For
1.6	Elect Director Gregory K. Silvers	G	Mgmt	For	For
1.7	Elect Director Robin P. Sterneck	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

EPR Properties

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director John Peter Suarez	G	Mgmt	For	For
1.9	Elect Director Lisa G. Trimberger	G	Mgmt	For	For
1.10	Elect Director Caixia Y. Ziegler	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

EQB Inc.

Meeting Date: 09/04/2025

Country: Canada

Ticker: EQB

Record Date: 12/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Michael Emory	G	Mgmt	For	For
1b	Elect Director Susan Ericksen	G	Mgmt	For	For
1c	Elect Director Kishore Kapoor	G	Mgmt	For	For
1d	Elect Director Yongah Kim	G	Mgmt	For	For
1e	Elect Director Marcos Lopez	G	Mgmt	For	For
1f	Elect Director Andrew Moor	G	Mgmt	For	For
1g	Elect Director Rowan Saunders	G	Mgmt	For	For
1h	Elect Director Carolyn Schuetz	G	Mgmt	For	For
1i	Elect Director Vincenza Sera	G	Mgmt	For	For
1j	Elect Director Michael Stramaglia	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
4	Report on Policies and Practices Regarding Indigenous Community Relations	S	SH	Against	Against

Blended Rationale: [SF-54578-106] Company already has policies in place to address these issues

Meeting Date: 27/05/2025

Country: Sweden

Ticker: EQT

Record Date: 19/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive President's Report	G	Mgmt		
8	Receive Financial Statements and Statutory Reports	G	Mgmt		
9	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 4.30 Per Share	G	Mgmt	For	For
11.a	Approve Discharge of Conni Jonsson	G	Mgmt	For	For
11.b	Approve Discharge of Brooks Entwistle	G	Mgmt	For	For
11.c	Approve Discharge of Diony Lebot	G	Mgmt	For	For
11.d	Approve Discharge of Gordon Orr	G	Mgmt	For	For
11.e	Approve Discharge of Johan Forssell	G	Mgmt	For	For
11.f	Approve Discharge of Richa Goswami	G	Mgmt	For	For
11.g	Approve Discharge of Marcus Wallenberg	G	Mgmt	For	For
11.h	Approve Discharge of Margo Cook	G	Mgmt	For	For
11.i	Approve Discharge of CEO Christian Sinding	G	Mgmt	For	For
12.a	Determine Number of Members (8) and Deputy Members of Board (0)	G	Mgmt	For	For
12.b	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13.a	Approve Remuneration of Directors in the Amount of EUR 331,500 for Chair and EUR 150,500 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
13.b	Approve Transfer of Shares to Board Members	G	Mgmt	For	For
13.c	Approve Remuneration of Auditor	G	Mgmt	For	For
14.a	Reelect Conni Jonsson as Director	G	Mgmt	For	For
14.b	Reelect Brooks Entwistle as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
14.c	Reelect Diony Lebot as Director	G	Mgmt	For	For
14.d	Reelect Gordon Orr as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
14.e	Reelect Marcus Wallenberg as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
14.f	Reelect Margo Cook as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
14.g	Reelect Richa Goswami as Director	G	Mgmt	For	For
14.h	Elect Jacob Wallenberg Jr as New Director	G	Mgmt	For	For
14.i	Reelect Conni Jonsson as Board Chair	G	Mgmt	For	For
15	Ratify KPMG AB as Auditor	G	Mgmt	For	For
16	Approve Remuneration Report	G	Mgmt	For	For
17	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	G	Mgmt	For	For
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
19	Approve SEK 696,202.78 Reduction in Share Capital via Share Cancellation; Approve Share Capital Increase Through Bonus Issue	G	Mgmt	For	For

EQT AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
20	Amend EQT Share Program and EQT Option Program	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p> <p>Shareholder Proposal Submitted by Tommy Jonasson</p>					
21	Approve Proposal Regarding a Sponsorship Arrangement	G	SH	None	Against
<p><i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i></p>					
22	Close Meeting	G	Mgmt		

EQT Corporation

Meeting Date: 16/04/2025

Country: USA

Ticker: EQT

Record Date: 03/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Vicky A. Bailey	G	Mgmt	For	For
1b	Elect Director Lee M. Cnaan	G	Mgmt	For	For
1c	Elect Director Frank C. Hu	G	Mgmt	For	For
1d	Elect Director Kathryn J. Jackson	G	Mgmt	For	For
1e	Elect Director Thomas F. Karam	G	Mgmt	For	For
1f	Elect Director John F. McCartney	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i></p>					
1g	Elect Director Daniel J. Rice, IV	G	Mgmt	For	For
<p><i>Blended Rationale: .</i></p>					
1h	Elect Director Toby Z. Rice	G	Mgmt	For	For
1i	Elect Director Robert F. Vagt	G	Mgmt	For	For
1j	Elect Director Hallie A. Vanderhider	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	G	Mgmt	For	For
4	Approve Nonqualified Employee Stock Purchase Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

EQT Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Equatorial SA

Meeting Date: 30/04/2025 **Country:** Brazil **Ticker:** EQTL3
Record Date: **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Share Matching Plan Approved at the April 30, 2024 EGM	G	Mgmt	For	For
2	Amend Article 6 to Reflect Changes in Capital	G	Mgmt	For	For
3	Consolidate Bylaws	G	Mgmt	For	For

Equatorial SA

Meeting Date: 30/04/2025 **Country:** Brazil **Ticker:** EQTL3
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Accept Management Statements for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
3	Approve Allocation of Income and Dividends	G	Mgmt	For	For
4	Fix Number of Directors at Eight	G	Mgmt	For	For

Equatorial SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
6	Elect Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-032] The Company does not meet our aspirations of having adequate climate risk disclosures against all 4 pillars of TCFD.</i>					
7	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	G	Mgmt	None	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
	If Voting FOR on Item 8, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.		Mgmt		
8	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	G	Mgmt	None	For
9.1	Percentage of Votes to Be Assigned - Elect Eduardo Parente Menezes as Independent Director	G	Mgmt	None	For
9.2	Percentage of Votes to Be Assigned - Elect Guilherme Mexias Ache as Independent Director	G	Mgmt	None	For
9.3	Percentage of Votes to Be Assigned - Elect Paulo Jeronimo Bandeira de Mello Pedrosa as Independent Director	G	Mgmt	None	For
9.4	Percentage of Votes to Be Assigned - Elect Luis Henrique de Moura Goncalves as Independent Director	G	Mgmt	None	For
9.5	Percentage of Votes to Be Assigned - Elect Tania Sztamfater Chocolat as Independent Director	G	Mgmt	None	For
9.6	Percentage of Votes to Be Assigned - Elect Tiago de Almeida Noel as Independent Director	G	Mgmt	None	For

Equatorial SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.7	Percentage of Votes to Be Assigned - Elect Dennis Herszkowicz as Independent Director	G	Mgmt	None	For
9.8	Percentage of Votes to Be Assigned - Elect Tinn Freire Amado as Director	G	Mgmt	None	For
10	Approve Classification of Eduardo Parente Menezes as Independent Director	G	Mgmt	For	For
11	Approve Classification of Guilherme Mexias Ache as Independent Director	G	Mgmt	For	For
12	Approve Classification of Paulo Jeronimo Bandeira de Mello Pedrosa as Independent Director	G	Mgmt	For	For
13	Approve Classification of Luis Henrique de Moura Goncalves as Independent Director	G	Mgmt	For	For
14	Approve Classification of Tania Sztamfater Chocolat as Independent Director	G	Mgmt	For	For
15	Approve Classification of Tiago de Almeida Noel as Independent Director	G	Mgmt	For	For
16	Approve Classification of Dennis Herszkowicz as Independent Director	G	Mgmt	For	For
17	Fix Number of Fiscal Council Members at Three	G	Mgmt	For	For
18	Elect Fiscal Council Members	G	Mgmt	For	For
19	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	G	Mgmt	None	Against
<p><i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i></p>					
20	Approve Remuneration of Company's Management and Fiscal Council	G	Mgmt	For	For

Equifax Inc.

Meeting Date: 08/05/2025

Country: USA

Ticker: EFX

Record Date: 07/03/2025

Meeting Type: Annual

Equifax Inc.

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

Equinix, Inc.

Meeting Date: 21/05/2025 **Country:** USA **Ticker:** EQIX
Record Date: 25/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Nanci Caldwell	G	Mgmt	For	For
1b	Elect Director Adaire Fox-Martin	G	Mgmt	For	For
1c	Elect Director Gary Hromadko	G	Mgmt	For	For
1d	Elect Director Charles Meyers	G	Mgmt	For	For
1e	Elect Director Thomas Olinger	G	Mgmt	For	For
1f	Elect Director Christopher Paisley	G	Mgmt	For	For
1g	Elect Director Sandra Rivera	G	Mgmt	For	For
1h	Elect Director Fidelma Russo	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Equinix, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
5	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent to 10%	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Equinor ASA

Meeting Date: 14/05/2025 **Country:** Norway **Ticker:** EQNR
Record Date: 07/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Registration of Attending Shareholders and Proxies	G	Mgmt		
3	Elect Chair of Meeting	G	Mgmt	For	For
4	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of USD 0.37 Per Share	G	Mgmt	For	For
7	Authorize Board to Distribute Dividends	G	Mgmt	For	For
8	Approve Energy Transition Plan 2025	E	Mgmt	For	For
	Shareholder Proposal Submitted by Roald Skjoldheim		Mgmt		
9	Discontinue the Wind Power Business; Decommission All Wind Power Plants	E	SH	Against	Against

Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Shareholder Proposal Submitted by Tom Jacob Dybwad		Mgmt		
10	Withdrawal from All Offshore Wind Globally; Eliminate Management Bonuses	E	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>				
	Shareholder Proposal Submitted by Idar Herland		Mgmt		
11	Review Work Locations and Work Operations to Ensure that any Potentially Hazardous Conditions are Identified	S	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>				
	Shareholder Proposals Submitted by Bente Marie Bakke, Gro Nylander, Guttorm Grundt and Even Bakke		Mgmt		
12	Present a Plan for How the Company will Reach the Paris Agreement Goals and Net-zero Emissions by 2050 and Terminate All Overseas Oil and Gas Projects	E	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>				
	Shareholder Proposal Submitted by Even Bakke and Guttorm Grundt		Mgmt		
13	Separate the Renewable Energy Part of the Company and Invest NOK 5 Billion Annually in the Repair and Renewal of Ukraine's Energy Infrastructure	G	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>				
	Shareholder Proposals Submitted by Gro Nylander		Mgmt		
14	Renew Green Aims, Avoid Further International Investment in Oil and Gas and Donate Billions to Ukraine	E	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>				
	Shareholder Proposals Submitted by Ivar Saetre		Mgmt		
15	Gradual Divestment From All International Operations	E	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>				

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Shareholder Proposals Submitted by Greenpeace		Mgmt		
16	Review Guidelines and Procedures for Human Rights Due Diligence Assessments	S	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>				
	Shareholder Proposal Submitted by WWF		Mgmt		
17	Identify and Manage Risks and Possibilities Regarding Climate and Integrate These in the Company's Strategy	E	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>				
	Shareholder Proposals Submitted by ACCR, Sampension and Folksam		Mgmt		
18	Assess if the Company's Planned Increase in Oil and Gas Production is Consistent with the Majority Shareholder Expectations	E	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>				
	Management Proposals		Mgmt		
19	Approve Company's Corporate Governance Statement	G	Mgmt	For	For
20	Approve Remuneration Statement	G	Mgmt	For	For
	<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
21	Approve Remuneration of Auditors	G	Mgmt	For	For
22	Elect Berit L. Henriksen as New Member of Corporate Assembly	G	Mgmt	For	For
23	Approve Remuneration of Corporate Assembly in the Amount of NOK 160,000 for Chair, NOK 84,300 for Deputy Chair and NOK 59,200 for Other Directors; Approve Remuneration for Deputy Directors	G	Mgmt	For	For
24	Elect Karl C. W. Mathisen as Member of Nominating Committee	G	Mgmt	For	For
25	Approve Remuneration of Nominating Committee	G	Mgmt	For	For

Equinor ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
26	Authorize Share Repurchase Program in Connection With Employee Remuneration Programs	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
27	Approve NOK 590 Million Reduction in Share Capital via Share Cancellation and Redemption of Shares Belonging to the Norwegian State	G	Mgmt	For	For
28	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	G	Mgmt	For	For

Equinox Gold Corp.

Meeting Date: 01/05/2025

Country: Canada

Ticker: EQX

Record Date: 18/03/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Directors at Eight	G	Mgmt	For	For
2.1	Elect Director Ross Beaty	G	Mgmt	For	For
2.2	Elect Director Lenard Boggio	G	Mgmt	For	For
2.3	Elect Director Maryse Belanger	G	Mgmt	For	For
2.4	Elect Director Gordon Campbell	G	Mgmt	For	For
2.5	Elect Director Trudy Curran	G	Mgmt	For	For
2.6	Elect Director Sally Eyre	G	Mgmt	For	For
2.7	Elect Director Marshall Koval	G	Mgmt	For	For
2.8	Elect Director Greg Smith	G	Mgmt	For	For
3	Approve KPMG LLP Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Approve Issuance of Shares in Connection with the Acquisition of Calibre Mining Corp.	G	Mgmt	For	For

Blended Rationale: The board of Equinox Gold Corp. (EQX) seeks shareholder approval for the company to issue shares to acquire Calibre Mining Corp. (CXB). Under the terms of the agreement, CXB shareholders will receive 0.31 EQX shares per CXB share, which represents a 2.8% discount to the unaffected price. While the lack of a premium increases the probability for a superior bid, no such interloper has publicly materialized to date. Following the closing, EQX shareholders will own approximately 63% of the combined company. The combined company may benefit from improved scale and diversification, a stronger balance sheet, an enhanced management team, and a focus on two very new cornerstone assets in Canada. Unanimous board support with fairness opinion by BMO Capital Markets.

Equinox Gold Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Amend Restricted Share Unit Plan	G	Mgmt	For	For
6	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Equitable Holdings, Inc.

Meeting Date: 21/05/2025 **Country:** USA **Ticker:** EQH
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Douglas Dachille	G	Mgmt	For	For
1b	Elect Director Francis A. Hondal	G	Mgmt	For	For
1c	Elect Director Arlene Isaacs-Lowe	G	Mgmt	For	For
1d	Elect Director Daniel G. Kaye	G	Mgmt	For	For
1e	Elect Director Joan Lamm-Tennant	G	Mgmt	For	For
1f	Elect Director Craig MacKay	G	Mgmt	For	For
1g	Elect Director Mark Pearson	G	Mgmt	For	For
1h	Elect Director Bertram L. Scott	G	Mgmt	For	For
1i	Elect Director George Stansfield	G	Mgmt	For	For
1j	Elect Director Charles G.T. Stonehill	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
5	Amend Omnibus Stock Plan	G	Mgmt	For	For
6	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For
7	Provide Right to Call Special Meeting	G	Mgmt	For	For

Equitable Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	G	SH	Against	Against
<p><i>Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.</i></p>					

Equital Ltd.

Meeting Date: 28/04/2025 **Country:** Israel **Ticker:** EQTL
Record Date: 10/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	G	Mgmt		
2	Reelect Haim Tsuff as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-010] As chairman of the board, responsible for lack of diversity.</i></p>					
3	Reelect Boaz Simons as Director and Approve His Remuneration	G	Mgmt	For	For
4	Reelect Terri Nissan (Falk) as Director and Approve Her Remuneration	G	Mgmt	For	For
5	Appoint Kost Forer Gabbay & Kasierer (EY) as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Equity LifeStyle Properties, Inc.

Meeting Date: 29/04/2025 **Country:** USA **Ticker:** ELS
Record Date: 14/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Andrew Berkenfield	G	Mgmt	For	For
1.2	Elect Director Derrick Burks	G	Mgmt	For	For
1.3	Elect Director Philip Calian	G	Mgmt	For	For
1.4	Elect Director David Contis	G	Mgmt	For	For
1.5	Elect Director Constance Freedman	G	Mgmt	For	For

Equity LifeStyle Properties, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.6	Elect Director Thomas Heneghan	G	Mgmt	For	For
1.7	Elect Director Marguerite Nader	G	Mgmt	For	For
1.8	Elect Director Radhika Papandreou	G	Mgmt	For	For
1.9	Elect Director Scott Peppet	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Equity Residential

Meeting Date: 26/06/2025 **Country:** USA **Ticker:** EQR
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Angela M. Aman	G	Mgmt	For	For
1b	Elect Director Linda Walker Bynoe	G	Mgmt	For	For
1c	Elect Director Mary Kay Haben	G	Mgmt	For	For
1d	Elect Director Ann C. Hoff	G	Mgmt	For	For
1e	Elect Director Tahsinul Zia Huque	G	Mgmt	For	For
1f	Elect Director Nina P. Jones	G	Mgmt	For	For
1g	Elect Director David J. Neithercut	G	Mgmt	For	For
1h	Elect Director Mark J. Parrell	G	Mgmt	For	For
1i	Elect Director Mark S. Shapiro	G	Mgmt	For	For
1j	Elect Director Stephen E. Sterrett	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Eramet SA

Meeting Date: 26/05/2025 **Country:** France **Ticker:** ERA
Record Date: 22/05/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Treatment of Losses	G	Mgmt	For	For
4	Approve Dividends of EUR 1.50 per Share	G	Mgmt	For	For
5	Reelect Christine Coignard as Director	G	Mgmt	For	For
6	Reelect Solenne Lepage as Director	G	Mgmt	For	For
7	Ratify Appointment of Tanguy Gahouma Békale as Director	G	Mgmt	For	For
8	Reelect Tanguy Gahouma Békale as Director	G	Mgmt	For	For
9	Reelect Christel Bories as Director	G	Mgmt	For	For
10	Approve Amendment of 2024 Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 1,125,435	G	Mgmt	For	For
11	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 950,000	G	Mgmt	For	For
12	Approve Remuneration Policy of Christel Bories, Chairwoman and CEO from January 1, 2025 to 2025 General Meeting	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [SD-M0550-006] Vesting conditions and performance hurdles are unsatisfactory. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
13	Approve Remuneration Policy of Christel Bories, Chairwoman of the Board from 2025 General Meeting to December 31, 2025	G	Mgmt	For	For
14	Approve Remuneration Policy of Paulo Castellari, CEO	G	Mgmt	For	For
15	Approve Compensation Report	G	Mgmt	For	For

Eramet SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16	Approve Compensation of Christel Bories, Chairwoman and CEO	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
17	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
19	Amend Article 12 of Bylaws Re: Written Consultation	G	Mgmt	For	For
20	Amend Article 19 of Bylaws Re: Renumbering	G	Mgmt	For	For
	Ordinary Business		Mgmt		
21	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

ERG SpA

Meeting Date: 22/04/2025

Country: Italy

Ticker: ERG

Record Date: 09/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
	Management Proposals		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates		Mgmt		
3.1.1	Slate 1 Submitted by SQ Renewables SpA	G	SH	None	Against
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
3.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

ERG SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Shareholder Proposal Submitted by SQ Renewables SpA		Mgmt		
3.2	Approve Internal Auditors' Remuneration	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
	Management Proposals		Mgmt		
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
5.1	Approve Remuneration Policy	G	Mgmt	For	For
5.2	Approve Second Section of the Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					

Ero Copper Corp.

Meeting Date: 24/04/2025 **Country:** Canada **Ticker:** ERO
Record Date: 05/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Directors at Ten	G	Mgmt	For	For
2.1	Elect Director David Strang	G	Mgmt	For	For
2.2	Elect Director Makko DeFilippo	G	Mgmt	For	For
2.3	Elect Director Jill Angevine	G	Mgmt	For	For
2.4	Elect Director Lyle Braaten	G	Mgmt	For	For
2.5	Elect Director Steven Busby	G	Mgmt	For	For
2.6	Elect Director Sally Eyre	G	Mgmt	For	For
2.7	Elect Director Robert Getz	G	Mgmt	For	For
2.8	Elect Director Chantal Gosselin	G	Mgmt	For	For
2.9	Elect Director Faheem Tejani	G	Mgmt	For	For
2.10	Elect Director John Wright	G	Mgmt	For	For
3	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Erste Group Bank AG

Meeting Date: 21/05/2025

Country: Austria

Ticker: EBS

Record Date: 11/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 3.00 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
5	Ratify Sparkassen-Pruefungsverband and PwC Wirtschaftspruefung GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Ratify PwC Wirtschaftspruefung GmbH as Auditors for Fiscal Year 2026	G	Mgmt	For	For
7	Approve Remuneration Report	G	Mgmt	For	For
8	Approve Remuneration Policy	G	Mgmt	For	For
9.1	Reelect Alois Flatz as Supervisory Board Member	G	Mgmt	For	For
9.2	Elect Gottfried Haber as Supervisory Board Member	G	Mgmt	For	For
9.3	Elect Gabriele Semmelrock-Werzer as Supervisory Board Member	G	Mgmt	For	For
10	Authorize Repurchase of Up to Ten Percent of Issued Share Capital for Trading Purposes	G	Mgmt	For	For
11.1	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	G	Mgmt	For	For
11.2	Authorize Reissuance of Repurchased Shares without Preemptive Rights	G	Mgmt	For	For

ESAB Corporation

Meeting Date: 08/05/2025

Country: USA

Ticker: ESAB

Record Date: 18/03/2025

Meeting Type: Annual

ESAB Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Melissa Cummings	G	Mgmt	For	For
1b	Elect Director Shyam P. Kambeyanda	G	Mgmt	For	For
1c	Elect Director Robert S. Lutz	G	Mgmt	For	For
1d	Elect Director Rajiv Vinnakota	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Espec Corp.

Meeting Date: 20/06/2025 **Country:** Japan **Ticker:** 6859
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 60	G	Mgmt	For	For
2.1	Elect Director Arata, Satoshi	G	Mgmt	For	For
2.2	Elect Director Suehisa, Kazuhiro	G	Mgmt	For	For
2.3	Elect Director Nishitani, Junko	G	Mgmt	For	For
2.4	Elect Director Oda, Hideyuki	G	Mgmt	For	For
2.5	Elect Director Yoshino, Toshihiko	G	Mgmt	For	For
2.6	Elect Director Yanagitani, Akihiko	G	Mgmt	For	For
2.7	Elect Director Hirata, Kazuo	G	Mgmt	For	For

Esperion Therapeutics, Inc.

Meeting Date: 29/05/2025 **Country:** USA **Ticker:** ESPR
Record Date: 01/04/2025 **Meeting Type:** Annual

Esperion Therapeutics, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jay P. Shepard	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
1b	Elect Director Seth H.Z. Fischer	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

ESR Group Limited

Meeting Date: 12/06/2025

Country: Cayman Islands

Ticker: 1821

Record Date: 06/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2a	Elect Charles Alexander Portes as Director	G	Mgmt	For	For
2b	Elect Rajeev Veeravalli Kannan as Director	G	Mgmt	For	For
2c	Elect Brett Harold Krause as Director	G	Mgmt	For	For
2d	Elect Serene Siew Noi Nah as Director	G	Mgmt	For	For
2e	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
3	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

ESR Group Limited

Meeting Date: 13/06/2025

Country: Cayman Islands

Ticker: 1821

Record Date: 06/06/2025

Meeting Type: Extraordinary Shareholders

ESR Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Scheme of Arrangement, Reduction of Issued Share Capital by Cancellation and Extinguishment of the Scheme Shares, Maintain Issued Share Capital at the Amount Prior to Cancellation and Extinguishment of the Scheme Shares and Related Transactions	G	Mgmt	For	For
2	Adopt New Employee Incentive Scheme and Related Transactions	G	Mgmt	For	For

ESR Group Limited

Meeting Date: 13/06/2025

Country: Cayman Islands

Ticker: 1821

Record Date: 06/06/2025

Meeting Type: Court

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	COURT ORDERED MEETING Approve Scheme of Arrangement	G	Mgmt	For	For

ESR-Real Estate Investment Trust

Meeting Date: 23/04/2025

Country: Singapore

Ticker: J91U

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Trustee's Report, Statement by the Manager, Audited Financial Statements and Auditors' Report	G	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Manager to Fix Their Remuneration	G	Mgmt	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For

ESR-Real Estate Investment Trust

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Authorize Unit Repurchase Program	G	Mgmt	For	For

ESR-Real Estate Investment Trust

Meeting Date: 23/04/2025 **Country:** Singapore **Ticker:** J91U
Record Date: **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Unit Consolidation	G	Mgmt	For	For

Essent Group Ltd.

Meeting Date: 07/05/2025 **Country:** Bermuda **Ticker:** ESNT
Record Date: 07/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director David C. Benson	G	Mgmt	For	For
1.2	Elect Director Angela L. Heise	G	Mgmt	For	For
1.3	Elect Director April Galda Joyce	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Essential Properties Realty Trust, Inc.

Meeting Date: 12/05/2025 **Country:** USA **Ticker:** EPRT
Record Date: 21/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Joyce DeLucca	G	Mgmt	For	For
1.2	Elect Director Scott A. Estes	G	Mgmt	For	For
1.3	Elect Director Peter M. Mavoides	G	Mgmt	For	For

Essential Properties Realty Trust, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Lawrence J. Minich	G	Mgmt	For	For
1.5	Elect Director Heather L. Neary	G	Mgmt	For	For
1.6	Elect Director Stephen D. Sautel	G	Mgmt	For	For
1.7	Elect Director Janaki Sivanesan	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For

Essential Utilities, Inc.

Meeting Date: 07/05/2025 **Country:** USA **Ticker:** WTRG
Record Date: 10/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Elizabeth B. Amato	G	Mgmt	For	For
1.2	Elect Director Christopher L. Bruner	G	Mgmt	For	For
1.3	Elect Director David A. Ciesinski	G	Mgmt	For	For
1.4	Elect Director Christopher H. Franklin	G	Mgmt	For	For
1.5	Elect Director Daniel J. Hilferty	G	Mgmt	For	For
1.6	Elect Director W. Bryan Lewis	G	Mgmt	For	For
1.7	Elect Director Tamara L. Linde	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Essex Property Trust, Inc.

Meeting Date: 13/05/2025 **Country:** USA **Ticker:** ESS
Record Date: 28/02/2025 **Meeting Type:** Annual

Essex Property Trust, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director John V. Arabia	G	Mgmt	For	For
1b	Elect Director Keith R. Guericke	G	Mgmt	For	For
1c	Elect Director Anne B. Gust	G	Mgmt	For	For
1d	Elect Director Maria R. Hawthorne	G	Mgmt	For	For
1e	Elect Director Amal M. Johnson	G	Mgmt	For	For
1f	Elect Director Mary Kasaris	G	Mgmt	For	For
1g	Elect Director Angela L. Kleiman	G	Mgmt	For	For
1h	Elect Director Irving F. Lyons, III	G	Mgmt	For	For
1i	Elect Director George M. Marcus	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

EssilorLuxottica SA

Meeting Date: 30/04/2025

Country: France

Ticker: EL

Record Date: 28/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.95 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For

Blended Rationale: .

EssilorLuxottica SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Compensation of Francesco Milleri, Chairman and CEO	G	Mgmt	For	For
7	Approve Compensation of Paul du Saillant, Vice-CEO	G	Mgmt	For	For
8	Approve Remuneration Policy of Directors	G	Mgmt	For	For
9	Approve Remuneration Policy of Chairman and CEO	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
10	Approve Remuneration Policy of Vice-CEO	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
11	Renew Appointment of Forvis Mazars as Auditor	G	Mgmt	For	For
12	Appoint Ernst & Young Audit as Auditor	G	Mgmt	For	For
13	Appoint Ernst & Young Audit as Auditor for Sustainability Reporting	G	Mgmt	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
16	Amend Article 22 of Bylaws Re: Alternate Auditors	G	Mgmt	For	For
	Ordinary Business		Mgmt		
17	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Etihad Etisalat Co.

Meeting Date: 22/05/2025

Country: Saudi Arabia

Ticker: 7020

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
3	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
4	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
5	Authorize Board to Distribute Interim Dividends Semi Annually for FY 2025	G	Mgmt	For	For
6	Approve Remuneration of Directors of SAR 8,490,164 for FY 2024	G	Mgmt	For	For
7	Ratify Auditors and Fix Their Remuneration for Q2, Q3, and Annual Statement of FY 2025 and Q1 of FY 2026	G	Mgmt	For	Abstain
<i>Blended Rationale: The information provided is insufficient to make an informed voting decision</i>					
8	Approve Related Party Transactions with Emirates Telecommunications Group Co Re: Interconnection, Roaming and other Telecommunication Services	G	Mgmt	For	For
9	Approve Related Party Transactions with Emirates Telecommunications Group Co Re: Interconnection, Roaming and International Telecommunications Service	G	Mgmt	For	For
10	Approve Related Party Transactions with the Elm Information Security Co Re: Set of Exclusive Services for E-government Solutions	G	Mgmt	For	For
11	Approve Related Party Transactions with Bayan Co Re: Set of Services and Credit Reporting Activities	G	Mgmt	For	For
12	Approve Related Party Transactions with Almoammar Co Re: Set of Technical Solutions and Information Systems	G	Mgmt	For	For
13	Approve Related Party Transactions Between the Mobily Pay Company and Mozon Company Re: Providing Financial Fraud and Compliance Monitoring System	G	Mgmt	For	For

Etihad Etisalat Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Approve Related Party Transactions with The Company for Cooperative Insurance Re: Providing Medical Insurance Services to Mobily Employees	G	Mgmt	For	For
15	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	G	Mgmt	For	For
16	Approve Social Responsibility Policy	E, S	Mgmt	For	For
17	Authorize Share Repurchase Program Up to 2,500,000 Shares to be Allocated for Employees Stock Incentive Program and Authorize Board to Execute All Related Matters	G	Mgmt	For	For

Etsy, Inc.

Meeting Date: 17/06/2025 **Country:** USA **Ticker:** ETSY
Record Date: 21/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director C. Andrew Ballard	G	Mgmt	For	For
1b	Elect Director Margaret M. Smyth	G	Mgmt	For	For
1c	Elect Director Marc Steinberg	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Eliminate Supermajority Vote Requirements	G	Mgmt	For	For

Eurazeo SE

Meeting Date: 07/05/2025 **Country:** France **Ticker:** RF
Record Date: 05/05/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Treatment of Losses and Dividends of EUR 2.65 per Share and an Extra of EUR 0.27 per Share to Long Term Registered Shares	G	Mgmt	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	For
5	Reelect Olivier Merveilleux as Supervisory Board Member	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
6	Reelect JCDecaux Holding SAS as Supervisory Board Member	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
7	Approve Remuneration Policy of Supervisory Board Members	G	Mgmt	For	For
8	Approve Remuneration Policy of Management Board Members	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
9	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
10	Approve Compensation of Jean-Charles Decaux, Chairman of Supervisory Board	G	Mgmt	For	For
11	Approve Compensation of Christophe Bavière, Management Board Member	G	Mgmt	For	For
12	Approve Compensation of William Kadouch-Chassaing, Management Board Member	G	Mgmt	For	For
13	Approve Compensation of Sophie Flak, Management Board Member	G	Mgmt	For	For
14	Approve Compensation and Termination Package of Olivier Millet, Management Board Member	G	Mgmt	For	For

Eurazeo SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
16	Appoint FORVIS MAZARS as Auditor for Sustainability Reporting	G	Mgmt	For	For
17	Ratify Change Location of Registered Office to 66, rue Pierre Charron, 75008 Paris	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
19	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	G	Mgmt	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
21	Amend Article 13 of Bylaws Re: Board Deliberations	G	Mgmt	For	For
	Ordinary Business		Mgmt		
22	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Eurobank Ergasias Services & Holdings SA

Meeting Date: 30/04/2025

Country: Greece

Ticker: EUROB

Record Date: 24/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Approve Financial Statements, Statutory Reports and Income Allocation	G	Mgmt	For	For
2	Approve Management of Company and Grant Discharge to Auditors	G	Mgmt	For	For
3	Approve Auditors and Fix Their Remuneration	G	Mgmt	For	For
4	Approve Dividends	G	Mgmt	For	For
5	Approve Profit Sharing Plan to Senior Management and Employees	G	Mgmt	For	Against

Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.

Eurobank Ergasias Services & Holdings SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Authorize Share Repurchase Program	G	Mgmt	For	For
7	Fix Maximum Variable Compensation Ratio	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
8	Amend Remuneration Policy	G	Mgmt	For	For
9	Approve Remuneration of Directors and Members of Committees	G	Mgmt	For	For
10	Advisory Vote on Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
11	Amend Article 12 Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	G	Mgmt	For	For
12	Receive Audit Committee's Activity Report	G	Mgmt		
13	Receive Report of Independent Non-Executive Directors	G	Mgmt		

Eurocommercial Properties NV

Meeting Date: 03/06/2025

Country: Netherlands

Ticker: ECPMA

Record Date: 06/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1.	Open Meeting	G	Mgmt		
2.	Receive Report of Management Board (Non-Voting)	G	Mgmt		
3.	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
4.	Receive Explanation on Company's Reserves and Dividend Policy	G	Mgmt		
5.	Approve Dividends	G	Mgmt	For	For
6.	Approve Discharge of Management Board	G	Mgmt	For	For
7.	Approve Discharge of Supervisory Board	G	Mgmt	For	For
8.a.	Approve Remuneration Policy of Management Board	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Eurocommercial Properties NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.b.	Approve Remuneration Policy of Supervisory Board	G	Mgmt	For	For
9.	Approve Remuneration Report	G	Mgmt	For	For
10.	Approve Remuneration of Management Board	G	Mgmt	For	For
11.	Approve Remuneration of Supervisory Board	G	Mgmt	For	For
12.	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Preemptive Rights	G	Mgmt	For	For
13.	Authorize Repurchase of Shares	G	Mgmt	For	For
14.	Approve Cancellation of Repurchased Shares	G	Mgmt	For	For
15.	Other Business (Non-Voting)	G	Mgmt		
16.	Close Meeting	G	Mgmt		

Eurofins Scientific SE

Meeting Date: 24/04/2025

Country: Luxembourg

Ticker: ERF

Record Date: 10/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Receive and Approve Board's Reports	G	Mgmt	For	For
2	Receive and Approve Director's Special Report Re: Operations Carried Out Under the Authorized Capital Established	G	Mgmt	For	For
3	Receive and Approve Auditor's Reports	G	Mgmt	For	For
4	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
5	Approve Financial Statements	G	Mgmt	For	For
6	Approve Allocation of Income	G	Mgmt	For	For
7	Approve Discharge of Directors	G	Mgmt	For	For
8	Approve Discharge of Auditors	G	Mgmt	For	For

Eurofins Scientific SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Remuneration Policy	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
10	Approve Remuneration Report	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
11	Reelect Erica Monfardini as Non-Executive Director	G	Mgmt	For	For
12	Reelect Ivo Rauh Non-Executive as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
13	Elect Gavin Hill as Non-Executive Director	G	Mgmt	For	For
14	Renewal Appointment of Deloitte Audit or Appointment of a New Approved Statutory Auditor	G	Mgmt	For	For
15	Approve Attendance Fees of Directors	G	Mgmt	For	For
16	Approve Transactions of the Share Capital Carried out by the Board of Directors in Accordance with the Buy-Back Program	G	Mgmt	For	For
17	Approve Share Repurchase Program	G	Mgmt	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	G	Mgmt	For	Abstain
	<i>Blended Rationale: [SF-M0105-003] The information provided is insufficient to make an informed voting decision.</i>				
19	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
	Extraordinary Meeting Agenda		Mgmt		
1	Approve Reduction in Share Capital through Cancellation of Shares	G	Mgmt	For	For

Eurofins Scientific SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Amend Article 21 Re: Automatic Adjustment Mechanism in Relation to the Voting Rights Associated with the Profit Shares	G	Mgmt	For	For
3	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Euronet Worldwide, Inc.

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** EEFY

Record Date: 17/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael J. Brown	G	Mgmt	For	For
1.2	Elect Director Sergi Herrero	G	Mgmt	For	For
1.3	Elect Director Brad Sprong	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Euronext NV

Meeting Date: 15/05/2025 **Country:** Netherlands **Ticker:** ENX

Record Date: 17/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1.	Open Meeting	G	Mgmt		
2.	Presentation by CEO	G	Mgmt		
3.a.	Receive Explanation on Company's Reserves and Dividend Policy	G	Mgmt		
3.b.	Approve Remuneration Report	G	Mgmt	For	Against

Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured

Euronext NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.c.	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
3.d.	Approve Dividends	G	Mgmt	For	For
3.e.	Approve Discharge of Management Board	G	Mgmt	For	For
3.f.	Approve Discharge of Supervisory Board	G	Mgmt	For	For
4.a.	Reelect Piero Novelli to Supervisory Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
4.b.	Reelect Olivier Sichel to Supervisory Board	G	Mgmt	For	For
4.c.	Elect Francesca Scaglia to Supervisory Board	G	Mgmt	For	For
5.a.	Reelect Delphine d'Amarzit to Management Board	G	Mgmt	For	For
5.b.	Elect Rene van Vlerken to Management Board	G	Mgmt	For	For
6.	Amend Remuneration Policy for Management Board	G	Mgmt	For	For
7.	Amend Remuneration Policy for Supervisory Board	G	Mgmt	For	For
8.	Ratify KPMG Accountants N.V. as Auditors	G	Mgmt	For	For
9.	Approve Cancellation of Repurchased Shares	G	Mgmt	For	For
10.a.	Grant Board Authority to Issue Shares	G	Mgmt	For	For
10.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
11.	Authorize Repurchase of Shares	G	Mgmt	For	For
12.	Authorize Board to Grant Rights to French Beneficiaries to Receive Shares	G	Mgmt	For	For
13.	Other Business (Non-Voting)	G	Mgmt		
14.	Close Meeting	G	Mgmt		

Europris ASA

Meeting Date: 24/04/2025

Country: Norway

Ticker: EPR

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Registration of Attending Shareholders and Proxies	G	Mgmt		
3	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
4	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
5	Presentation of Business Activities	G	Mgmt		
6	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
7	Approve Dividends of NOK 3.50 Per Share	G	Mgmt	For	For
8	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
9	Approve Remuneration of Directors in the Amount of NOK 720,000 for Chair and NOK 385,000 for Other Directors; Approve Remuneration of Committee Work; Approve Remuneration of Audit Committee	G	Mgmt	For	For
10	Approve Remuneration of Auditor	G	Mgmt	For	For
11.a	Elect Tom Vidar Rygh (Chair) as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11.b	Elect Hege Bomark as Director	G	Mgmt	For	For
11.c	Elect Martin Klafstad as Director	G	Mgmt	For	For
11.d	Elect Ros-Marie Grusen as Director	G	Mgmt	For	For
12	Approve Remuneration of Nominating Committee	G	Mgmt	For	For
13.1	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For
13.2	Approve Equity Plan Financing	G	Mgmt	For	For
14	Approve Creation of NOK 16.7 Million Pool of Capital without Preemptive Rights	G	Mgmt	For	For

EVA Airways Corp.

Meeting Date: 23/05/2025

Country: Taiwan

Ticker: 2618

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	For

Everbright Securities Company Limited

Meeting Date: 29/04/2025

Country: China

Ticker: 6178

Record Date: 22/04/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Elect Pan Jianyun as Director	G	SH	For	For

Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.

Everbright Securities Company Limited

Meeting Date: 17/06/2025

Country: China

Ticker: 6178

Record Date: 10/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Independent Directors' Annual Work Report	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Everbright Securities Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Annual Report and Its Summary	G	Mgmt	For	For
5	Approve Annual Profit Distribution	G	Mgmt	For	For
6	Approve Performance Appraisal and Remuneration of Directors	G	Mgmt	For	For
7	Approve Performance Appraisal and Remuneration of Supervisors	G	Mgmt	For	For
8	Approve Cap of Proprietary Trading Businesses Scale	G	Mgmt	For	For
9	Approve Expected Ordinary Related Party (Connected) Transactions	G	Mgmt	For	For
10	Approve KPMG Huazhen LLP (Special General Partnership) and KPMG as External Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Evercore Inc.

Meeting Date: 11/06/2025

Country: USA

Ticker: EVR

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Roger C. Altman	G	Mgmt	For	For
1b	Elect Director Pamela G. Carlton	G	Mgmt	For	For
1c	Elect Director Ellen V. Futter	G	Mgmt	For	For
1d	Elect Director Gail B. Harris	G	Mgmt	For	For
1e	Elect Director Robert B. Millard	G	Mgmt	For	For
1f	Elect Director Willard J. Overlock, Jr.	G	Mgmt	For	For
1g	Elect Director Simon M. Robertson	G	Mgmt	For	For
1h	Elect Director John S. Weinberg	G	Mgmt	For	For
1i	Elect Director William J. Wheeler	G	Mgmt	For	For
1j	Elect Director Sarah K. Williamson	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Evercore Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Everest Group, Ltd.

Meeting Date: 14/05/2025 Country: Bermuda Ticker: EG
 Record Date: 17/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director John J. Amore	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.2	Elect Director William F. Galtney Jr.	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.3	Elect Director John A. Graf	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.4	Elect Director Meryl Hartzband	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.5	Elect Director John Howard	G	Mgmt	For	For
1.6	Elect Director Gerri Losquadro	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.7	Elect Director Hazel McNeilage	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.8	Elect Director Roger M. Singer	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.9	Elect Director Jim Williamson	G	Mgmt	For	For
2	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Qualified Employee Stock Purchase Plan	G	Mgmt	For	For
5	Amend Bye-Laws	G	Mgmt	For	For

Evergreen Marine Corp. (Taiwan) Ltd.

Meeting Date: 29/05/2025

Country: Taiwan

Ticker: 2603

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	For

Everi Holdings Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: EVRI

Record Date: 04/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Geoffrey P. Judge	G	Mgmt	For	For
1.2	Elect Director Michael D. Rumbolz	G	Mgmt	For	For
1.3	Elect Director Debra L. Nutton	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Eversource Energy

Meeting Date: 01/05/2025

Country: USA

Ticker: ES

Record Date: 04/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Cotton M. Cleveland	G	Mgmt	For	For
1.2	Elect Director Linda Dorcena Forry	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Eversource Energy

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Gregory M. Jones	G	Mgmt	For	For
1.4	Elect Director Loretta D. Keane	G	Mgmt	For	For
1.5	Elect Director John Y. Kim	G	Mgmt	For	For
1.6	Elect Director David H. Long	G	Mgmt	For	For
1.7	Elect Director Joseph R. Nolan, Jr.	G	Mgmt	For	For
1.8	Elect Director Daniel J. Nova	G	Mgmt	For	For
1.9	Elect Director Frederica M. Williams	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Amend Declaration of Trust to Eliminate Supermajority Vote Requirement and Allow Virtual Annual Meetings	G	Mgmt	For	For
5	Require Independent Board Chair	G	SH	Against	Against

Blended Rationale: [SF-S0107-101] Company has a designated lead director who fulfills the requirements appropriate to such role.

EVERTEC, Inc.

Meeting Date: 22/05/2025

Country: Puerto Rico

Ticker: EVTC

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Frank G. D'Angelo	G	Mgmt	For	For
1b	Elect Director Morgan M. Schuessler, Jr.	G	Mgmt	For	For
1c	Elect Director Kelly Barrett	G	Mgmt	For	For
1d	Elect Director Olga Botero	G	Mgmt	For	For
1e	Elect Director Virginia Gambale	G	Mgmt	For	For
1f	Elect Director Jorge A. Junquera	G	Mgmt	For	For
1g	Elect Director Iván Pagán	G	Mgmt	For	For
1h	Elect Director Aldo J. Polak	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

EVERTEC, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director Alan H. Schumacher	G	Mgmt	For	For
1j	Elect Director Brian J. Smith	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Evoke Plc

Meeting Date: 28/05/2025 **Country:** Gibraltar **Ticker:** EVOK

Record Date: 23/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Re-elect Jon Mendelsohn as Director	G	Mgmt	For	For
4	Re-elect Anne de Kerckhove as Director	G	Mgmt	For	For
5	Re-elect Mark Summerfield as Director	G	Mgmt	For	For
6	Re-elect Limor Ganot as Director	G	Mgmt	For	For
7	Re-elect Andrea Joosen as Director	G	Mgmt	For	For
8	Re-elect Ori Shaked as Director	G	Mgmt	For	For
9	Re-elect Per Widerstrom as Director	G	Mgmt	For	For
10	Re-elect Sean Wilkins as Director	G	Mgmt	For	For
11	Elect Susan Standiford as Director	G	Mgmt	For	For
12	Reappoint Ernst & Young LLP and EY Limited, Gibraltar as Auditors	G	Mgmt	For	For
13	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
14	Authorise Issue of Equity	G	Mgmt	For	For
15	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Evoke Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For

Evolent Health, Inc.

Meeting Date: 05/06/2025

Country: USA

Ticker: EVH

Record Date: 10/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Toyin Ajayi	G	Mgmt	For	For
1b	Elect Director Craig Barbarosh	G	Mgmt	For	For
1c	Elect Director Seth Blackley	G	Mgmt	For	For
1d	Elect Director Russell Glass	G	Mgmt	For	For
1e	Elect Director Peter Grua	G	Mgmt	For	For
1f	Elect Director Shawn Guertin	G	Mgmt	For	For
1g	Elect Director Richard Jelinek	G	Mgmt	For	For
1h	Elect Director Kim Keck	G	Mgmt	For	For
1i	Elect Director Cheryl Scott	G	Mgmt	For	For
1j	Elect Director Brendan Springstubb	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Evolution AB

Meeting Date: 09/05/2025

Country: Sweden

Ticker: EVO

Record Date: 30/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		

Evolution AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5.1	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
7.b	Approve Allocation of Income and Dividends of EUR 2.80 Per Share	G	Mgmt	For	For
7.c1	Approve Discharge of Jens Von Bahr	G	Mgmt	For	For
7.c2	Approve Discharge of Joel Citron	G	Mgmt	For	For
7.c3	Approve Discharge of Mimi Drake	G	Mgmt	For	For
7.c4	Approve Discharge of Ian Livingstone	G	Mgmt	For	For
7.c5	Approve Discharge of Sandra Urie	G	Mgmt	For	For
7.c6	Approve Discharge of Fredrik Osterberg	G	Mgmt	For	For
7.c7	Approve Discharge of CEO Martin Carlesund	G	Mgmt	For	For
8	Determine Number of Members (6) and Deputy Members (0) of Board	G	Mgmt	For	For
9	Approve Remuneration of Directors in the Amount of EUR 400,000 for Chair and EUR 150,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
10.1	Reelect Jens von Bahr as Director	G	Mgmt	For	For
10.2	Reelect Joel Citron as Director	G	Mgmt	For	For
10.3	Reelect Mimi Drake as Director	G	Mgmt	For	For
10.4	Reelect Ian Livingstone as Director	G	Mgmt	For	For
10.5	Reelect Sandra Urie as Director	G	Mgmt	For	For
10.6	Reelect Fredrik Osterberg as Director	G	Mgmt	For	For
	Shareholder Proposal Submitted by Gabor Szabo		Mgmt		

Evolution AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10.7	Elect Gabor Szabo as Director	G	SH	None	Against
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				
	Management Proposals		Mgmt		
11	Approve Remuneration of Auditor	G	Mgmt	For	For
12	Ratify PricewaterhouseCoopers as Auditor	G	Mgmt	For	For
13	Approve Nomination Committee Procedures	G	Mgmt	For	For
14	Approve Remuneration Report	G	Mgmt	For	For
15	Authorize Share Repurchase Program	G	Mgmt	For	For
16	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	For
17	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	G	Mgmt	For	For
18.a	Approve EUR 22,631.83 Reduction in Share Capital via Share Cancellation	G	Mgmt	For	For
18.b	Approve EUR 22,631.83 Increase of Share Capital through a Bonus Issue without the Issuance of New Shares	G	Mgmt	For	For
19	Approve Warrant Plan 2025/2028 for Key Employees; Approve Equity Plan Financing	G	Mgmt	For	For
	Shareholder Proposals Submitted by Jaswinder Kaur Nagra		Mgmt		
20.a	Investigate and Initiate the Process of Relocation of Company's Corporate Domicile to the USA	G	SH	None	Against
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				
20.b	Evaluate the Possibility and Consequences of Primary Listing on NASDAQ in the USA	G	SH	None	Against
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				
20.c	Approve Engaging US Institutional Investors Through Strategic Actions	G	SH	None	Against
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				
20.d	Donate SEK 1 Billion to Donald Trump's Administration to Facilitate Lobbying and Create Conditions for Establishing Operations in the USA	G	SH	None	Against
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Evolution AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
20.e	Initiate Share Repurchase Program	G	SH	None	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>					
20.f	Evaluate Borrowing Options to Finance Share Buyback Program	G	SH	None	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>					
21	Close Meeting	G	Mgmt		

Evonik Industries AG

Meeting Date: 28/05/2025 **Country:** Germany **Ticker:** EVK
Record Date: 21/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.17 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2025, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025 and for the Review of Interim Financial Statements Until 2026 AGM	G	Mgmt	For	For
5.2	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Amend Articles Re: Dismissal of Supervisory Board Members	G	Mgmt	For	For

Evotec SE

Meeting Date: 03/06/2025 **Country:** Germany **Ticker:** EVT
Record Date: 12/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2.1	Approve Discharge of Management Board Member Christian Wojczewski for Fiscal Year 2024	G	Mgmt	For	For
2.2	Approve Discharge of Management Board Member Aurelie Dalbiez for Fiscal Year 2024	G	Mgmt	For	For
2.3	Approve Discharge of Management Board Member Cord Dohrmann for Fiscal Year 2024	G	Mgmt	For	For
2.4	Approve Discharge of Management Board Member Matthias Evers for Fiscal Year 2024	G	Mgmt	For	For
2.5	Approve Discharge of Management Board Member Laetitia Rouxel for Fiscal Year 2024	G	Mgmt	For	For
2.6	Approve Discharge of Management Board Member Craig Johnstone for Fiscal Year 2024	G	Mgmt	For	For
2.7	Approve Discharge of Management Board Member Werner Lanthaler for Fiscal Year 2024	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0260-002] Concerns with the level of oversight provided by this management board member</i>					
3	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
4.1	Ratify BDO AG as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements	G	Mgmt	For	For
4.2	Appoint BDO AG as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
5	Approve Remuneration Report	G	Mgmt	For	For
6	Approve Virtual-Only Shareholder Meetings Until 2027 and Amend Articles to Restrict Right to Query Answers and Ask Questions About New Matters at Virtual Meetings	G	Mgmt	For	For

Evotec SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.1-4	Amend Share Performance Plan 2022; Approve Creation of EUR 6 Million of Conditional Capital to Guarantee Conversion Rights	G	Mgmt	For	For
7.5	Approve Remuneration Policy	G	Mgmt	For	For
8	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	G	Mgmt	None	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Exact Sciences Corporation

Meeting Date: 12/06/2025

Country: USA

Ticker: EXAS

Record Date: 15/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Michael Barber	G	Mgmt	For	For
1b	Elect Director Paul Clancy	G	Mgmt	For	For
1c	Elect Director Daniel J. Levangie	G	Mgmt	For	For
1d	Elect Director Kevin Conroy	G	Mgmt	For	For
1e	Elect Director Shacey Petrovic	G	Mgmt	For	For
1f	Elect Director Kimberly Popovits	G	Mgmt	For	For
1g	Elect Director Katherine S. Zanotti	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For
5	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	G	SH	Against	Against

Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.

Exchange Income Corporation

Meeting Date: 13/05/2025

Country: Canada

Ticker: EIF

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
2.1	Elect Director Brad Bennett	G	Mgmt	For	For
2.2	Elect Director Gary Buckley	G	Mgmt	For	For
2.3	Elect Director Polly Craik	G	Mgmt	For	For
2.4	Elect Director Barb Gamey	G	Mgmt	For	For
2.5	Elect Director Bruce Jack	G	Mgmt	For	For
2.6	Elect Director Duncan D. Jessiman	G	Mgmt	For	For
2.7	Elect Director Carmele Peter	G	Mgmt	For	For
2.8	Elect Director Michael (Mike) Pyle	G	Mgmt	For	For
2.9	Elect Director Melissa Sonberg	G	Mgmt	For	For
2.10	Elect Director Donald Streuber	G	Mgmt	For	For
2.11	Elect Director Edward Warkentin	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
A	The Undersigned Certifies The Shares Represented by this Proxy Are Owned And Controlled By: FOR = Canadian, AGT= Non-Canadian, ABN = Non-Canadian Carrier	G	Mgmt	None	Against
B	Vote FOR if Undersigned Certifies that Shares Owned and Controlled by Undersigned, Including Shares Held by Persons in Affiliation with the Undersigned Represent 10% or More of Company's IOS. Vote AGAINST if Shares Owned and Controlled is Less Than 10%.	G	Mgmt	None	Against

EXEDY Corp.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 7278

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 150	G	Mgmt	For	For
2.1	Elect Director Yoshinaga, Tetsuya	G	Mgmt	For	For
2.2	Elect Director Toyohara, Hiroshi	G	Mgmt	For	For
2.3	Elect Director Hirose, Yuzuru	G	Mgmt	For	For
2.4	Elect Director Takano, Toshiki	G	Mgmt	For	For
2.5	Elect Director Hayashi, Takashi	G	Mgmt	For	For
2.6	Elect Director Inoue, Fukuko	G	Mgmt	For	For
2.7	Elect Director Ito, Kimiko	G	Mgmt	For	For

Exelixis, Inc.

Meeting Date: 28/05/2025 **Country:** USA **Ticker:** EXEL
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mary C. Beckerle	G	Mgmt	For	For
1b	Elect Director S. Gail Eckhardt	G	Mgmt	For	For
1c	Elect Director Maria C. Freire	G	Mgmt	For	For
1d	Elect Director Tomas J. Heyman	G	Mgmt	For	For
1e	Elect Director David E. Johnson	G	Mgmt	For	For
1f	Elect Director Michael M. Morrissey	G	Mgmt	For	For
1g	Elect Director Robert (Bob) L. Oliver, Jr.	G	Mgmt	For	For
1h	Elect Director Stelios Papadopoulos	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1i	Elect Director George Poste	G	Mgmt	For	For
1j	Elect Director Julie Anne Smith	G	Mgmt	For	For
1k	Elect Director Jack L. Wyszomierski	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Exelixis, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Exelon Corporation

Meeting Date: 29/04/2025 **Country:** USA **Ticker:** EXC
Record Date: 03/03/2025 **Meeting Type:** Annual

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

EXEO Group, Inc.

Meeting Date: 25/06/2025 **Country:** Japan **Ticker:** 1951
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 32	G	Mgmt	For	For
2.1	Elect Director Funabashi, Tetsuya	G	Mgmt	For	For
2.2	Elect Director Kajimura, Keigo	G	Mgmt	For	For
2.3	Elect Director Watabe, Noriyuki	G	Mgmt	For	For

EXEO Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.4	Elect Director Imaizumi, Fumitoshi	G	Mgmt	For	For
2.5	Elect Director Hayashi, Shigeki	G	Mgmt	For	For
2.6	Elect Director Tanaka, Koji	G	Mgmt	For	For
2.7	Elect Director Maeda, Koichi	G	Mgmt	For	For
2.8	Elect Director Kobayashi, Masaki	G	Mgmt	For	For
2.9	Elect Director Kohara, Yasushi	G	Mgmt	For	For
2.10	Elect Director Iwasaki, Naoko	G	Mgmt	For	For
2.11	Elect Director Mochizuki, Tatsushi	G	Mgmt	For	For
2.12	Elect Director Yoshida, Keiji	G	Mgmt	For	For
2.13	Elect Director Aramaki, Tomoko	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Koyama, Yuichi	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Oshimi, Yukako	G	Mgmt	For	For
4	Approve Restricted Stock Plan	G	Mgmt	For	For
5	Approve Compensation Ceiling for Statutory Auditors	G	Mgmt	For	For

ExlService Holdings, Inc.

Meeting Date: 17/06/2025

Country: USA

Ticker: EXLS

Record Date: 24/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rohit Kapoor	G	Mgmt	For	For
1b	Elect Director Vikram S. Pandit	G	Mgmt	For	For
1c	Elect Director Thomas Bartlett	G	Mgmt	For	For
1d	Elect Director Andreas Fibig	G	Mgmt	For	For
1e	Elect Director Kristy Pipes	G	Mgmt	For	For
1f	Elect Director Nitin Sahney	G	Mgmt	For	For
1g	Elect Director Sarah K. Williamson	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

ExlService Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For

eXp World Holdings, Inc.

Meeting Date: 25/04/2025 Country: USA Ticker: EXPI
Record Date: 28/02/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Glenn Sanford	G	Mgmt	For	For
1b	Elect Director Randall Miles	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1c	Elect Director Dan Cahir	G	Mgmt	For	For
1d	Elect Director Monica Weakley	G	Mgmt	For	For
1e	Elect Director Peggie Pelosi	G	Mgmt	For	For
1f	Elect Director Fred Reichheld	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Expand Energy Corporation

Meeting Date: 05/06/2025 Country: USA Ticker: EXE
Record Date: 07/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Domenic J. "Nick" Dell'Osso, Jr.	G	Mgmt	For	For
1b	Elect Director Timothy S. Duncan	G	Mgmt	For	For
1c	Elect Director Benjamin C. Duster, IV	G	Mgmt	For	For

Expand Energy Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Sarah A. Emerson	G	Mgmt	For	For
1e	Elect Director Matthew M. Gallagher	G	Mgmt	For	For
1f	Elect Director John D. Gass	G	Mgmt	For	For
1g	Elect Director S.P. "Chip" Johnson, IV	G	Mgmt	For	For
1h	Elect Director Catherine A. Kehr	G	Mgmt	For	For
1i	Elect Director Shameek Konar	G	Mgmt	For	For
1j	Elect Director Brian Steck	G	Mgmt	For	For
1k	Elect Director Michael A. Wichterich	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Expedia Group, Inc.

Meeting Date: 03/06/2025

Country: USA

Ticker: EXPE

Record Date: 04/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Beverly Anderson	G	Mgmt	For	For
1b	Elect Director M. Moina Banerjee	G	Mgmt	For	For
1c	Elect Director Chelsea Clinton	G	Mgmt	For	For
1d	Elect Director Barry Diller	G	Mgmt	For	For
1e	Elect Director Henrique Dubugras	G	Mgmt	For	For
1f	Elect Director Ariane Gorin	G	Mgmt	For	For
1g	Elect Director Craig Jacobson	G	Mgmt	For	Withhold
<p><i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified. [SF-M0201-005] Vote against for failure of the nom/gov committee to take action with respect to substantial votes against one or more directors last year.</i></p>					
1h	Elect Director Dara Khosrowshahi	G	Mgmt	For	Withhold
<p><i>Blended Rationale: [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board.</i></p>					
1i	Elect Director Patricia Menendez Cambo	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Expedia Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Alex von Furstenberg	G	Mgmt	For	For
1k	Elect Director Alexandr Wang	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Expeditors International of Washington, Inc.

Meeting Date: 06/05/2025 **Country:** USA **Ticker:** EXPD

Record Date: 11/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Glenn M. Alger	G	Mgmt	For	For
1.2	Elect Director Robert "Bob" P. Carlile	G	Mgmt	For	For
1.3	Elect Director James "Jim" M. DuBois	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.4	Elect Director Mark A. Emmert	G	Mgmt	For	For
1.5	Elect Director Diane H. Gulyas	G	Mgmt	For	For
1.6	Elect Director Brandon S. Pedersen	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.7	Elect Director Liane J. Pelletier	G	Mgmt	For	For
1.8	Elect Director Olivia D. Polius	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.9	Elect Director Daniel R. Wall	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Exponent, Inc.

Meeting Date: 05/06/2025 **Country:** USA **Ticker:** EXPO

Record Date: 09/04/2025 **Meeting Type:** Annual

Exponent, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director George H. Brown	G	Mgmt	For	For
1.2	Elect Director Catherine Ford Corrigan	G	Mgmt	For	For
1.3	Elect Director Paul R. Johnston	G	Mgmt	For	For
1.4	Elect Director Carol Lindstrom	G	Mgmt	For	For
1.5	Elect Director Karen A. Richardson	G	Mgmt	For	For
1.6	Elect Director Debra L. Zumwalt	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Expro Group Holdings N.V.

Meeting Date: 05/06/2025

Country: Netherlands

Ticker: XPRO

Record Date: 08/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Robert W. Drummond	G	Mgmt	For	For
1b	Elect Director Michael Jardon	G	Mgmt	For	For
1c	Elect Director Eitan Arbeter	G	Mgmt	For	For
1d	Elect Director Lisa L. Troe	G	Mgmt	For	For
1e	Elect Director Brian Truelove	G	Mgmt	For	For
1f	Elect Director Frances M. Vallejo	G	Mgmt	For	For
1g	Elect Director Eileen G. Whelley	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
4	Approve Discharge of Board Members	G	Mgmt	For	For
5	Ratify Deloitte Accountants B.V. as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Expro Group Holdings N.V.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
7	Authorize Share Repurchase Program	G	Mgmt	For	For
8	Approve the Issuance of Up to 20 Percent of the Company's Issued Capital	G	Mgmt	For	For

Blended Rationale: .

Extra Space Storage Inc.

Meeting Date: 21/05/2025 **Country:** USA **Ticker:** EXR
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kenneth M. Woolley	G	Mgmt	For	For
1.2	Elect Director Joseph D. Margolis	G	Mgmt	For	For
1.3	Elect Director Mark G. Barberio	G	Mgmt	For	For
1.4	Elect Director Joseph J. Bonner	G	Mgmt	For	For
1.5	Elect Director Gary L. Crittenden	G	Mgmt	For	For
1.6	Elect Director Susan Harnett	G	Mgmt	For	For
1.7	Elect Director Spencer F. Kirk	G	Mgmt	For	For
1.8	Elect Director Diane Olmstead	G	Mgmt	For	For
1.9	Elect Director Joseph V. Saffire	G	Mgmt	For	For
1.10	Elect Director Julia Vander Ploeg	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

EyePoint Pharmaceuticals, Inc.

Meeting Date: 18/06/2025 **Country:** USA **Ticker:** EYPT
Record Date: 23/04/2025 **Meeting Type:** Annual

EyePoint Pharmaceuticals, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Göran Ando	G	Mgmt	For	For
1.2	Elect Director Jay S. Duker	G	Mgmt	For	For
1.3	Elect Director Nancy Lurker	G	Mgmt	For	For
1.4	Elect Director John B. Landis	G	Mgmt	For	For
1.5	Elect Director Wendy DiCicco	G	Mgmt	For	For
1.6	Elect Director Karen Zaderej	G	Mgmt	For	For
1.7	Elect Director Stuart Duty	G	Mgmt	For	For
1.8	Elect Director Fred Hassan	G	Mgmt	For	For
1.9	Elect Director Reginald J. Sanders	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
5	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

F.N.B. Corporation

Meeting Date: 07/05/2025 **Country:** USA **Ticker:** FNB
Record Date: 10/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Pamela A. Bena	G	Mgmt	For	For
1.2	Elect Director William B. Campbell	G	Mgmt	For	For
1.3	Elect Director James D. Chiafullo	G	Mgmt	For	For
1.4	Elect Director Vincent J. Delie, Jr.	G	Mgmt	For	For
1.5	Elect Director Mary Jo Dively	G	Mgmt	For	For
1.6	Elect Director David J. Malone	G	Mgmt	For	For
1.7	Elect Director Frank C. Mencini	G	Mgmt	For	For
1.8	Elect Director David L. Motley	G	Mgmt	For	For
1.9	Elect Director Heidi A. Nicholas	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

F.N.B. Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.10	Elect Director John S. Stanik	G	Mgmt	For	For
1.11	Elect Director William J. Strimbu	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Fabege AB

Meeting Date: 23/04/2025 **Country:** Sweden **Ticker:** FABG
Record Date: 11/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Jan Litborn as Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Jonas Gombrii and Johannes Wingborg as Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8.b	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	G	Mgmt	For	For
8.c1	Approve Discharge of Anette Asklin	G	Mgmt	For	For
8.c2	Approve Discharge of Mattias Johansson	G	Mgmt	For	For
8.c3	Approve Discharge of Martha Josefsson	G	Mgmt	For	For
8.c4	Approve Discharge of Jan Litborn	G	Mgmt	For	For
8.c5	Approve Discharge of Lennart Mauritzson	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.c6	Approve Discharge of Bent Oustad	G	Mgmt	For	For
8.c7	Approve Discharge of Sofia Watt	G	Mgmt	For	For
8.c8	Approve Discharge of Stefan Dahlbo	G	Mgmt	For	For
8.d	Approve Record Dates for Dividend Payment	G	Mgmt	For	For
9	Determine Number of Members (7) and Deputy Members (0) of Board	G	Mgmt	For	For
10.a	Approve Remuneration of Directors in the Amount of SEK 660,000 for Chair and SEK 280,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
10.b	Approve Remuneration of Auditors	G	Mgmt	For	For
11.a	Reelect Anette Asklin as Director	G	Mgmt	For	For
11.b	Reelect Mattias Johansson as Director	G	Mgmt	For	For
11.c	Elect Tomas Eriksson as New Director	G	Mgmt	For	For
11.d	Reelect Jan Litborn as Director	G	Mgmt	For	For
11.e	Reelect Lennart Mauritzson as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
11.f	Reelect Bent Oustad as Director	G	Mgmt	For	For
11.g	Reelect Sofia Watt as Director	G	Mgmt	For	For
11.h	Reelect Jan Litborn as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
12	Ratify KPMG AB as Auditor	G	Mgmt	For	For
13	Authorize Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	G	Mgmt	For	For
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
15	Approve Remuneration Report	G	Mgmt	For	For

Fabege AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
17	Other Business	G	Mgmt		
18	Close Meeting	G	Mgmt		

FACC AG

Meeting Date: 06/05/2025 **Country:** Austria **Ticker:** FACC
Record Date: 26/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>					
5	Approve Remuneration Report	G	Mgmt	For	For
6	Approve Remuneration of Supervisory Board Members	G	Mgmt	For	For
7	Ratify KPMG Austria GmbH as Auditors and BDO Austria GmbH as Auditor for the Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
8	Approve Creation of EUR 3 Million Pool of Conditional Capital for Employee Stock Option Plan	G	Mgmt	For	For

Faes Farma SA

Meeting Date: 24/06/2025 **Country:** Spain **Ticker:** FAE
Record Date: 19/06/2025 **Meeting Type:** Annual

Faes Farma SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For
1.2	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
1.3	Approve Allocation of Income and Dividends	G	Mgmt	For	For
1.4	Approve Discharge of Board	G	Mgmt	For	For
2	Elect Beatriz Faro Morales as Director	G	Mgmt	For	For
3	Advisory Vote on Remuneration Report	G	Mgmt	For	For
4	Approve Long-Term Incentive Plan	G	Mgmt	For	For
5	Approve Remuneration Policy	G	Mgmt	For	For
6	Authorize Share Repurchase Program	G	Mgmt	For	For
7	Renew Appointment of PricewaterhouseCoopers as Auditor	G	Mgmt	For	For
8	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Fagron NV

Meeting Date: 12/05/2025

Country: Belgium

Ticker: FAGR

Record Date: 28/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Receive Directors' and Auditors' Reports (Non-Voting)	G	Mgmt		
2	Adopt Financial Statements	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 0.35 per Share	G	Mgmt	For	For
4	Approve Remuneration Report	G	Mgmt	For	For
5	Approve Remuneration Policy	G	Mgmt	For	For
6	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Fagron NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Discharge of Directors	G	Mgmt	For	For
8	Approve Discharge of Auditors	G	Mgmt	For	For
9	Discussion on Company's Corporate Governance Structure	G	Mgmt		
10	Approve Auditors' Remuneration for 2024 Financial Year	G	Mgmt	For	For
11	Appoint Deloitte as Auditor for Sustainability Reporting for 2024 Financial Year and Approve Their Remuneration	G	Mgmt	For	For
12	Ratify PwC as Auditors and Approve Auditors' Remuneration	G	Mgmt	For	For
13	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting for 2025-2027 Financial Years and Approve Their Remuneration	G	Mgmt	For	For
14	Approve Change-of-Control Clause Re: Multicurrency Term and Revolving Facilities Agreement	G	Mgmt	For	For
15	Elect Ann Desender BV, Permanently Represented by Ann Desender, as Independent Director	G	Mgmt	For	For
16	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	G	Mgmt	For	For
17	Transact Other Business	G	Mgmt		

Fairfax Financial Holdings Limited

Meeting Date: 10/04/2025

Country: Canada

Ticker: FFH

Record Date: 07/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert J. Gunn	G	Mgmt	For	For
1.2	Elect Director David L. Johnston	G	Mgmt	For	For
1.3	Elect Director Karen L. Jurjevich	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Fairfax Financial Holdings Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Christine A. Magee	G	Mgmt	For	For
1.5	Elect Director R. William McFarland	G	Mgmt	For	For
1.6	Elect Director Christine N. McLean	G	Mgmt	For	For
1.7	Elect Director Brian J. Porter	G	Mgmt	For	For
1.8	Elect Director Timothy R. Price	G	Mgmt	For	For
<i>Blended Rationale:</i> .					
1.9	Elect Director Lauren C. Templeton	G	Mgmt	For	For
1.10	Elect Director Benjamin P. Watsa	G	Mgmt	For	For
1.11	Elect Director V. Prem Watsa	G	Mgmt	For	For
1.12	Elect Director William C. Weldon	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
	Shareholder Proposal		Mgmt		
3	Financed Emissions Disclosure	E	SH	Against	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					

Falabella SA

Meeting Date: 22/04/2025

Country: Chile

Ticker: FALABELLA

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Approve Consolidated Balance Sheet	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
3	Approve Consolidated Financial Statements	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Falabella SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Auditors' Report	G	Mgmt	For	For
5	Approve Dividends	G	Mgmt	For	For
6	Approve Allocation of Income that will not be Distributed to Shareholders	G	Mgmt	For	For
7	Approve Dividend Policy	G	Mgmt	For	For
8	Approve Remuneration of Directors	G	Mgmt	For	For
9	Appoint Auditors	G	Mgmt	For	For
10	Designate Risk Assessment Companies	G	Mgmt	For	For
11	Receive Report Regarding Related-Party Transactions	G	Mgmt	For	For
12	Receive Directors Committee's Report	G	Mgmt	For	For
13	Approve Remuneration of Directors' Committee	G	Mgmt	For	For
14	Approve Budget of Directors' Committee	G	Mgmt	For	For
15	Designate Newspaper to Publish Announcements	G	Mgmt	For	For

Fangda Special Steel Technology Co. Ltd.

Meeting Date: 08/04/2025

Country: China

Ticker: 600507

Record Date: 01/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements and Financial Budget Report	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Annual Report and Summary	G	Mgmt	For	For
6	Approve Report of the Independent Directors	G	Mgmt	For	For
7	Approve Internal Control Evaluation Report	G	Mgmt	For	For
8	Approve Remuneration of Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Fangda Special Steel Technology Co. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Remuneration of Supervisors	G	Mgmt	For	For
10	Approve Application of Credit Lines	G	Mgmt	For	For
11	Approve to Appoint Auditor	G	Mgmt	For	For

Fangda Special Steel Technology Co. Ltd.

Meeting Date: 16/05/2025 **Country:** China **Ticker:** 600507
Record Date: 13/05/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve to Abolish Supervisory Board and Amend Articles of Association	G	Mgmt	For	For
	AMEND GOVERNANCE SYSTEMS		Mgmt		
2.1	Amend External Investment Management Measures	G	Mgmt	For	For
2.2	Approve to Amend Rules and Procedures Regarding Meetings of Board of Directors and Abolish Rules for the Management of Proposals at Board Meetings	G	Mgmt	For	For
2.3	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	For
2.4	Amend Working System for Independent Directors	G	Mgmt	For	For
2.5	Amend Provisions on the Administration of External Guarantees	G	Mgmt	For	For
2.6	Amend Related-party Transaction Management System	G	Mgmt	For	For
2.7	Amend Senior Management Remuneration Management System	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
3.1	Elect Liang Jianguo as Director	G	Mgmt	For	For
3.2	Elect Huang Zhihua as Director	G	Mgmt	For	For
3.3	Elect Ao Xinhua as Director	G	Mgmt	For	For
3.4	Elect Xu Zhixin as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Fangda Special Steel Technology Co. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.5	Elect Wu Jiquan as Director	G	Mgmt	For	For
3.6	Elect Sun Yue as Director	G	Mgmt	For	For
3.7	Elect Bai Yu as Director	G	Mgmt	For	For
3.8	Elect Cao Ouping as Director	G	Mgmt	For	For
3.9	Elect Jian Peng as Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect Rao Wei as Director	G	Mgmt	For	For
4.2	Elect Wei Yan as Director	G	Mgmt	For	For
4.3	Elect Mao Yingli as Director	G	Mgmt	For	For
4.4	Elect Liang Junjiao as Director	G	Mgmt	For	For
4.5	Elect Xue Tong as Director	G	Mgmt	For	For

FANUC Corp.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 6954

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 49.88	G	Mgmt	For	For
2.1	Elect Director Yamaguchi, Kenji	G	Mgmt	For	For
2.2	Elect Director Sasuga, Ryuji	G	Mgmt	For	For
2.3	Elect Director Michael J. Cicco	G	Mgmt	For	For
2.4	Elect Director Yamazaki, Naoko	G	Mgmt	For	For
2.5	Elect Director Uozumi, Hiroto	G	Mgmt	For	For
2.6	Elect Director Takeda, Yoko	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Okada, Toshiya	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Yokoi, Hidetoshi	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Tomita, Mieko	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.4	Elect Director and Audit Committee Member Igashima, Shigeo	G	Mgmt	For	For

Far East Horizon Limited

Meeting Date: 14/04/2025 Country: Hong Kong Ticker: 3360
 Record Date: 08/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Kuo Ming-Jian as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence[SF-M0201-025] The nomination committee is not majority independent.</i>					
3b	Elect John Law as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence</i>					
3c	Elect Han Xiaojing as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification[HK-M0201-008] Audit Committee without majority independence[HK-M0201-013] Remuneration Committee without majority independence[SF-M0201-025] The nomination committee is not majority independent.</i>					
3d	Elect Liu Jialin as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent. [HK-M0201-012] Chair of Remuneration Committee not independent</i>					
3e	Elect Yip Wai Ming as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification[HK-M0201-008] Audit Committee without majority independence[HK-M0201-007] Chair of Audit Committee not independent</i>					
3f	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Far East Horizon Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against

Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion

Far East Hospitality Real Estate Investment Trust

Meeting Date: 22/04/2025 **Country:** Singapore **Ticker:** Q5T
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	G	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For
4	Authorize Share Repurchase Program	G	Mgmt	For	For

Far Eastern New Century Corp.

Meeting Date: 29/05/2025 **Country:** Taiwan **Ticker:** 1402
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For

Far EastTone Telecommunications Co., Ltd.

Meeting Date: 16/05/2025 **Country:** Taiwan **Ticker:** 4904
Record Date: 17/03/2025 **Meeting Type:** Annual

Far EasTone Telecommunications Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Cash Distribution from Capital Reserve	G	Mgmt	For	For
4	Approve Amendments to Articles of Association	G	Mgmt	For	For
5	Approve Issuance of Restricted Stocks	G	Mgmt	For	For

Faraday Technology Corp.

Meeting Date: 23/05/2025 **Country:** Taiwan **Ticker:** 3035
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	G	Mgmt	For	For

FARO Technologies, Inc.

Meeting Date: 21/05/2025 **Country:** USA **Ticker:** FARO
Record Date: 21/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Moonhie Chin	G	Mgmt	For	For
1.2	Elect Director Yuval Wasserman	G	Mgmt	For	For

FARO Technologies, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Fastenal Company

Meeting Date: 24/04/2025

Country: USA

Ticker: FAST

Record Date: 24/02/2025

Meeting Type: Annual

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

Fastighets AB Balder

Meeting Date: 08/05/2025

Country: Sweden

Ticker: BALD.B

Record Date: 29/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
6	Approve Agenda of Meeting	G	Mgmt	For	For
7.a	Receive Financial Statements and Statutory Reports	G	Mgmt		
7.b	Receive Auditor Report on Guidelines for Remuneration of Senior Executives	G	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8.b	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
8.c	Approve Discharge of Board and President	G	Mgmt	For	For
9	Determine Number of Members (6) and Deputy Members (0) of Board	G	Mgmt	For	For
10	Approve Remuneration of Directors in the Amount of SEK 350,000 for Chair and SEK 200,000 for Other Directors Approve Remuneration of Auditors	G	Mgmt	For	For
11a	Reelect Sten Duner (Chair) as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
11b	Reelect Erik Selin as Director	G	Mgmt	For	For
11c	Reelect Fredrik Svensson as Director	G	Mgmt	For	For
11d	Reelect Carin Kindbom as Director	G	Mgmt	For	For
11e	Reelect Anders Wennergren as Director	G	Mgmt	For	For
11f	Elect Carina Edblad New as Director	G	Mgmt	For	For
12	Approve Nomination Committee Procedures	G	Mgmt	For	For
13	Approve Remuneration Report	G	Mgmt	For	For

Fastighets AB Balder

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Approve Issuance of Up to 10 Percent of Issued Shares without Preemptive Rights	G	Mgmt	For	For
15	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
16	Close Meeting	G	Mgmt		

Fastly, Inc.

Meeting Date: 11/06/2025 **Country:** USA **Ticker:** FSLY
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Artur Bergman	G	Mgmt	For	For
1.2	Elect Director Paula Loop	G	Mgmt	For	For
1.3	Elect Director Christopher B. Paisley	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

FastPartner AB

Meeting Date: 24/04/2025 **Country:** Sweden **Ticker:** FPAR.A
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For

FastPartner AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8	Receive President's Report	G	Mgmt		
9	Allow Questions	G	Mgmt		
10	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
11	Approve Allocation of Income and Dividends of SEK 1.1 Per Common Share of Series A and SEK 5.00 Per Common Share of Series D	G	Mgmt	For	For
12	Approve Discharge of Board and President	G	Mgmt	For	For
13	Receive Nominating Committee's Report	G	Mgmt		
14	Determine Number of Members (6) and Deputy Members (0) of Board	G	Mgmt	For	For
15	Approve Remuneration of Directors in the Amount of SEK 340,000 for Chair, SEK 170,000 for Other Directors; Approve Remuneration for Auditors	G	Mgmt	For	For
16	Reelect Peter Carlsson (Chair), Sven-Olof Johansson, Charlotte Bergman, Katarina Staaf and Cecilia Vestin as Directors; Elect Carina Akerstrom as New Director; Ratify Ernst & Young AB as Auditors	G	Mgmt	For	For
17	Approve Nomination Committee Procedures	G	Mgmt	For	For
18	Approve Instructions for Nominating Committee	G	Mgmt	For	For
19	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
20	Approve Remuneration Report	G	Mgmt	For	For
21	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	G	Mgmt	For	For
22	Authorize Share Repurchase Program	G	Mgmt	For	For
23	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	For
24	Close Meeting	G	Mgmt		

Fate Therapeutics, Inc.

Meeting Date: 29/05/2025

Country: USA

Ticker: FATE

Record Date: 01/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Shefali Agarwal	G	Mgmt	For	For
1.2	Elect Director Bahram Valamehr	G	Mgmt	For	For
1.3	Elect Director Matthew C. Abernethy	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
5	Increase Authorized Common Stock	G	Mgmt	For	For
6	Amend Omnibus Stock Plan	G	Mgmt	For	For
7	Adjourn Meeting	G	Mgmt	For	For

Federal Realty Investment Trust

Meeting Date: 07/05/2025

Country: USA

Ticker: FRT

Record Date: 18/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director David W. Faeder	G	Mgmt	For	For
1.2	Elect Director Elizabeth I. Holland	G	Mgmt	For	For
1.3	Elect Director Nicole Y. Lamb-Hale	G	Mgmt	For	For
1.4	Elect Director Thomas A. McEachin	G	Mgmt	For	For
1.5	Elect Director Anthony P. Nader, III	G	Mgmt	For	For
1.6	Elect Director Gail P. Steinel	G	Mgmt	For	For
1.7	Elect Director Donald C. Wood	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Federal Realty Investment Trust

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Ratify Grant Thornton, LLP as Auditors	G	Mgmt	For	For

Federal Signal Corporation

Meeting Date: 22/04/2025 **Country:** USA **Ticker:** FSS
Record Date: 24/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Katrina L. Helmkamp	G	Mgmt	For	For
1.2	Elect Director Eugene J. Lowe, III	G	Mgmt	For	For
1.3	Elect Director Dennis J. Martin	G	Mgmt	For	For
1.4	Elect Director Shashank Patel	G	Mgmt	For	For
1.5	Elect Director Brenda L. Reichelderfer	G	Mgmt	For	For
1.6	Elect Director Jennifer L. Sherman	G	Mgmt	For	For
1.7	Elect Director John L. Workman	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Feng Tay Enterprises Co., Ltd.

Meeting Date: 28/05/2025 **Country:** Taiwan **Ticker:** 9910
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Business Report	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For

Meeting Date: 16/04/2025

Country: Netherlands

Ticker: RACE

Record Date: 19/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		
2a	Receive Board Report (Non-Voting)	G	Mgmt		
2b	Receive Explanation on Company's Reserves and Dividend Policy	G	Mgmt		
2c	Approve Remuneration Report	G	Mgmt	For	For
2d	Adopt Financial Statements	G	Mgmt	For	For
2e	Approve Dividends	G	Mgmt	For	For
2f	Approve Discharge of Directors	G	Mgmt	For	For
3a	Reelect John Elkann as Executive Director	G	Mgmt	For	For
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
3b	Reelect Benedetto Vigna as Executive Director	G	Mgmt	For	For
3c	Reelect Piero Ferrari as Non-Executive Director	G	Mgmt	For	For
3d	Reelect Delphine Arnault as Non-Executive Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
3e	Reelect Francesca Bellettini as Non-Executive Director	G	Mgmt	For	For
3f	Reelect Eduardo H. Cue as Non-Executive Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
3g	Reelect Sergio Duca as Non-Executive Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
3h	Reelect John Galantic as Non-Executive Director	G	Mgmt	For	For
3i	Reelect Maria Patrizia Grieco as Non-Executive Director	G	Mgmt	For	For
3j	Reelect Adam Keswick as Non-Executive Director	G	Mgmt	For	For

Ferrari NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3k	Reelect Michelangelo Volpi as Non-Executive Director	G	Mgmt	For	For
3l	Elect Tommaso Ghidini as Non-Executive Director	G	Mgmt	For	For
4.1	Grant Board Authority to Issue Shares	G	Mgmt	For	For
4.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
5	Authorize Repurchase Shares	G	Mgmt	For	For
6	Ratify Deloitte Accountants B.V. as Auditors	G	Mgmt	For	For
7	Approve Awards to Executive Director	G	Mgmt	For	For
8	Close Meeting	G	Mgmt		

Ferrexpo Plc

Meeting Date: 22/05/2025

Country: United Kingdom

Ticker: FXPO

Record Date: 20/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Reappoint MHA Audit Services LLP as Auditors	G	Mgmt	For	For
4	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
5	Re-elect Stuart Brown as Director	G	Mgmt	For	For
6	Re-elect Nikolay Kladiev as Director	G	Mgmt	For	For
7	Re-elect Lucio Genovese as Director	G	Mgmt	For	For
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
8	Re-elect Vitalii Lisovenko as Director	G	Mgmt	For	For
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					

Ferrexpo Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Re-elect Fiona MacAulay as Director	G	Mgmt	For	For
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
10	Authorise Issue of Equity	G	Mgmt	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
12	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Ferrovial SE

Meeting Date: 24/04/2025

Country: Netherlands

Ticker: FER

Record Date: 27/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		
2a	Receive Report of Management Board (Non-Voting)	G	Mgmt		
2b	Receive Explanation on Company's Reserves and Dividend Policy	G	Mgmt		
2c	Approve Remuneration Report	G	Mgmt	For	For
2d	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Climate Strategy Report	E	Mgmt	For	For
4	Approve Discharge of Directors	G	Mgmt	For	For
5a	Reelect Rafael del Pino y Calvo-Sotelo as Executive Director	G	Mgmt	For	For
5b	Reelect Oscar Fanjul Martin as Non-Executive Director	G	Mgmt	For	For
5c	Reelect Maria del Pino y Calvo-Sotelo as Non-Executive Director	G	Mgmt	For	For
5d	Reelect Jose Fernando Sanchez-Junco Mans as Non-Executive Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Ferrovial SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5e	Reelect Bruno Vito Benito Di Leo Allen as Non-Executive Director	G	Mgmt	For	For
5f	Reelect Hildegard Maria Wortmann as Non-Executive Director	G	Mgmt	For	For
5g	Reelect Alicia Reyes Revuelta as Non-Executive Director	G	Mgmt	For	For
6	Amend Remuneration Policy	G	Mgmt	For	For
7a	Ratify PriceWaterhouseCoopers Accountants N.V. as Auditors	G	Mgmt	For	For
7b	Appoint PriceWaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	G	Mgmt	For	For
8a	Grant Board Authority to Issue Shares for General Purposes	G	Mgmt	For	For
8b	Grant Board Authority to Issue Shares for Purposes of Scrip Dividends	G	Mgmt	For	For
9a	Authorize Board to Exclude Preemptive Rights from Share Issuances for General Purposes	G	Mgmt	For	For
9b	Authorize Board to Exclude Preemptive Rights from Share Issuances for Purposes of Scrip Dividends	G	Mgmt	For	For
10	Authorize Repurchase of Shares	G	Mgmt	For	For
11	Approve Cancellation of Shares	G	Mgmt	For	For
12	Close Meeting	G	Mgmt		

Fibra Uno Administracion SA de CV

Meeting Date: 29/04/2025

Country: Mexico

Ticker: FUNO11

Record Date: 21/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Holders of REITs - ISIN MXCFFU000001		Mgmt		
1.i	Accept Reports of Audit, Corporate Practices, Nominating and Remuneration Committees	G	Mgmt	For	For

Fibra Uno Administracion SA de CV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.ii	Accept Technical Committee Report on Compliance in Accordance to Article 172 of General Mercantile Companies Law	G	Mgmt	For	For
1.iii	Accept Report of Trust Managers in Accordance to Article 44-XI of Securities Market Law, Including Technical Committee's Opinion on that Report	G	Mgmt	For	For
1.iv	Accept Technical Committee Report on Operations and Activities Undertaken	G	Mgmt	For	For
2	Approve Financial Statements and Allocation of Income	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i></p>					
3	Ratify Irma Adriana Gomez Cavazosas Member of Technical Committee	G	Mgmt	For	For
4	Ratify Antonio Hugo Franck Cabrera as Member of Technical Committee	G	Mgmt	For	For
5	Ratify Ruben Goldberg Javkin as Member of Technical Committee	G	Mgmt	For	For
6	Ratify Herminio Blanco Mendoza as Member of Technical Committee	G	Mgmt	For	For
7	Ratify Jose Antonio Meade Kuribrena as Member of Technical Committee	G	Mgmt	For	For
8	Approve Remuneration of Technical Committee Members	G	Mgmt	For	For
9	Receive Controlling's Report on Ratification of Members and Alternates of Technical Committee	G	Mgmt	For	For
10	Appoint Legal Representatives	G	Mgmt	For	For
11	Approve Minutes of Meeting	G	Mgmt	For	For

FibroGen, Inc.

Meeting Date: 04/06/2025

Country: USA

Ticker: FGEN

Record Date: 11/04/2025

Meeting Type: Annual

FibroGen, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jeffrey L. Edwards	G	Mgmt	For	For
2	Approve Reverse Stock Split	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Fidelity National Financial, Inc.

Meeting Date: 11/06/2025 **Country:** USA **Ticker:** FNF
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Halim Dhanidina	G	Mgmt	For	For
1.2	Elect Director Daniel D. (Ron) Lane	G	Mgmt	For	For
1.3	Elect Director Cary H. Thompson	G	Mgmt	For	For
2	Change State of Incorporation from Delaware to Nevada	G	Mgmt	For	For
3	Declassify the Board of Directors	G	SH	None	For
<i>Blended Rationale: [SF-S0201-002] Directors should be elected annually to discourage entrenchment and allow shareholders sufficient opportunity to exercise their oversight of the board.</i>					
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
5	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Fidelity National Information Services, Inc.

Meeting Date: 12/06/2025 **Country:** USA **Ticker:** FIS
Record Date: 14/04/2025 **Meeting Type:** Annual

Fidelity National Information Services, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Nicole M. Anasenes	G	Mgmt	For	For
1b	Elect Director Mark D. Benjamin	G	Mgmt	For	For
1c	Elect Director Stephanie L. Ferris	G	Mgmt	For	For
1d	Elect Director Kourtney K. Gibson	G	Mgmt	For	For
1e	Elect Director Jeffrey A. Goldstein	G	Mgmt	For	For
1f	Elect Director Lisa A. Hook	G	Mgmt	For	For
1g	Elect Director Kenneth T. Lamneck	G	Mgmt	For	For
1h	Elect Director Gary L. Lauer	G	Mgmt	For	For
1i	Elect Director James B. Stallings, Jr.	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Fiera Capital Corporation

Meeting Date: 22/05/2025

Country: Canada

Ticker: FSZ

Record Date: 07/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Holders of Class A Subordinate Voting Shares		Mgmt		
1.1	Elect Director Annick Charbonneau	G	Mgmt	For	For
1.2	Elect Director Gary Collins	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board.</i>					
1.3	Elect Director Francois Olivier	G	Mgmt	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Re-approve Security Based Compensation Plans	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Fifth Third Bancorp

Meeting Date: 15/04/2025

Country: USA

Ticker: FITB

Record Date: 21/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Nicholas K. Akins	G	Mgmt	For	For
1b	Elect Director B. Evan Bayh, III	G	Mgmt	For	For
1c	Elect Director Jorge L. Benitez	G	Mgmt	For	For
1d	Elect Director Katherine B. Blackburn	G	Mgmt	For	For
1e	Elect Director Linda W. Clement-Holmes	G	Mgmt	For	For
1f	Elect Director C. Bryan Daniels	G	Mgmt	For	For
1g	Elect Director Laurent Desmangles	G	Mgmt	For	For
1h	Elect Director Mitchell S. Feiger	G	Mgmt	For	For
1i	Elect Director Thomas H. Harvey	G	Mgmt	For	For
1j	Elect Director Gary R. Heminger	G	Mgmt	For	For
1k	Elect Director Eileen A. Mallesch	G	Mgmt	For	For
1l	Elect Director Kathleen A. Rogers	G	Mgmt	For	For
1m	Elect Director Timothy N. Spence	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

FILA - Fabbrica Italiana Lapis ed Affini SpA

Meeting Date: 29/04/2025

Country: Italy

Ticker: FILA

Record Date: 16/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Allocation of Income	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

FILA - Fabbrica Italiana Lapis ed Affini SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.1	Approve Remuneration Policy	G	Mgmt	For	For
2.2	Approve Second Section of the Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
4	Approve Performance Shares Plan 2025-2029	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-006] Vesting conditions and performance hurdles are unsatisfactory. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					

FinecoBank SpA

Meeting Date: 29/04/2025

Country: Italy

Ticker: FBK

Record Date: 16/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3	Adjust Remuneration of Auditors	G	Mgmt	For	For
4	Approve Remuneration Policy	G	Mgmt	For	For
5	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
6	Approve 2025 Incentive System for Employees	G	Mgmt	For	For
7	Approve 2025 Incentive System for Financial Advisors	G	Mgmt	For	For
8	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plan	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
1	Authorize Board to Increase Capital to Service 2024 Incentive System for Employees	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

FinecoBank SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Authorize Board to Increase Capital to Service 2025 Incentive System	G	Mgmt	For	For

Finning International Inc.

Meeting Date: 13/05/2025 **Country:** Canada **Ticker:** FTT
Record Date: 21/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mary Lou Kelley	G	Mgmt	For	For
1.2	Elect Director Andres J. Kuhlmann	G	Mgmt	For	For
1.3	Elect Director Kevin Parkes	G	Mgmt	For	For
1.4	Elect Director Michael C. Putnam	G	Mgmt	For	For
1.5	Elect Director John R. Rhind	G	Mgmt	For	For
1.6	Elect Director Charles F. Ruigrok	G	Mgmt	For	For
1.7	Elect Director Edward R. Seraphim	G	Mgmt	For	For
1.8	Elect Director Manjit K. Sharma	G	Mgmt	For	For
1.9	Elect Director Nancy G. Tower	G	Mgmt	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

First Bancorp

Meeting Date: 29/04/2025 **Country:** USA **Ticker:** FBNC
Record Date: 07/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mary Clara Capel	G	Mgmt	For	For
1.2	Elect Director James C. Crawford, III	G	Mgmt	For	For
1.3	Elect Director Suzanne S. DeFerie	G	Mgmt	For	For

First Bancorp

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Abby J. Donnelly	G	Mgmt	For	For
1.5	Elect Director Michael G. Mayer	G	Mgmt	For	For
1.6	Elect Director John W. McCauley	G	Mgmt	For	For
1.7	Elect Director Carlie C. McLamb, Jr.	G	Mgmt	For	For
1.8	Elect Director Richard H. Moore	G	Mgmt	For	For
1.9	Elect Director Dexter V. Perry	G	Mgmt	For	For
1.10	Elect Director O. Temple Sloan, III	G	Mgmt	For	For
1.11	Elect Director Frederick L. Taylor, II	G	Mgmt	For	For
2	Ratify Crowe, LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

First BanCorp.

Meeting Date: 21/05/2025

Country: Puerto Rico

Ticker: FBP

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Juan Acosta Reboyras	G	Mgmt	For	For
1b	Elect Director Aurelio Alemán	G	Mgmt	For	For
1c	Elect Director Luz A. Crespo	G	Mgmt	For	For
1d	Elect Director Tracey Dedrick	G	Mgmt	For	For
1e	Elect Director Patricia M. Eaves	G	Mgmt	For	For
1f	Elect Director Daniel E. Frye	G	Mgmt	For	For
1g	Elect Director John A. Heffern	G	Mgmt	For	For
1h	Elect Director Roberto R. Herencia	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1i	Elect Director Félix M. Villamil	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

First BanCorp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Ratify Crowe LLP as Auditors	G	Mgmt	For	For

First Busey Corporation

Meeting Date: 29/05/2025 **Country:** USA **Ticker:** BUSE
Record Date: 01/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Stanley J. Bradshaw	G	Mgmt	For	For
1.2	Elect Director Rodney K. Brenneman	G	Mgmt	For	For
1.3	Elect Director Steven W. Caple	G	Mgmt	For	For
1.4	Elect Director Michael D. Cassens	G	Mgmt	For	For
1.5	Elect Director Van A. Dukeman	G	Mgmt	For	For
1.6	Elect Director Jennifer M. Grigsby	G	Mgmt	For	For
1.7	Elect Director Karen M. Jensen	G	Mgmt	For	For
1.8	Elect Director Frederic L. Kenney	G	Mgmt	For	For
1.9	Elect Director Stephen V. King	G	Mgmt	For	For
1.10	Elect Director Michael J. Maddox	G	Mgmt	For	For
1.11	Elect Director Kevin S. Rauckman	G	Mgmt	For	For
1.12	Elect Director Scott A. Wehrli	G	Mgmt	For	For
1.13	Elect Director Tiffany B. White	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify RSM US LLP as Auditors	G	Mgmt	For	For

First Capital Real Estate Investment Trust

Meeting Date: 01/04/2025 **Country:** Canada **Ticker:** FCR.UN
Record Date: 25/02/2025 **Meeting Type:** Annual

First Capital Real Estate Investment Trust

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Trustee Paul C. Douglas	G	Mgmt	For	For
1.2	Elect Trustee Adam E. Paul	G	Mgmt	For	For
1.3	Elect Trustee Vivian Abdelmessih	G	Mgmt	For	For
1.4	Elect Trustee Leonard Abramsky	G	Mgmt	For	For
1.5	Elect Trustee Ian Clarke	G	Mgmt	For	For
1.6	Elect Trustee Dayna Gibbs	G	Mgmt	For	For
1.7	Elect Trustee Ira Gluskin	G	Mgmt	For	For
1.8	Elect Trustee Annalisa King	G	Mgmt	For	For
1.9	Elect Trustee Aladin (Al) W. Mawani	G	Mgmt	For	For
1.10	Elect Trustee Gary Whitelaw	G	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Trustees to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

First Citizens BancShares, Inc.

Meeting Date: 29/04/2025 **Country:** USA **Ticker:** FCNCA
Record Date: 03/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ellen R. Alemany	G	Mgmt	For	For
1.2	Elect Director Victor E. Bell, III	G	Mgmt	For	For
1.3	Elect Director Peter M. Bristow	G	Mgmt	For	For
1.4	Elect Director Hope H. Bryant	G	Mgmt	For	For
1.5	Elect Director Eugene Flood, Jr.	G	Mgmt	For	For
1.6	Elect Director Frank B. Holding, Jr.	G	Mgmt	For	For
1.7	Elect Director Robert R. Hoppe	G	Mgmt	For	For
1.8	Elect Director David G. Leitch	G	Mgmt	For	For
1.9	Elect Director Robert E. Mason, IV	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

First Citizens BancShares, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.10	Elect Director Robert T. Newcomb	G	Mgmt	For	For
1.11	Elect Director R. Mattox Snow, III	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

First Commonwealth Financial Corporation

Meeting Date: 29/04/2025 **Country:** USA **Ticker:** FCF
Record Date: 03/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Todd D. Brice	G	Mgmt	For	For
1.2	Elect Director Julie A. Caponi	G	Mgmt	For	For
1.3	Elect Director Ray T. Charley	G	Mgmt	For	For
1.4	Elect Director Gary R. Claus	G	Mgmt	For	For
1.5	Elect Director Jon L. Gorney	G	Mgmt	For	For
1.6	Elect Director Jane Grebenc	G	Mgmt	For	For
1.7	Elect Director David W. Greenfield	G	Mgmt	For	For
1.8	Elect Director Bart E. Johnson	G	Mgmt	For	For
1.9	Elect Director Luke A. Latimer	G	Mgmt	For	For
1.10	Elect Director Aradhna M. Oliphant	G	Mgmt	For	For
1.11	Elect Director T. Michael Price	G	Mgmt	For	For
1.12	Elect Director Stephen A. Wolfe	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

First Financial Bancorp.

Meeting Date: 27/05/2025 **Country:** USA **Ticker:** FFBC
Record Date: 28/03/2025 **Meeting Type:** Annual

First Financial Bancorp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Anne L. Arvia	G	Mgmt	For	For
1.2	Elect Director Vincent A. Berta	G	Mgmt	For	For
1.3	Elect Director Archie M. Brown	G	Mgmt	For	For
1.4	Elect Director Claude E. Davis	G	Mgmt	For	For
1.5	Elect Director William J. Kramer	G	Mgmt	For	For
1.6	Elect Director Dawn C. Morris	G	Mgmt	For	For
1.7	Elect Director Thomas M. O'Brien	G	Mgmt	For	For
1.8	Elect Director Andre T. Porter	G	Mgmt	For	For
1.9	Elect Director Maribeth S. Rahe	G	Mgmt	For	For
1.10	Elect Director Gary W. Warzala	G	Mgmt	For	For
2	Ratify Crowe LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

First Financial Bankshares, Inc.

Meeting Date: 29/04/2025

Country: USA

Ticker: FFIN

Record Date: 05/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Vianei Lopez Braun	G	Mgmt	For	For
1.2	Elect Director David L. Copeland	G	Mgmt	For	For
1.3	Elect Director Sally Pope Davis	G	Mgmt	For	For
1.4	Elect Director Mike B. Denny	G	Mgmt	For	For
1.5	Elect Director F. Scott Dueser	G	Mgmt	For	For
1.6	Elect Director Murray H. Edwards	G	Mgmt	For	For
1.7	Elect Director Geoff Haney	G	Mgmt	For	For
1.8	Elect Director Eli Jones	G	Mgmt	For	For
1.9	Elect Director I. Tim Lancaster	G	Mgmt	For	For
1.10	Elect Director Kade L. Matthews	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

First Financial Bankshares, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.11	Elect Director Robert C. Nickles, Jr.	G	Mgmt	For	For
1.12	Elect Director Blake Poutra	G	Mgmt	For	For
1.13	Elect Director Johnny E. Trotter	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

First Financial Holding Co. Ltd.

Meeting Date: 20/06/2025

Country: Taiwan

Ticker: 2892

Record Date: 21/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Consolidated Financial Statements	G	Mgmt	For	For
2	Approve Profit Distribution	G	Mgmt	For	For
3	Approve the Issuance of New Shares by Capitalization of Profit	G	Mgmt	For	For
4	Approve Amendments to Articles of Association	G	Mgmt	For	For

First Foundation Inc.

Meeting Date: 29/05/2025

Country: USA

Ticker: FFWM

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Max A. Briggs	G	Mgmt	For	For
1b	Elect Director Sam Edelson	G	Mgmt	For	For
1c	Elect Director Henchy R. Enden	G	Mgmt	For	For
1d	Elect Director Simone Lagomarsino	G	Mgmt	For	For
1e	Elect Director Benjamin Mackovak	G	Mgmt	For	For

First Foundation Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Elizabeth A. Pagliarini	G	Mgmt	For	For
1g	Elect Director C. Allen Parker	G	Mgmt	For	For
1h	Elect Director Mitchell M. Rosenberg	G	Mgmt	For	For
1i	Elect Director Thomas C. Shafer	G	Mgmt	For	For
1j	Elect Director Jacob P. Sonenshine	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Ratify Crowe LLP as Auditors	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
5	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

First Hawaiian, Inc.

Meeting Date: 22/04/2025

Country: USA

Ticker: FHB

Record Date: 27/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Tertia M. Freas	G	Mgmt	For	For
1b	Elect Director Michael K. Fujimoto	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1c	Elect Director Robert S. Harrison	G	Mgmt	For	For
1d	Elect Director Faye W. Kurren	G	Mgmt	For	For
1e	Elect Director James S. Moffatt	G	Mgmt	For	For
1f	Elect Director Mark M. Mugiishi	G	Mgmt	For	For
1g	Elect Director Kelly A. Thompson	G	Mgmt	For	For
1h	Elect Director Vanessa L. Washington	G	Mgmt	For	For
1i	Elect Director C. Scott Wo	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

First Hawaiian, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

First Horizon Corporation

Meeting Date: 29/04/2025

Country: USA

Ticker: FHN

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jeffrey J. Brown	G	Mgmt	For	For
1.2	Elect Director Velia M. Carboni	G	Mgmt	For	For
1.3	Elect Director John C. Compton	G	Mgmt	For	For
1.4	Elect Director Wendy P. Davidson	G	Mgmt	For	For
1.5	Elect Director John W. Dietrich	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.6	Elect Director D. Bryan Jordan	G	Mgmt	For	For
1.7	Elect Director J. Michael Kemp, Sr.	G	Mgmt	For	For
1.8	Elect Director Rick E. Maples	G	Mgmt	For	For
1.9	Elect Director Vicki R. Palmer	G	Mgmt	For	For
1.10	Elect Director Colin V. Reed	G	Mgmt	For	For
1.11	Elect Director Cecelia D. Stewart	G	Mgmt	For	For
1.12	Elect Director R. Eugene Taylor	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

First Industrial Realty Trust, Inc.

Meeting Date: 30/04/2025

Country: USA

Ticker: FR

Record Date: 07/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Peter E. Baccile	G	Mgmt	For	For

First Industrial Realty Trust, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Teresa Bryce Bazemore	G	Mgmt	For	For
1.3	Elect Director Matthew S. Dominski	G	Mgmt	For	For
1.4	Elect Director H. Patrick Hackett, Jr.	G	Mgmt	For	For
1.5	Elect Director Denise A. Olsen	G	Mgmt	For	For
1.6	Elect Director John E. Rau	G	Mgmt	For	For
1.7	Elect Director Marcus L. Smith	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

First Interstate BancSystem, Inc.

Meeting Date: 20/05/2025 **Country:** USA **Ticker:** FIBK
Record Date: 26/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Stephen B. Bowman	G	Mgmt	For	For
1b	Elect Director Stephen M. Lacy	G	Mgmt	For	For
1c	Elect Director Joyce A. Phillips	G	Mgmt	For	For
1d	Elect Director Jeremy P. Scott	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

First Majestic Silver Corp.

Meeting Date: 20/05/2025 **Country:** Canada **Ticker:** AG
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Directors at Seven	G	Mgmt	For	For

First Majestic Silver Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Director Keith N. Neumeyer	G	Mgmt	For	For
2.2	Elect Director Marjorie Co	G	Mgmt	For	For
2.3	Elect Director Thomas F. Fudge, Jr.	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
2.4	Elect Director Raymond L. Polman	G	Mgmt	For	For
2.5	Elect Director Colette Rustad	G	Mgmt	For	For
2.6	Elect Director Daniel Muniz Quintanilla	G	Mgmt	For	For
2.7	Elect Director Ayesha Hira	G	Mgmt	For	For
3	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>					

First Merchants Corporation

Meeting Date: 16/05/2025 **Country:** USA **Ticker:** FRME
Record Date: 20/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director F. Howard Halderman	G	Mgmt	For	For
1.2	Elect Director Kevin D. Johnson	G	Mgmt	For	For
1.3	Elect Director Clark C. Kellogg	G	Mgmt	For	For
1.4	Elect Director Michael C. Rechin	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Forvis Mazars, LLP as Auditors	G	Mgmt	For	For

First Mid Bancshares, Inc.

Meeting Date: 30/04/2025 **Country:** USA **Ticker:** FMBH
Record Date: 04/03/2025 **Meeting Type:** Annual

First Mid Bancshares, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert S. Cook	G	Mgmt	For	For
1.2	Elect Director Gisele A. Marcus	G	Mgmt	For	For
1.3	Elect Director James E. Zimmer	G	Mgmt	For	For
2	Increase Authorized Common Stock	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For

First Pacific Company Limited

Meeting Date: 18/06/2025 Country: Bermuda Ticker: 142
Record Date: 12/06/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Cash Distribution	G	Mgmt	For	For
3	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4.1	Elect Manuel V. Pangilinan as Director	G	Mgmt	For	For
4.2	Elect Edward K.Y. Chen as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification[HK-M0201-008] Audit Committee without majority independence[HK-M0201-013] Remuneration Committee without majority independence[SF-M0201-025] The nomination committee is not majority independent.[HK-M0201-012] Chair of Remuneration Committee not independent</i></p>					
4.3	Elect Margaret Leung Ko May Yee as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-034] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related investment risks and opportunities. [SF-M0100-004] Shareholders would be able to better assess investment risks and opportunities if the company offered greater disclosure/evidence on how the company is mitigating adverse impacts and/or managing related risks. [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification[HK-M0201-008] Audit Committee without majority independence[DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
4.4	Elect Christopher H. Young as Director	G	Mgmt	For	For
5	Authorize Board or Remuneration Committee to Fix Remuneration of Directors	G	Mgmt	For	For
6	Authorize Board to Appoint Additional Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

First Pacific Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
8	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

First Pacific Company Limited

Meeting Date: 18/06/2025 **Country:** Bermuda **Ticker:** 142
Record Date: 12/06/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Proposed Spin-off and Listing and Related Transactions	G	Mgmt	For	For

First Quantum Minerals Ltd.

Meeting Date: 08/05/2025 **Country:** Canada **Ticker:** FM
Record Date: 17/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Directors at Ten	G	Mgmt	For	For
2.1	Elect Director Alison C. Beckett	G	Mgmt	For	For
2.2	Elect Director Peter Buzzi	G	Mgmt	For	For
2.3	Elect Director Geoff Chater	G	Mgmt	For	For
2.4	Elect Director Kathleen A. Hogenson	G	Mgmt	For	For
2.5	Elect Director C. Kevin McArthur	G	Mgmt	For	For
2.6	Elect Director Juanita Montalvo	G	Mgmt	For	For
2.7	Elect Director Brian Nichols	G	Mgmt	For	For
2.8	Elect Director Anthony Tristan Pascall	G	Mgmt	For	For
2.9	Elect Director Simon J. Scott	G	Mgmt	For	For
2.10	Elect Director Hanjun (Kevin) Xia	G	Mgmt	For	For

First Quantum Minerals Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Amend Long Term Incentive Plan	G	Mgmt	For	For
5	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

First Solar, Inc.

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** FSLR
Record Date: 20/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael J. Ahearn	G	Mgmt	For	For
1.2	Elect Director Anita Marangoly George	G	Mgmt	For	For
1.3	Elect Director Lisa A. Kro	G	Mgmt	For	For
1.4	Elect Director William J. Post	G	Mgmt	For	For
1.5	Elect Director Venkata "Murthy" Renduchintala	G	Mgmt	For	For
1.6	Elect Director Paul H. Stebbins	G	Mgmt	For	For
1.7	Elect Director Michael Sweeney	G	Mgmt	For	For
1.8	Elect Director Mark R. Widmar	G	Mgmt	For	For
1.9	Elect Director Norman L. Wright	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Right to Call Special Meeting	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

FirstCash Holdings, Inc.

Meeting Date: 11/06/2025 **Country:** USA **Ticker:** FCFS
Record Date: 17/04/2025 **Meeting Type:** Annual

FirstCash Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Daniel R. Feehan	G	Mgmt	For	For
1b	Elect Director Paula K. Garrett	G	Mgmt	For	For
1c	Elect Director Marthea Davis	G	Mgmt	For	For
2	Ratify RSM US LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

FirstEnergy Corp.

Meeting Date: 21/05/2025 Country: USA Ticker: FE
 Record Date: 25/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Heidi L. Boyd	G	Mgmt	For	For
1.2	Elect Director Jana T. Croom	G	Mgmt	For	For
1.3	Elect Director Steven J. Demetriou	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.4	Elect Director Lisa Winston Hicks	G	Mgmt	For	For
1.5	Elect Director Paul Kaleta	G	Mgmt	For	For
1.6	Elect Director James F. O'Neil, III	G	Mgmt	For	For
1.7	Elect Director John W. Somerhalder, II	G	Mgmt	For	For
1.8	Elect Director Brian X. Tierney	G	Mgmt	For	For
1.9	Elect Director Leslie M. Turner	G	Mgmt	For	For
1.10	Elect Director Melvin D. Williams	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Report on Lobbying Payments and Policy	S	SH	Against	Against

Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.

FirstService Corporation

Meeting Date: 02/04/2025

Country: Canada

Ticker: FSV

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Yousry Bissada	G	Mgmt	For	For
1B	Elect Director Elizabeth Carducci	G	Mgmt	For	For
1C	Elect Director Steve H. Grimshaw	G	Mgmt	For	For
1D	Elect Director Jay S. Hennick	G	Mgmt	For	For
1E	Elect Director D. Scott Patterson	G	Mgmt	For	For
1F	Elect Director Frederick F. Reichheld	G	Mgmt	For	For
1G	Elect Director Joan Eloise Sproul	G	Mgmt	For	For
1H	Elect Director Erin J. Wallace	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Fiserv, Inc.

Meeting Date: 14/05/2025

Country: USA

Ticker: FI

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Frank J. Bisignano *Withdrawn Resolution*	G	Mgmt		
1.2	Elect Director Stephanie E. Cohen	G	Mgmt	For	For
1.3	Elect Director Henrique de Castro	G	Mgmt	For	For
1.4	Elect Director Harry F. DiSimone	G	Mgmt	For	For
1.5	Elect Director Lance M. Fritz	G	Mgmt	For	For
1.6	Elect Director Ajei S. Gopal	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Fiserv, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.7	Elect Director Michael P. Lyons	G	Mgmt	For	For
1.8	Elect Director Wafaa Mamilli	G	Mgmt	For	For
1.9	Elect Director Doyle R. Simons	G	Mgmt	For	For
1.10	Elect Director Kevin M. Warren	G	Mgmt	For	For
1.11	Elect Director Charlotte B. Yarkoni	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Amend Clawback Policy	G	SH	Against	Against

Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.

Five Below, Inc.

Meeting Date: 12/06/2025 **Country:** USA **Ticker:** FIVE
Record Date: 15/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kathleen S. Barclay	G	Mgmt	For	For
1b	Elect Director Karen Bowman	G	Mgmt	For	For
1c	Elect Director Michael F. Devine, III	G	Mgmt	For	For
1d	Elect Director Dinesh S. Lathi	G	Mgmt	For	For
1e	Elect Director Richard L. Markee	G	Mgmt	For	For
1f	Elect Director Winnie Y. Park	G	Mgmt	For	For
1g	Elect Director Thomas M. Ryan	G	Mgmt	For	For
1h	Elect Director Ronald L. Sargent	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1i	Elect Director Mimi E. Vaughn	G	Mgmt	For	For
1j	Elect Director Zuhairah S. Washington	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Five Below, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Five9, Inc.

Meeting Date: 21/05/2025 Country: USA Ticker: FIVN
Record Date: 25/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Susan (Sue) Barsamian	G	Mgmt	For	For
1.2	Elect Director Jonathan Mariner	G	Mgmt	For	For
1.3	Elect Director David S. Welsh	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Flagstar Financial, Inc.

Meeting Date: 04/06/2025 Country: USA Ticker: FLG
Record Date: 07/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Brian R. Callanan	G	Mgmt	For	For
1b	Elect Director Marshall Lux	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1c	Elect Director Allen C. Puwalski	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Flat Glass Group Co., Ltd.

Meeting Date: 16/06/2025 Country: China Ticker: 6865
Record Date: 10/06/2025 Meeting Type: Annual

Flat Glass Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Report of the Board	G	Mgmt	For	For
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Audited Consolidated Financial Statements	G	Mgmt	For	For
4	Approve Annual Report and Annual Results	G	Mgmt	For	For
5	Approve Profit Distribution Plan	G	Mgmt	For	For
6	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP in the PRC as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Approve Remuneration of Directors	G	Mgmt	For	For
8	Approve Remuneration of Supervisors	G	Mgmt	For	For
9	Approve Environmental, Social and Governance Report	G	Mgmt	For	For
10	Approve Provision of Guarantees for Its Potential Credit Facility and Related Transactions	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
11	Approve Implementation of Daily Related Party Transactions for 2024 and the Estimate on Daily Related Party Transactions for 2025	G	Mgmt	For	For
12	Approve Changes of Registered Capital and Amend Articles of Association	G	Mgmt	For	For
13	Approve Termination of 2021 A Share Option Incentive Scheme and Cancellation of Share Options	G	Mgmt	For	For

Flat Glass Group Co., Ltd.

Meeting Date: 16/06/2025

Country: China

Ticker: 6865

Record Date: 10/06/2025

Meeting Type: Annual

Flat Glass Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Report of the Board	G	Mgmt	For	For
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Audited Consolidated Financial Statements	G	Mgmt	For	For
4	Approve Annual Report and Annual Results	G	Mgmt	For	For
5	Approve Profit Distribution Plan	G	Mgmt	For	For
6	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP in the PRC as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Approve Remuneration of Directors	G	Mgmt	For	For
8	Approve Remuneration of Supervisors	G	Mgmt	For	For
9	Approve Environmental, Social and Governance Report	G	Mgmt	For	For
10	Approve Provision of Guarantees for Its Potential Credit Facility and Related Transactions	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
11	Approve Implementation of Daily Related Party Transactions for 2024 and the Estimate on Daily Related Party Transactions for 2025	G	Mgmt	For	For
12	Approve Changes of Registered Capital and Amend Articles of Association	G	Mgmt	For	For
13	Approve Termination of 2021 A Share Option Incentive Scheme and Cancellation of Share Options	G	Mgmt	For	For

Floor & Decor Holdings, Inc.

Meeting Date: 07/05/2025

Country: USA

Ticker: FND

Record Date: 10/03/2025

Meeting Type: Annual

Floor & Decor Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Nada A. Aried	G	Mgmt	For	For
1b	Elect Director Norman H. Axelrod	G	Mgmt	For	For
1c	Elect Director William T. Giles	G	Mgmt	For	For
1d	Elect Director Dwight James	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1e	Elect Director Melissa Kersey	G	Mgmt	For	For
1f	Elect Director Ryan Marshall	G	Mgmt	For	For
1g	Elect Director Richard L. Sullivan	G	Mgmt	For	For
1h	Elect Director Thomas V. Taylor, Jr.	G	Mgmt	For	For
1i	Elect Director Felicia D. Thornton	G	Mgmt	For	For
1j	Elect Director George Vincent West	G	Mgmt	For	For
1k	Elect Director Charles Young	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Certificate of Eliminate Legacy Classified Board Provisions	G	Mgmt	For	For
5	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	G	Mgmt	For	For
6	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	G	Mgmt	For	For
7	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Flowers Foods, Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: FLO

Record Date: 18/03/2025

Meeting Type: Annual

Flowers Foods, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director A. Ryals McMullian	G	Mgmt	For	For
1b	Elect Director Edward J. Casey, Jr.	G	Mgmt	For	For
1c	Elect Director Thomas C. Chubb, III	G	Mgmt	For	For
1d	Elect Director George E. Deese	G	Mgmt	For	For
1e	Elect Director Rhonda O. Gass	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1f	Elect Director Brigitte H. King	G	Mgmt	For	For
1g	Elect Director Margaret G. Lewis	G	Mgmt	For	For
1h	Elect Director W. Jameson McFadden	G	Mgmt	For	For
1i	Elect Director Joanne D. Smith	G	Mgmt	For	For
1j	Elect Director James T. Spear	G	Mgmt	For	For
1k	Elect Director Melvin T. Stith	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Require Independent Board Chair	G	SH	Against	Against
<i>Blended Rationale: [SF-S0107-101] Company has a designated lead director who fulfills the requirements appropriate to such role</i>					

Flowserve Corporation

Meeting Date: 16/05/2025

Country: USA

Ticker: FLS

Record Date: 18/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director R. Scott Rowe	G	Mgmt	For	For
1b	Elect Director Sujeet Chand	G	Mgmt	For	For
1c	Elect Director Ruby R. Chandy	G	Mgmt	For	For
1d	Elect Director Gayla J. Delly	G	Mgmt	For	For
1e	Elect Director John L. Garrison	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Flowserve Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Cheryl H. Johnson	G	Mgmt	For	For
1g	Elect Director Michael C. McMurray	G	Mgmt	For	For
1h	Elect Director Thomas B. Okray	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1i	Elect Director Ross B. Shuster	G	Mgmt	For	For
1j	Elect Director Kenneth I. Siegel	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Amend Right to Call Special Meeting	G	SH	Against	Against
<i>Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.</i>					

FLSmith & Co. A/S

Meeting Date: 02/04/2025 **Country:** Denmark **Ticker:** FLS
Record Date: 26/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	G	Mgmt		
2	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
3.a	Approve Remuneration of Directors for 2024 in the Aggregate Amount of DKK 7 Million	G	Mgmt	For	For
3.b	Approve Remuneration of Directors for 2025	G	Mgmt	For	For
4	Approve Allocation of Income and Dividends of DKK 8 Per Share	G	Mgmt	For	For
5	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
6.a	Reelect Mads Nipper as Director	G	Mgmt	For	For
6.b	Reelect Anne Louise Eberhard as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

FLSmith & Co. A/S

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.c	Reelect Thrasyvoulos Moraitis as Director	G	Mgmt	For	For
6.d	Reelect Anna Kristiina Hyvonen as Director	G	Mgmt	For	For
6.e	Elect Christian Bruch as New Director	G	Mgmt	For	For
6.f	Elect Rune Wichmann as New Director	G	Mgmt	For	For
6.g	Elect Lars Engstrom as New Director	G	Mgmt	For	For
7	Ratify Ernst & Young as Auditor; Ratify Ernst & Young as Auditors for Sustainability Reporting	G	Mgmt	For	For
8.1	Approve Creation of DKK 100 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 100 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 100 Million	G	Mgmt	For	For
8.2	Authorize Share Repurchase Program	G	Mgmt	For	For
9	Other Business	G	Mgmt		

Flughafen Zuerich AG

Meeting Date: 14/04/2025

Country: Switzerland

Ticker: FHZN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports (Non-Voting)	G	Mgmt		
2	Receive Auditor's Report (Non-Voting)	G	Mgmt		
3	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
4	Approve Non-Financial Report	E, S	Mgmt	For	For
5	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	Against

Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-002] Remuneration committee discretion has been used poorly.

Flughafen Zuerich AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Discharge of Board of Directors	G	Mgmt	For	For
7.1	Approve Allocation of Income and Dividends of CHF 4.30 per Share	G	Mgmt	For	For
7.2	Approve Dividends of CHF 1.40 per Share from Capital Contribution Reserves	G	Mgmt	For	For
8.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	G	Mgmt	For	For
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 6.5 Million	G	Mgmt	For	For
9.1.a	Reelect Guglielmo Brentel as Director	G	Mgmt	For	For
9.1.b	Reelect Josef Felder as Director	G	Mgmt	For	For
9.1.c	Reelect Stephan Gemkow as Director	G	Mgmt	For	For
9.1.d	Reelect Corine Mauch as Director	G	Mgmt	For	For
9.1.e	Reelect Claudia Pletscher as Director	G	Mgmt	For	For
9.2	Reelect Josef Felder as Board Chair	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
9.3.a	Reappoint Guglielmo Brentel as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
9.3.b	Reappoint Claudia Pletscher as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
9.3.c	Reappoint Josef Felder as Non-Voting Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
9.3.d	Appoint Beat Schwab as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
9.4	Designate Marianne Sieger as Independent Proxy	G	Mgmt	For	For
9.5	Ratify Ernst & Young AG as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Flughafen Zuerich AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10.1	Additional Voting Instructions - General Additions and Amendments	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
10.2	Additional Voting Instructions - Convocation of an Extraordinary General Meeting	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
10.3	Additional Voting Instructions - Execution of a Special Audit	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					

Fluidra SA

Meeting Date: 07/05/2025 **Country:** Spain **Ticker:** FDR
Record Date: 02/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For
2	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
3	Approve Allocation of Income and Dividends	G	Mgmt	For	For
4	Approve Discharge of Board	G	Mgmt	For	For
5	Renew Appointment of Ernst & Young as Auditor	G	Mgmt	For	For
6.1	Elect Jaime Alberto Ramirez Alzate as Director	G	Mgmt	For	For
6.2	Elect Mercedes Grau Monjo as Director	G	Mgmt	For	For
6.3	Elect Maria del Carmen Ganet Cirera as Director	G	Mgmt	For	For
7.1	Reelect Eloy Planes Corts as Director	G	Mgmt	For	For
7.2	Reelect Bruce W. Brooks as Director	G	Mgmt	For	For
7.3	Reelect Jorge Valentin Constans Fernandez as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					

Fluidra SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.4	Reelect Brian McDonald as Director	G	Mgmt	For	For
8	Advisory Vote on Remuneration Report	G	Mgmt	For	For
9	Approve Long-Term Incentive Plan	G	Mgmt	For	For
10	Approve Remuneration Policy	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
11	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Flutter Entertainment plc

Meeting Date: 05/06/2025 **Country:** Ireland **Ticker:** FLUT
Record Date: 10/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director John A. Bryant	G	Mgmt	For	For
1b	Elect Director Peter Jackson	G	Mgmt	For	For
1c	Elect Director Robert (Dob) Bennett	G	Mgmt	For	For
1d	Elect Director Nancy Cruickshank	G	Mgmt	For	For
1e	Elect Director Nancy Dubuc	G	Mgmt	For	For
1f	Elect Director Alfred F. Hurley, Jr.	G	Mgmt	For	For
1g	Elect Director Holly Keller Koeppel	G	Mgmt	For	For
1h	Elect Director Carolan Lennon	G	Mgmt	For	For
1i	Elect Director Christine M. McCarthy	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Approve Qualified Employee Stock Purchase Plan	G	Mgmt	For	For
6	Amend Sharesave Scheme	G	Mgmt	For	For
7a	Ratify KPMG as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Flutter Entertainment plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7b	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
8	Authorize Board to Issue of Shares	G	Mgmt	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
10	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
11	Authorise the Company to Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	G	Mgmt	For	For

FMC Corporation

Meeting Date: 29/04/2025

Country: USA

Ticker: FMC

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Pierre Brondeau	G	Mgmt	For	For
1b	Elect Director Eduardo E. Cordeiro	G	Mgmt	For	For
1c	Elect Director Carol Anthony (John) Davidson	G	Mgmt	For	For
1d	Elect Director Anthony DiSilvestro	G	Mgmt	For	For
1e	Elect Director Kathy L. Fortmann	G	Mgmt	For	For
1f	Elect Director C. Scott Greer	G	Mgmt	For	For
1g	Elect Director K'Lynne Johnson	G	Mgmt	For	For
1h	Elect Director Dirk A. Kempthorne	G	Mgmt	For	For
1i	Elect Director Steven T. Merkt	G	Mgmt	For	For
1j	Elect Director Margareth Ovrum	G	Mgmt	For	For
1k	Elect Director Robert C. Pallash	G	Mgmt	For	For
1l	Elect Director John M. Raines	G	Mgmt	For	For
1m	Elect Director Patricia Verduin	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

FMC Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Eliminate Supermajority Vote Requirement	G	Mgmt	For	For
5	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	G	Mgmt	For	For
6	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Focus Media Information Technology Co., Ltd.

Meeting Date: 21/05/2025

Country: China

Ticker: 002027

Record Date: 14/05/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Amendments to Articles of Association	G	Mgmt	For	For
2	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
3	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
4	Amend Working System for Independent Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
5	Amend the Company's Dividend Management System	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
6	Approve Formulation of Remuneration Management System for Directors and Senior Management Members	G	Mgmt	For	For
7	Approve Formulation of Resignation Management System for Directors and Senior Management Members	G	Mgmt	For	For
	APPROVE REMUNERATION PLAN OF DIRECTORS		Mgmt		
8.1	Approve Remuneration of Non-Independent Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Focus Media Information Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.2	Approve Remuneration of Independent Directors	G	Mgmt	For	For
9	Approve Related Party Transaction	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
10.1	Elect JIANG NANCHUN as Director	G	Mgmt	For	For
10.2	Elect Kong Weiwei as Director	G	Mgmt	For	For
10.3	Elect Yin Ke as Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
11.1	Elect Zhang Guanghua as Director	G	Mgmt	For	For
11.2	Elect Cai Aiming as Director	G	Mgmt	For	For
11.3	Elect Liao Guanmin as Director	G	Mgmt	For	For

Focus Media Information Technology Co., Ltd.

Meeting Date: 25/06/2025

Country: China

Ticker: 002027

Record Date: 18/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Interim Profit Distribution Plan	G	Mgmt	For	For
7	Approve Appointment of Auditor	G	Mgmt	For	For
8	Approve Use of Idle Own Funds to Purchase Financial Products	G	Mgmt	For	Against

Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks

Focus Media Information Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Provision of Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
10	Amend the Company's Related Party Transaction Rules	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
11	Amend the Company's External Investment Management System	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
12	Amend the Company's Raised Funds Management System	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

Fomento Economico Mexicano SAB de CV

Meeting Date: 11/04/2025

Country: Mexico

Ticker: FEMSAUBD

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Approve Allocation of Income and Cash Dividends	G	Mgmt	For	For
3	Set Maximum Amount of Share Repurchase Reserve; Receive Report on Share Repurchase	G	Mgmt	For	For
4	Authorize Cancellation of Repurchased Shares and Consequently Reduction in Variable Portion of Capital	G	Mgmt	For	For
	Election of Series B Directors		Mgmt		
5.a	Elect Jose Antonio Fernandez Carbajal as Director	G	Mgmt	For	For
5.b	Elect Eva Maria Garza Laguera Gonda as Director	G	Mgmt	For	For
5.c	Elect Mariana Garza Laguera Gonda as Director	G	Mgmt	For	For
5.d	Elect Francisco Jose Calderon Rojas as Director	G	Mgmt	For	For
5.e	Elect Alfonso Garza Garza as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Fomento Economico Mexicano SAB de CV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.f	Elect Bertha Paula Michel Gonzalez as Director	G	Mgmt	For	For
5.g	Elect Alejandro Bailleres Gual as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
5.h	Elect Barbara Garza Laguera Gonda as Director	G	Mgmt	For	For
5.i	Elect Olga Gonzalez Aponte as Director	G	Mgmt	For	For
5.j	Elect Michael Larson as Director	G	Mgmt	For	For
	Election of Series D Directors		Mgmt		
5.k	Elect Ricardo E. Saldivar Escajadillo as Director	G	Mgmt	For	For
5.l	Elect Victor Alberto Tiburcio Celorio as Director	G	Mgmt	For	Against
<i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
5.m	Elect Daniel Alegre as Director	G	Mgmt	For	For
5.n	Elect Gibu Thomas as Director	G	Mgmt	For	For
5.o	Elect Elane Stock as Director	G	Mgmt	For	For
	Election of Series D Alternate Directors		Mgmt		
5.p	Elect Michael Kahn as Alternate Director	G	Mgmt	For	For
5.q	Elect Francisco Zambrano Rodriguez as Alternate Director	G	Mgmt	For	For
5.r	Elect Jaime A. El Koury as Alternate Director	G	Mgmt	For	For
6	Elect Board Chair and Secretaries; Approve Remuneration of Directors; Verify Director's Independence Classification	G	Mgmt	For	For
7	Elect Members and Chairs of Operation and Strategy, Audit, and Corporate Practices and Nominations Committees; Approve Their Remuneration	G	Mgmt	For	For
8	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
9	Approve Minutes of Meeting	G	Mgmt	For	For

Foot Locker, Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: FL

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mary N. Dillon	G	Mgmt	For	For
1b	Elect Director Virginia C. Drosos	G	Mgmt	For	For
1c	Elect Director Darlene Nicosia	G	Mgmt	For	For
1d	Elect Director Ulice Payne, Jr.	G	Mgmt	For	For
1e	Elect Director Sonia Syngal	G	Mgmt	For	For
1f	Elect Director Kimberly K. Underhill	G	Mgmt	For	For
1g	Elect Director John Venhuizen	G	Mgmt	For	For
1h	Elect Director Tristan Walker	G	Mgmt	For	For
1i	Elect Director Dona D. Young	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
5	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	E	SH	Against	For

Blended Rationale: [DC-D0000-009] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.

Ford Motor Company

Meeting Date: 08/05/2025

Country: USA

Ticker: F

Record Date: 12/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kimberly A. Casiano	G	Mgmt	For	For
1b	Elect Director Adriana Cisneros	G	Mgmt	For	For
1c	Elect Director Alexandra Ford English	G	Mgmt	For	For
1d	Elect Director James D. Farley, Jr.	G	Mgmt	For	For
1e	Elect Director Henry Ford, III	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Ford Motor Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director William Clay Ford, Jr.	G	Mgmt	For	For
1g	Elect Director William W. Helman, IV	G	Mgmt	For	For
1h	Elect Director Jon M. Huntsman, Jr.	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1i	Elect Director William E. Kennard	G	Mgmt	For	For
1j	Elect Director John C. May	G	Mgmt	For	For
1k	Elect Director Beth E. Mooney	G	Mgmt	For	For
1l	Elect Director Lynn Vojvodich Radakovich	G	Mgmt	For	For
1m	Elect Director John L. Thornton	G	Mgmt	For	For
1n	Elect Director John B. Veihmeyer	G	Mgmt	For	For
1o	Elect Director John S. Weinberg	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Tax Benefits Preservation Plan	G	Mgmt	For	For
5	Report on Efforts to Reduce GHG Emissions in Alignment with Net Zero Goals	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					
6	Disclose Research on DEI Strategy - Withdrawn Proposal	S	SH		

FormFactor, Inc.

Meeting Date: 16/05/2025 **Country:** USA **Ticker:** FORM
Record Date: 17/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kevin Brewer	G	Mgmt	For	For
1b	Elect Director Rebeca Obregon Jimenez	G	Mgmt	For	For
1c	Elect Director Sheri Rhodes	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

FormFactor, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Michael D. Slessor	G	Mgmt	For	For
1e	Elect Director Thomas St. Dennis	G	Mgmt	For	For
1f	Elect Director Kelley Steven-Waiss	G	Mgmt	For	For
1g	Elect Director Jorge Titingier	G	Mgmt	For	For
1h	Elect Director Brian White	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Formosa Chemicals & Fibre Corp.

Meeting Date: 10/06/2025 **Country:** Taiwan **Ticker:** 1326
Record Date: 11/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For

Formosa Plastics Corp.

Meeting Date: 11/06/2025 **Country:** Taiwan **Ticker:** 1301
Record Date: 11/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For

Formula Systems (1985) Ltd.

Meeting Date: 27/05/2025

Country: Israel

Ticker: FORTY

Record Date: 25/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Reelect Marek Panek as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
2	Reelect Rafal Kozlowski as Director	G	Mgmt	For	For
3	Reelect Karolina Rzonca-Bajorek as Director	G	Mgmt	For	For
4	Reelect Gabriela Zukowicz as Director	G	Mgmt	For	For
5	Elect Itay Meroz as Director and Approve His Director Fee	G	Mgmt	For	For
6	Reelect Tomer Jacob as External Director and Approve His Remuneration	G	Mgmt	For	For
7	Reelect Relly Danon as External Director and Approve Her Remuneration	G	Mgmt	For	For
8	Reappoint Ziv Haft as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Forterra Plc

Meeting Date: 20/05/2025

Country: United Kingdom

Ticker: FORT

Record Date: 16/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Reappoint Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
4	Approve Final Dividend	G	Mgmt	For	For
5	Elect Nigel Lingwood as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
6	Re-elect Neil Ash as Director	G	Mgmt	For	For

Forterra Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Re-elect Ben Guyatt as Director	G	Mgmt	For	For
8	Re-elect Katherine Innes Ker as Director	G	Mgmt	For	For
9	Re-elect Gina Jardine as Director	G	Mgmt	For	For
10	Re-elect Martin Sutherland as Director	G	Mgmt	For	For
11	Re-elect Vince Niblett as Director	G	Mgmt	For	For
12	Elect Aysegul Sabanci as Director	G	Mgmt	For	For
13	Approve Remuneration Committee Report	G	Mgmt	For	For
14	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
15	Authorise Issue of Equity	G	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Fortinet, Inc.

Meeting Date: 13/06/2025

Country: USA

Ticker: FTNT

Record Date: 21/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ken Xie	G	Mgmt	For	For
1.2	Elect Director Michael Xie	G	Mgmt	For	For
1.3	Elect Director Kenneth A. Goldman	G	Mgmt	For	For
1.4	Elect Director Ming Hsieh	G	Mgmt	For	For
1.5	Elect Director Jean Hu	G	Mgmt	For	For
1.6	Elect Director Janet Napolitano	G	Mgmt	For	For
1.7	Elect Director William H. Neukom	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Fortinet, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director Judith Sim	G	Mgmt	For	For
1.9	Elect Director James Stavridis	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Require Independent Board Chair	G	SH	Against	Against
<i>Blended Rationale: [SF-S0107-101] Company has a designated lead director who fulfills the requirements appropriate to such role</i>					

Fortis Inc.

Meeting Date: 08/05/2025 **Country:** Canada **Ticker:** FTS
Record Date: 21/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Tracey C. Ball	G	Mgmt	For	For
1.2	Elect Director Pierre J. Blouin	G	Mgmt	For	For
1.3	Elect Director Lawrence T. Borgard	G	Mgmt	For	For
1.4	Elect Director Maura J. Clark	G	Mgmt	For	For
1.5	Elect Director Margarita K. Dilley	G	Mgmt	For	For
1.6	Elect Director Julie A. Dobson	G	Mgmt	For	For
1.7	Elect Director Lisa L. Durocher	G	Mgmt	For	For
1.8	Elect Director David G. Hutchens	G	Mgmt	For	For
1.9	Elect Director Gregory E. Knight	G	Mgmt	For	For
1.10	Elect Director Gianna M. Manes	G	Mgmt	For	For
1.11	Elect Director Donald R. Marchand	G	Mgmt	For	For
1.12	Elect Director Jo Mark Zurel	G	Mgmt	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Fortive Corporation

Meeting Date: 03/06/2025

Country: USA

Ticker: FTV

Record Date: 07/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Eric Branderiz	G	Mgmt	For	For
1b	Elect Director Daniel L. Comas	G	Mgmt	For	For
1c	Elect Director Sharmistha Dubey	G	Mgmt	For	For
1d	Elect Director Rejji P. Hayes	G	Mgmt	For	For
1e	Elect Director Wright L. Lassiter, III	G	Mgmt	For	For
1f	Elect Director James A. Lico	G	Mgmt	For	For
1g	Elect Director Kate D. Mitchell	G	Mgmt	For	For
1h	Elect Director Gregory J. Moore	G	Mgmt	For	For
1i	Elect Director Jeannine P. Sargent	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Fortum Oyj

Meeting Date: 01/04/2025

Country: Finland

Ticker: FORTUM

Record Date: 20/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Call the Meeting to Order	G	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Prepare and Approve List of Shareholders	G	Mgmt		
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 1.40 Per Share	G	Mgmt	For	For
9	Approve Discharge of Board and President and CEO	G	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of EUR 155,000 for Chair, EUR 85,000 for Deputy Chair and EUR 68,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	G	Mgmt	For	For
13	Fix Number of Directors at Nine	G	Mgmt	For	For
14	Reelect Ralf Christian, Luisa Delgado, Jonas Gustavsson (Deputy Chair), Marita Niemela, Teppo Paavola, Mikael Silvennoinen (Chair), Johan Soderstrom and Vesa-Pekka Takala as Directors; Elect Stefanie Kesting as New Director;	G	Mgmt	For	For
15	Approve Remuneration of Auditors; Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
16	Ratify Deloitte as Auditors for the Term of Office 2025; Appoint Deloitte as Auditor for Sustainability Reporting for the Term of Office 2025	G	Mgmt	For	For
17	Ratify KPMG as Auditors for the Term of Office 2026; Appoint KPMG as Auditor for Sustainability Reporting for the Term of Office 2026	G	Mgmt	For	For
18	Authorize Charitable Donations	S	Mgmt	For	For
19	Close Meeting	G	Mgmt		

Fortune Brands Innovations, Inc.

Meeting Date: 14/05/2025

Country: USA

Ticker: FBIN

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Amit Banati	G	Mgmt	For	For
1b	Elect Director Irial Finan	G	Mgmt	For	For
1c	Elect Director Susan S. Kilsby	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Eliminate Supermajority Vote Requirement	G	SH	None	For

Blended Rationale: [SF-S0311-001] Supermajority vote requirement serves as an entrenchment device for management.

Fortune Electric Co., Ltd.

Meeting Date: 13/06/2025

Country: Taiwan

Ticker: 1519

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated Financial Statements, Individual Financial Statements and Business Report	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve the Issuance of New Shares by Capitalization of Profit	G	Mgmt	For	For
5	Amend Rules and Procedures Regarding Shareholder's General Meeting	G	Mgmt	For	For

Fortune Real Estate Investment Trust

Meeting Date: 23/05/2025

Country: Hong Kong

Ticker: 778

Record Date: 16/05/2025

Meeting Type: Annual

Fortune Real Estate Investment Trust

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Authorize Repurchase of Issued Unit Capital	G	Mgmt	For	For

Forvia SE

Meeting Date: 28/05/2025

Country: France

Ticker: FRVIA

Record Date: 26/05/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Absence of Dividends	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor	G	Mgmt	For	For
6	Renew Appointment of Forvis Mazars as Auditor	G	Mgmt	For	For
7	Appoint PricewaterhouseCoopers Audit as Auditor for Sustainability Reporting	G	Mgmt	For	For
8	Renew Appointment of Forvis Mazars as Auditor for Sustainability Reporting	G	Mgmt	For	For
9	Elect Martin Fischer as Director	G	Mgmt	For	For
10	Reelect Penelope Herscher as Director	G	Mgmt	For	For
11	Reelect Valérie Landon as Director	G	Mgmt	For	For
12	Reelect Peugeot 1810 as Director	G	Mgmt	For	For
13	Elect Lutz Meschke as Director	G	Mgmt	For	For
14	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15	Approve Compensation of Michel de Rosen, Chairman of the Board	G	Mgmt	For	For
16	Approve Compensation of Patrick Koller, CEO until February 28, 2025	G	Mgmt	For	For
17	Approve Remuneration Policy of Directors	G	Mgmt	For	For
18	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
19	Approve Remuneration Policy of CEO	G	Mgmt	For	For
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Share Capital	G	Mgmt	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
23	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors or Restricted Number of Investors, up to 10 Percent of Issued Capital	G	Mgmt	For	For
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 21 to 23	G	Mgmt	For	For
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
26	Authorize Capitalization of Reserves of Up to EUR 175 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
27	Authorize up to 4 Million Shares for Use in Restricted Stock Plans	G	Mgmt	For	For
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For

Forvia SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	G	Mgmt	For	For
30	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
31	Amend Articles 14, 24, and 25 of Bylaws to Incorporate Legal Changes Re: Virtual Participation	G	Mgmt	For	For
32	Amend Article 14 of Bylaws to Incorporate Legal Changes Re: Written Consultation	G	Mgmt	For	For
33	Amend Article 13 of Bylaws Re: Censors	G	Mgmt	For	For
	Ordinary Business		Mgmt		
34	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Forward Air Corporation

Meeting Date: 11/06/2025 **Country:** USA **Ticker:** FWRD
Record Date: 30/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Charles L. Anderson	G	Mgmt	For	For
1.2	Elect Director Dale W. Boyles	G	Mgmt	For	For
1.3	Elect Director Robert L. Edwards, Jr.	G	Mgmt	For	For
1.4	Elect Director Christine M. Gorjanc	G	Mgmt	For	For
1.5	Elect Director Michael B. Hodge	G	Mgmt	For	For
1.6	Elect Director Jerome Lorrain	G	Mgmt	For	For
1.7	Elect Director George S. Mayes, Jr.	G	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-001] Board has failed to demonstrate ability to effectively oversee shareholders' best interests.</i>					
1.8	Elect Director Javier Polit	G	Mgmt	For	For
1.9	Elect Director Shawn Stewart	G	Mgmt	For	For
1.10	Elect Director Paul Svindland	G	Mgmt	For	For
1.11	Elect Director Laurie A. Tucker	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Forward Air Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Omnibus Stock Plan	G	Mgmt	For	For
3	Approve Non-Employee Director Omnibus Stock Plan	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
5	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
6	Change State of Incorporation from Tennessee to Delaware	G	Mgmt	For	For

Foshan Haitian Flavouring & Food Co., Ltd.

Meeting Date: 09/05/2025

Country: China

Ticker: 603288

Record Date: 25/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Remuneration of Directors and Supervisors	G	Mgmt	For	For
6	Approve to Appoint Auditor	G	Mgmt	For	For
7	Approve Related Party Transaction Plan	G	Mgmt	For	For
8	Approve Related Party Transaction with Guangdong Haitian Commercial Factoring Co., Ltd.	G	Mgmt	For	For
9	Approve to Authorize the Board of Directors to Decide on the Interim Dividend Plan	G	Mgmt	For	For

Four Corners Property Trust, Inc.

Meeting Date: 05/06/2025

Country: USA

Ticker: FCPT

Record Date: 04/04/2025

Meeting Type: Annual

Four Corners Property Trust, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director William H. Lenehan	G	Mgmt	For	For
1b	Elect Director Douglas B. Hansen	G	Mgmt	For	For
1c	Elect Director Charles L. Jemley	G	Mgmt	For	For
1d	Elect Director Barbara Jesuele	G	Mgmt	For	For
1e	Elect Director Marran H. Ogilvie	G	Mgmt	For	For
1f	Elect Director Toni Steele	G	Mgmt	For	For
1g	Elect Director Liz Tennican	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Fox Factory Holding Corp.

Meeting Date: 09/05/2025 **Country:** USA **Ticker:** FOXF
Record Date: 11/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Thomas E. Duncan	G	Mgmt	For	For
1.2	Elect Director Jean H. Hlay	G	Mgmt	For	For
2	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Foxconn Industrial Internet Co., Ltd.

Meeting Date: 30/04/2025 **Country:** China **Ticker:** 601138
Record Date: 23/04/2025 **Meeting Type:** Special

Foxconn Industrial Internet Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	APPROVE REPURCHASE OF THE COMPANY'S SHARES BY AUCTION TRADING		Mgmt		
1.1	Approve Purpose of Shares Repurchase	G	Mgmt	For	For
1.2	Approve Type of Shares Repurchase	G	Mgmt	For	For
1.3	Approve Manner of Share Repurchase	G	Mgmt	For	For
1.4	Approve Implementation Period for Share Repurchase	G	Mgmt	For	For
1.5	Approve Usage, Number, Proportion and Total Capital of Share Repurchase	G	Mgmt	For	For
1.6	Approve Price and Pricing Basis of Shares Repurchase	G	Mgmt	For	For
1.7	Approve Capital Source of Share Repurchase	G	Mgmt	For	For
1.8	Approve Arrangement for Cancellation or Transfer of Shares after Repurchase	G	Mgmt	For	For
1.9	Approve Relevant Arrangements to Prevent Infringing Upon Interests of Creditors	G	Mgmt	For	For
1.10	Approve Authorization of Board to Handle All Related Matters	G	Mgmt	For	For

Foxconn Industrial Internet Co., Ltd.

Meeting Date: 19/06/2025

Country: China

Ticker: 601138

Record Date: 13/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Foxconn Industrial Internet Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Change of Raised Funds Investment Project	G	Mgmt	For	For
7	Approve Related Party Transaction	G	Mgmt	For	For
8	Approve to Appoint Auditor	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0155-001] Vote AGAINST auditor appointment due to concerns about the professional qualification of the auditor.</i>					
9	Approve General Mandate for Issuance of Overseas Debt Financing Instrument	G	Mgmt	For	For

Foxconn Technology Co., Ltd.

Meeting Date: 29/05/2025 **Country:** Taiwan **Ticker:** 2354
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	For

FP Corp.

Meeting Date: 26/06/2025 **Country:** Japan **Ticker:** 7947
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sato, Morimasa	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.2	Elect Director Yasuda, Kazuyuki	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.3	Elect Director Takahashi, Masanobu	G	Mgmt	For	For

FP Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Nagai, Nobuyuki	G	Mgmt	For	For
1.5	Elect Director Ikegami, Isao	G	Mgmt	For	For
1.6	Elect Director Ogawa, Hiroshi	G	Mgmt	For	For
1.7	Elect Director Oka, Koji	G	Mgmt	For	For
1.8	Elect Director Kobayashi, Kenji	G	Mgmt	For	For
1.9	Elect Director Nagao, Hidetoshi	G	Mgmt	For	For
1.10	Elect Director Asari, Misuzu	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Iwasawa, Toshinori	G	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Nishimura, Kimiko	G	Mgmt	For	For

Franco-Nevada Corporation

Meeting Date: 08/05/2025

Country: Canada

Ticker: FNV

Record Date: 17/03/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director David Harquail	G	Mgmt	For	For
1.2	Elect Director Paul Brink	G	Mgmt	For	For
1.3	Elect Director Tom Albanese	G	Mgmt	For	For
1.4	Elect Director Hugo Dryland	G	Mgmt	For	For
1.5	Elect Director Derek W. Evans	G	Mgmt	For	For
1.6	Elect Director Catharine Farrow	G	Mgmt	For	For
1.7	Elect Director Maureen Jensen	G	Mgmt	For	For
1.8	Elect Director Jennifer Maki	G	Mgmt	For	For
1.9	Elect Director Daniel Malchuk	G	Mgmt	For	For
1.10	Elect Director Jacques Perron	G	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Franklin Electric Co., Inc.

Meeting Date: 02/05/2025

Country: USA

Ticker: FELE

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Renee J. Peterson	G	Mgmt	For	For
1b	Elect Director Jennifer L. Sherman	G	Mgmt	For	For
1c	Elect Director Chris Villavarayan	G	Mgmt	For	For
2	Ratify Deloitte & Touche, LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Frasers Centrepoint Trust

Meeting Date: 23/05/2025

Country: Singapore

Ticker: J69U

Record Date:

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Acquisition	G	Mgmt	For	For

freenet AG

Meeting Date: 13/05/2025

Country: Germany

Ticker: FNTN

Record Date: 06/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.97 per Share	G	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Christoph Vilanek for Fiscal Year 2024	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.2	Approve Discharge of Management Board Member Ingo Arnold for Fiscal Year 2024	G	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Nicole Engenhardt-Gille for Fiscal Year 2024	G	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Stephan Esch for Fiscal Year 2024	G	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Antonius Fromme for Fiscal Year 2024	G	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Rickmann von Platen for Fiscal Year 2024	G	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Marc Tuengler for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>					
4.2	Approve Discharge of Supervisory Board Member Knut Mackeprang for Fiscal Year 2024	G	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Claudia Anderleit for Fiscal Year 2024	G	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Theo-Benneke Bretsch for Fiscal Year 2024	G	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Sabine Christiansen for Fiscal Year 2024	G	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Thomas Karlovits for Fiscal Year 2024	G	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Kerstin Lopatta for Fiscal Year 2024	G	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Tobias Marx for Fiscal Year 2024	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.9	Approve Discharge of Supervisory Board Member Frank Suwald for Fiscal Year 2024	G	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Robert Weidinger for Fiscal Year 2024	G	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Petra Winter for Fiscal Year 2024	G	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Miriam Wohlfarth for Fiscal Year 2024	G	Mgmt	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2025	G	Mgmt	For	For
5.2	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
8	Approve Creation of EUR 23.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 594.5 Million; Approve Creation of EUR 11.9 Million Pool of Capital to Guarantee Conversion Rights	G	Mgmt	For	For

Freeport-McMoRan Inc.

Meeting Date: 11/06/2025 **Country:** USA **Ticker:** FCX
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director David P. Abney	G	Mgmt	For	For
1.2	Elect Director Richard C. Adkerson	G	Mgmt	For	For

Freeport-McMoRan Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Marcela E. Donadio	G	Mgmt	For	For
1.4	Elect Director Robert W. Dudley	G	Mgmt	For	For
1.5	Elect Director Hugh Grant	G	Mgmt	For	For
1.6	Elect Director Lydia H. Kennard	G	Mgmt	For	For
1.7	Elect Director Ryan M. Lance	G	Mgmt	For	For
1.8	Elect Director Sara Grootwassink Lewis	G	Mgmt	For	For
1.9	Elect Director Dustan E. McCoy	G	Mgmt	For	For
1.10	Elect Director Kathleen L. Quirk	G	Mgmt	For	For
1.11	Elect Director John J. Stephens	G	Mgmt	For	For
1.12	Elect Director Frances Fragos Townsend	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Fresenius Medical Care AG

Meeting Date: 22/05/2025

Country: Germany

Ticker: FME

Record Date: 30/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.44 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For

Blended Rationale: .

Fresenius Medical Care AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.1	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	G	Mgmt	For	For
5.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Approve Creation of EUR 60 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion; Approve Creation of EUR 29.3 Million Pool of Capital to Guarantee Conversion Rights	G	Mgmt	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
10	Amend Articles Re: Minutes of Supervisory Board Meetings	G	Mgmt	For	For

Fresenius SE & Co. KGaA

Meeting Date: 23/05/2025

Country: Germany

Ticker: FRE

Record Date: 30/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2024	G	Mgmt	For	For
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	G	Mgmt	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For

Fresenius SE & Co. KGaA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
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	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Approve Remuneration of Supervisory Board	G	Mgmt	For	For
8.1	Elect Michael Diekmann to the Supervisory Board	G	Mgmt	For	For
8.2	Elect Ralf Kiesslich to the Supervisory Board	G	Mgmt	For	For
8.3	Elect Wolfgang Kirsch to the Supervisory Board	G	Mgmt	For	For
8.4	Elect Iris Loew-Friedrich to the Supervisory Board	G	Mgmt	For	For
8.5	Elect Susanne Zeidler to the Supervisory Board	G	Mgmt	For	For
8.6	Elect Christoph Zindel to the Supervisory Board	G	Mgmt	For	For
9.1	Elect Michael Diekmann as Member of the Joint Committee	G	Mgmt	For	For
9.2	Elect Susanne Zeidler as Member of the Joint Committee	G	Mgmt	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
11	Amend Articles Re: Supervisory Board Meetings	G	Mgmt	For	For

Freshpet, Inc.

Meeting Date: 24/06/2025

Country: USA

Ticker: FRPT

Record Date: 25/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Olu Beck	G	Mgmt	For	For
1b	Elect Director David B. Biegger	G	Mgmt	For	For
1c	Elect Director Daryl G. Brewster	G	Mgmt	For	For
1d	Elect Director William B. Cyr	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Freshpet, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1e	Elect Director Walter N. George, III	G	Mgmt	For	For
1f	Elect Director Jacki S. Kelley	G	Mgmt	For	For
1g	Elect Director Lauri Kien Kotcher	G	Mgmt	For	For
1h	Elect Director Timothy R. McLevish	G	Mgmt	For	For
1i	Elect Director Leta D. Priest	G	Mgmt	For	For
1j	Elect Director Joseph E. Scalzo	G	Mgmt	For	For
1k	Elect Director Craig D. Steeneck	G	Mgmt	For	For
1l	Elect Director David J. West	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Freshworks Inc.

Meeting Date: 05/06/2025

Country: USA

Ticker: FRSH

Record Date: 09/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Johanna Flower	G	Mgmt	For	For
1.2	Elect Director Randy Gottfried	G	Mgmt	For	For
1.3	Elect Director Barry Padgett	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Frontdoor, Inc.

Meeting Date: 14/05/2025

Country: USA

Ticker: FTDR

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director William C. Cobb	G	Mgmt	For	For

Frontdoor, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director D. Steve Boland	G	Mgmt	For	For
1c	Elect Director Anna C. Catalano	G	Mgmt	For	For
1d	Elect Director Peter L. Cella	G	Mgmt	For	For
1e	Elect Director Christopher L. Clipper	G	Mgmt	For	For
1f	Elect Director Balakrishnan A. Ganesh	G	Mgmt	For	For
1g	Elect Director Brian P. McAndrews	G	Mgmt	For	For
1h	Elect Director Liane J. Pelletier	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Frontier Communications Parent, Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: FYBR

Record Date: 25/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kevin L. Beebe	G	Mgmt	For	For
1b	Elect Director Lisa V. Chang	G	Mgmt	For	For
1c	Elect Director Pamela L. Coe	G	Mgmt	For	For
1d	Elect Director Nick Jeffery	G	Mgmt	For	For
1e	Elect Director Stephen C. Pusey	G	Mgmt	For	For
1f	Elect Director Margaret M. Smyth	G	Mgmt	For	For
1g	Elect Director John G. Stratton	G	Mgmt	For	For
1h	Elect Director Maryann Turcke	G	Mgmt	For	For
1i	Elect Director Prat Vemana	G	Mgmt	For	For
1j	Elect Director Woody Young	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

FTAI Aviation Ltd.

Meeting Date: 29/05/2025

Country: Cayman Islands

Ticker: FTAI

Record Date: 01/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Paul R. Goodwin	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.2	Elect Director Ray M. Robinson	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
	<i>Blended Rationale: [SF-M0552-002] We believe that it is in the best interests of shareholders for issuers to hold votes on executive compensation every year.</i>				
4	Approve Omnibus Stock Plan	G	Mgmt	For	For
5	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

FTI Consulting, Inc.

Meeting Date: 04/06/2025

Country: USA

Ticker: FCN

Record Date: 06/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mark S. Bartlett	G	Mgmt	For	For
1b	Elect Director Elsy Boglioli	G	Mgmt	For	For
1c	Elect Director Claudio Costamagna	G	Mgmt	For	For
1d	Elect Director Nicholas C. Fanandakis	G	Mgmt	For	For
1e	Elect Director Steven H. Gunby	G	Mgmt	For	For
1f	Elect Director Stephen C. Robinson	G	Mgmt	For	For
1g	Elect Director Laureen E. Seeger	G	Mgmt	For	For
1h	Elect Director Eric T. Steigerwalt	G	Mgmt	For	For
1i	Elect Director Janet H. Zelenka	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

FTI Consulting, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Fubon Financial Holding Co., Ltd.

Meeting Date: 13/06/2025 Country: Taiwan Ticker: 2881
 Record Date: 14/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF COMMON SHARES		Mgmt		
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Issuance of New Shares from Capitalization of the Company's Capital Reserve	G	Mgmt	For	For
4	Approve Plan to Raise Long-term Capital	G	Mgmt	For	For
5	Approve Amendments to Articles of Association	G	Mgmt	For	For
6	Amend Procedures Governing the Acquisition or Disposal of Assets	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
7	Approve Release the Company's Directors for the Board of Directors of the 9th Term from Non-Competition Restrictions - Richard M. Tsai	G	Mgmt	For	For

fuboTV Inc.

Meeting Date: 17/06/2025 Country: USA Ticker: FUBO
 Record Date: 22/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director David Gandler	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Edgar Bronfman, Jr.	G	Mgmt	For	For
1.3	Elect Director Ignacio "Nacho" Figueras	G	Mgmt	For	For
1.4	Elect Director Neil Glat	G	Mgmt	For	For
1.5	Elect Director Julie Haddon	G	Mgmt	For	For
1.6	Elect Director Daniel V. Leff	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.7	Elect Director Laura Onopchenko	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Adjourn Meeting	G	Mgmt	For	For

FUCHS SE

Meeting Date: 07/05/2025 Country: Germany Ticker: FPE3
 Record Date: 30/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Preferred Shareholders		Mgmt		
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.16 per Ordinary Share and EUR 1.17 per Preferred Share	G	Mgmt		
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt		
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt		
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	G	Mgmt		

FUCHS SE

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

FuelCell Energy, Inc.

Meeting Date: 17/04/2025

Country: USA

Ticker: FCEL

Record Date: 12/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director James H. England	G	Mgmt	For	For
1b	Elect Director Jason Few	G	Mgmt	For	For
1c	Elect Director Matthew F. Hilzinger	G	Mgmt	For	For
1d	Elect Director Natica von Althann	G	Mgmt	For	For
1e	Elect Director Cynthia Hansen	G	Mgmt	For	For
1f	Elect Director Donna Sims Wilson	G	Mgmt	For	For
1g	Elect Director Betsy Bingham	G	Mgmt	For	For
1h	Elect Director Tyrone Michael Jordan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

FuelCell Energy, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Fugro NV

Meeting Date: 24/04/2025

Country: Netherlands

Ticker: FUR

Record Date: 27/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		
2	Receive Report of Management Board (Non-Voting)	G	Mgmt		
3a	Receive Report of Supervisory Board (Non-Voting)	G	Mgmt		
3b	Approve Remuneration Report	G	Mgmt	For	For
4	Adopt Financial Statements	G	Mgmt	For	For
5	Approve Dividends	G	Mgmt	For	For
6	Approve Cancellation of Shares Acquired under the Q4 2024 SBB	G	Mgmt	For	For
7a	Approve Discharge of Management Board	G	Mgmt	For	For
7b	Approve Discharge of Supervisory Board	G	Mgmt	For	For
8	Reelect Barbara Geelen to Management Board	G	Mgmt	For	For
9a	Reelect Marc J.C. de Jong to Supervisory Board	G	Mgmt	For	For
9b	Elect Tuula Ryttila to Supervisory Board	G	Mgmt	For	For
10a	Ratify Deloitte as Auditors	G	Mgmt	For	For
10b	Appoint Deloitte as Auditor for Sustainability Reporting	G	Mgmt	For	For
11a	Grant Board Authority to Issue Shares	G	Mgmt	For	For
11b	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Fugro NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Authorize Repurchase of Shares	G	Mgmt	For	For
13	Approve Cancellation of Ordinary Shares in Connection with the Repurchase Authorisation of Agenda Item 12	G	Mgmt	For	For
14	Other Business (Non-Voting)	G	Mgmt		
15	Close Meeting	G	Mgmt		

Fuji Corp. (Machinery)

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 6134
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	G	Mgmt	For	For
2.1	Elect Director Isozumi, Joji	G	Mgmt	For	For
2.2	Elect Director Suhara, Shinsuke	G	Mgmt	For	For
2.3	Elect Director Kano, Junichi	G	Mgmt	For	For
2.4	Elect Director Sato, Takeshi	G	Mgmt	For	For
2.5	Elect Director Mizuno, Shoji	G	Mgmt	For	For
2.6	Elect Director Iwasaki, Makoto	G	Mgmt	For	For
2.7	Elect Director Ueno, Chiharu	G	Mgmt	For	For
3	Appoint Statutory Auditor Noda, Yoko	G	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Abe, Masaaki	G	Mgmt	For	For

Fuji Electric Co., Ltd.

Meeting Date: 25/06/2025 **Country:** Japan **Ticker:** 6504
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kitazawa, Michihiro	G	Mgmt	For	For

Fuji Electric Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Kondo, Shiro	G	Mgmt	For	For
1.3	Elect Director Hosen, Toru	G	Mgmt	For	For
1.4	Elect Director Tetsutani, Hiroshi	G	Mgmt	For	For
1.5	Elect Director Kawano, Masashi	G	Mgmt	For	For
1.6	Elect Director Miyoshi, Yoshitada	G	Mgmt	For	For
1.7	Elect Director Tamba, Toshihito	G	Mgmt	For	For
1.8	Elect Director Tominaga, Yukari	G	Mgmt	For	For
1.9	Elect Director Tachifuji, Yukihiro	G	Mgmt	For	For
1.10	Elect Director Yashiro, Tomonari	G	Mgmt	For	For

Fujibo Holdings, Inc.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 3104

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	G	Mgmt	For	For
2.1	Elect Director Inoue, Masahide	G	Mgmt	For	For
2.2	Elect Director Hirano, Osamu	G	Mgmt	For	For
2.3	Elect Director Sasaki, Tatsuya	G	Mgmt	For	For
2.4	Elect Director Mochizuki, Yoshimi	G	Mgmt	For	For
2.5	Elect Director Tosaka, Koji	G	Mgmt	For	For
2.6	Elect Director Ruth Marie Jarman	G	Mgmt	For	For
2.7	Elect Director Kobayashi, Hisashi	G	Mgmt	For	For
2.8	Elect Director Sato, Rieko	G	Mgmt	For	For
2.9	Elect Director Tsubota, Takahiro	G	Mgmt	For	For

Fujicco Co., Ltd.

Meeting Date: 20/06/2025

Country: Japan

Ticker: 2908

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Fukui, Masakazu	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-021] AGAINST directors responsible for company's poor ROE/ROA performance.</i>					
1.2	Elect Director Ishida, Yoshitaka	G	Mgmt	For	For
1.3	Elect Director Arata, Kazuyuki	G	Mgmt	For	For
1.4	Elect Director Terajima, Hiromi	G	Mgmt	For	For
1.5	Elect Director Oze, Akira	G	Mgmt	For	For
1.6	Elect Director Ikeda, Junko	G	Mgmt	For	For

FUJIFILM Holdings Corp.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 4901

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 35	G	Mgmt	For	For
2.1	Elect Director Sukeno, Kenji	G	Mgmt	For	For
2.2	Elect Director Goto, Teiichi	G	Mgmt	For	For
2.3	Elect Director Higuchi, Masayuki	G	Mgmt	For	For
2.4	Elect Director Hama, Naoki	G	Mgmt	For	For
2.5	Elect Director Yoshizawa, Chisato	G	Mgmt	For	For
2.6	Elect Director Ito, Yoji	G	Mgmt	For	For
2.7	Elect Director Kitamura, Kunitaro	G	Mgmt	For	For
2.8	Elect Director Eda, Makiko	G	Mgmt	For	For
2.9	Elect Director Nagano, Tsuyoshi	G	Mgmt	For	For
2.10	Elect Director Sugawara, Ikuro	G	Mgmt	For	For
2.11	Elect Director Suzuki, Takako	G	Mgmt	For	For
3	Appoint Statutory Auditor Kawasaki, Motoko	G	Mgmt	For	For

Fujikura Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 5803

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 66.5	G	Mgmt	For	For
2.1	Elect Director Okada, Naoki	G	Mgmt	For	For
2.2	Elect Director Banno, Tatsuya	G	Mgmt	For	For
2.3	Elect Director Iijima, Kazuhito	G	Mgmt	For	For
2.4	Elect Director Yoshikawa, Keiji	G	Mgmt	For	For
2.5	Elect Director Koike, Toshikazu	G	Mgmt	For	For
2.6	Elect Director Yanase, Hideki	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Naruke, Koji	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Yamada, Yasuhiro	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Tanabe, Rumiko	G	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Nakamura, Asuka	G	Mgmt	For	For
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
5	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

Fujimi, Inc.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 5384

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 36.67	G	Mgmt	For	For
2.1	Elect Director Seki, Keishi	G	Mgmt	For	For
2.2	Elect Director Owaki, Toshiki	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Fujimi, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.3	Elect Director Suzuki, Katsuhiko	G	Mgmt	For	For
2.4	Elect Director Hibi, Katsuyuki	G	Mgmt	For	For
2.5	Elect Director Kawashita, Masami	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-008] AGAINST affiliated outsiders as the board lacks independence despite poison pills. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
2.6	Elect Director Yoshimura, Atsuko	G	Mgmt	For	For
2.7	Elect Director Yamazaki, Naoko	G	Mgmt	For	For
2.8	Elect Director Ishikawa, Shuhei	G	Mgmt	For	For
3	Appoint Statutory Auditor Shibata, Kazunori	G	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Hayashi, Nobufumi	G	Mgmt	For	For

Fujitsu Ltd.

Meeting Date: 23/06/2025 **Country:** Japan **Ticker:** 6702
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Furuta, Hidenori	G	Mgmt	For	For
1.2	Elect Director Tokita, Takahito	G	Mgmt	For	For
1.3	Elect Director Isobe, Takeshi	G	Mgmt	For	For
1.4	Elect Director Hiramatsu, Hiroki	G	Mgmt	For	For
1.5	Elect Director Kojo, Yoshiko	G	Mgmt	For	For
1.6	Elect Director Sasae, Kenichiro	G	Mgmt	For	For
1.7	Elect Director Byron Gill	G	Mgmt	For	For
1.8	Elect Director Hirano, Takuya	G	Mgmt	For	For
1.9	Elect Director Kobayashi, Izumi	G	Mgmt	For	For
2	Appoint Statutory Auditor Yuasa, Kazuo	G	Mgmt	For	For

Fukuda Denshi Co., Ltd.

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 6960
Record Date: 31/03/2025 **Meeting Type:** Annual

Fukuda Denshi Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Provisions on Number of Directors	G	Mgmt	For	For
2.1	Elect Director Fukuda, Kotaro	G	Mgmt	For	For
2.2	Elect Director Shirai, Daijiro	G	Mgmt	For	For
2.3	Elect Director Ogawa, Haruo	G	Mgmt	For	For
2.4	Elect Director Genchi, Kazuo	G	Mgmt	For	For
2.5	Elect Director Hisano, Naoki	G	Mgmt	For	For
2.6	Elect Director Fukuda, Shuichi	G	Mgmt	For	For
2.7	Elect Director Sugiyama, Masaaki	G	Mgmt	For	For
2.8	Elect Director Sato, Yukio	G	Mgmt	For	For
2.9	Elect Director Furuya, Kazuki	G	Mgmt	For	For
2.10	Elect Director Fushikuro, Hisataka	G	Mgmt	For	For
2.11	Elect Director Abe, Keiko	G	Mgmt	For	For
3	Amend Articles to Establish Advisory Nominating and Compensation Committee	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0203-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
4	Amend Articles to Add Provision on Composition of Advisory Nominating and Compensation Committee	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0219-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
5	Amend Articles to Have Advisory Nominating and Compensation Committee Review Employee Salary	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
6	Amend Articles to Formulate Chairman and President Succession Plans by Advisory Nominating and Compensation Committee	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0530-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

Fukui Computer Holdings, Inc.

Meeting Date: 20/06/2025

Country: Japan

Ticker: 9790

Record Date: 31/03/2025

Meeting Type: Annual

Fukui Computer Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	G	Mgmt	For	For
2.1	Elect Director Sato, Koichi	G	Mgmt	For	For
2.2	Elect Director Hashimoto, Akira	G	Mgmt	For	For
2.3	Elect Director Sugita, Tadashi	G	Mgmt	For	For
2.4	Elect Director Sakaguchi, Kenji	G	Mgmt	For	For
2.5	Elect Director Shinonome, Rin	G	Mgmt	For	For
2.6	Elect Director Ozasa, Aya	G	Mgmt	For	For

Fukuoka Financial Group, Inc.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 8354

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	G	Mgmt	For	For
2.1	Elect Director Shibato, Takashige	G	Mgmt	For	For
2.2	Elect Director Goto, Hisashi	G	Mgmt	For	For
2.3	Elect Director Miyoshi, Hiroshi	G	Mgmt	For	For
2.4	Elect Director Naruse, Gakuto	G	Mgmt	For	For
2.5	Elect Director Hashizume, Masahiro	G	Mgmt	For	For
2.6	Elect Director Sakamoto, Toshihiro	G	Mgmt	For	For
2.7	Elect Director Yamakawa, Nobuhiko	G	Mgmt	For	For
2.8	Elect Director Fukasawa, Masahiko	G	Mgmt	For	For
2.9	Elect Director Hanaoka, Kumi	G	Mgmt	For	For
3.1	Elect Alternate Director and Audit Committee Member Fukunaga, Ryuichi	G	Mgmt	For	For
3.2	Elect Alternate Director and Audit Committee Member Namitome, Yoshiko	G	Mgmt	For	For

Fulgent Genetics, Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: FLGT

Record Date: 20/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ming Hsieh	G	Mgmt	For	For
1.2	Elect Director Linda Marsh	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.3	Elect Director Michael Nohaile	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.4	Elect Director Regina Groves	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-022] Vote against audit committee member for failure to manage risk concerning pledging activity by the company's executive officers.</i>					
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Fulton Financial Corporation

Meeting Date: 20/05/2025

Country: USA

Ticker: FULT

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jennifer Craighead Carey	G	Mgmt	For	For
1b	Elect Director Lisa Crutchfield	G	Mgmt	For	For
1c	Elect Director Denise L. Devine	G	Mgmt	For	For
1d	Elect Director George K. Martin	G	Mgmt	For	For
1e	Elect Director James R. Moxley, III	G	Mgmt	For	For
1f	Elect Director Curtis J. Myers	G	Mgmt	For	For
1g	Elect Director Antoinette M. Pergolin	G	Mgmt	For	For
1h	Elect Director Michael F. Shirk	G	Mgmt	For	For
1i	Elect Director Scott A. Snyder	G	Mgmt	For	For
1j	Elect Director Ronald H. Spair	G	Mgmt	For	For
1k	Elect Director E. Philip Wenger	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Fulton Financial Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Fuso Chemical Co., Ltd.

Meeting Date: 20/06/2025 Country: Japan Ticker: 4368
 Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 38	G	Mgmt	For	For
2.1	Elect Director Fujioka, Misako	G	Mgmt	For	For
2.2	Elect Director Sugita, Shinichi	G	Mgmt	For	For
2.3	Elect Director Masauji, Haruo	G	Mgmt	For	For
2.4	Elect Director Fujioka, Atsushi	G	Mgmt	For	For
2.5	Elect Director Sugimoto, Motoki	G	Mgmt	For	For
2.6	Elect Director Ito, Hiroyuki	G	Mgmt	For	For
2.7	Elect Director Miyamoto, Norikazu	G	Mgmt	For	For
2.8	Elect Director Hyakushima, Hakaru	G	Mgmt	For	For
3	Elect Director and Audit Committee Member Hirata, Fumiaki	G	Mgmt	For	For

Fuyao Glass Industry Group Co., Ltd.

Meeting Date: 17/04/2025 Country: China Ticker: 3606
 Record Date: 09/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Work Report of the Board of Directors	G	Mgmt	For	For
2	Approve Work Report of the Board of Supervisors	G	Mgmt	For	For

Fuyao Glass Industry Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Final Financial Report	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve Annual Report and Summary of Annual Report	G	Mgmt	For	For
6	Approve Ernst & Young Hua Ming LLP (Special General Partnership) as Domestic Audit Institution and Internal Control Audit Institution and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Approve Ernst & Young as Overseas Audit Institution and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Approve Duty Report of Independent Directors	G	Mgmt	For	For
9	Approve Issuance of Medium-term Notes	G	Mgmt	For	For
10	Approve Issuance of Ultra Short-Term Financing Bonds	G	Mgmt	For	For

G-7 Holdings, Inc.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 7508

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kaneda, Tatsumi	G	Mgmt	For	Against
	<i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i>				
1.2	Elect Director Kishimoto, Yasumasa	G	Mgmt	For	Against
	<i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i>				
1.3	Elect Director Matsuda, Yukitoshi	G	Mgmt	For	For
1.4	Elect Director Seki, Daisaku	G	Mgmt	For	For
1.5	Elect Director Tamaki, Isao	G	Mgmt	For	For
1.6	Elect Director Noguchi, Shinichi	G	Mgmt	For	For
1.7	Elect Director Sakamoto, Mitsuru	G	Mgmt	For	Against
	<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>				
1.8	Elect Director Shida, Yukihiro	G	Mgmt	For	For

G-7 Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Alternate Director and Audit Committee Member Kato, Yasuhiko	G	Mgmt	For	For
2.2	Elect Alternate Director and Audit Committee Member Yoneda, Koji	G	Mgmt	For	For

G8 Education Limited

Meeting Date: 29/04/2025 **Country:** Australia **Ticker:** GEM
Record Date: 27/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Remuneration Report	G	Mgmt	For	For
2	Elect Debra Singh as Director	G	Mgmt	For	For
3	Elect Stephen Heath as Director	G	Mgmt	For	For
4	Approve Issuance of Performance Rights Under the 2025 G8 Executive Incentive Plan to Pejman Okhovat	G	Mgmt	For	For
5	Approve the Amendments to the Company's Constitution	G	SH	Against	Against
<i>Blended Rationale: [SF-S0000-009] Shareholder proposals best facilitated through regulatory changes.</i>					
6	Approve Paid Parental Leave	G	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					

Galaxy Entertainment Group Limited

Meeting Date: 08/05/2025 **Country:** Hong Kong **Ticker:** 27
Record Date: 29/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Elect Paddy Tang Lui Wai Yu as Director	G	Mgmt	For	For

Galaxy Entertainment Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Elect William Yip Shue Lam as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent. [HK-M0201-012] Chair of Remuneration Committee not independent [SF-S0250-013] Chair of the Nomination Committee is not independent.</i></p>					
5	Elect Michael Victor Mecca as Director	G	Mgmt	For	For
6	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
7	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8.1	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
8.2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i></p>					
8.3	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i></p>					

Galderma Group AG

Meeting Date: 23/04/2025 **Country:** Switzerland **Ticker:** GALD
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Non-Financial Report	E, S	Mgmt	For	For
1.3	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i></p>					

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of CHF 0.15 per Share from Capital Contribution Reserves	G	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
4.1.1	Reelect Thomas Ebeling as Director and Board Chair	G	Mgmt	For	For
4.1.2	Reelect Michael Bauer as Director	G	Mgmt	For	For
4.1.3	Reelect Marcus Brennecke as Director	G	Mgmt	For	For
4.1.4	Reelect Daniel Browne as Director	G	Mgmt	For	For
4.1.5	Reelect Maria Hilado as Director	G	Mgmt	For	For
4.1.6	Reelect Karen Ling as Director	G	Mgmt	For	For
4.1.7	Reelect Sherilyn McCoy as Director	G	Mgmt	For	For
4.1.8	Reelect Flemming Ornskov as Director	G	Mgmt	For	For
4.2.1	Elect Roberto Marques as Director	G	Mgmt	For	For
4.3.1	Reappoint Karen Ling as Member of the Compensation Committee	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
4.3.2	Reappoint Thomas Ebeling as Member of the Compensation Committee	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
4.4	Appoint Roberto Marques as Member of the Compensation Committee	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
5.1	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	G	Mgmt	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 29.8 Million	G	Mgmt	For	For
6	Designate Altenburger Ltd as Independent Proxy	G	Mgmt	For	For
7	Ratify KPMG AG as Auditors	G	Mgmt	For	For

Galderma Group AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Galenica AG

Meeting Date: 10/04/2025

Country: Switzerland

Ticker: GALE

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Remuneration Report	G	Mgmt	For	For
1.3	Approve Non-Financial Report	E, S	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
3.1	Approve Allocation of Income and Dividends of CHF 1.15 from Retained Earnings	G	Mgmt	For	For
3.2	Approve Dividends of CHF 1.15 per Share from Capital Contribution Reserves	G	Mgmt	For	For
4.1.1	Reelect Markus Neuhaus as Director and Board Chair	G	Mgmt	For	For
4.1.2	Reelect Pascale Bruderer as Director	G	Mgmt	For	For
4.1.3	Reelect Bertrand Jungo as Director	G	Mgmt	For	For
4.1.4	Reelect Judith Meier as Director	G	Mgmt	For	For
4.1.5	Reelect Solange Peters as Director	G	Mgmt	For	For
4.1.6	Reelect Joerg Zulauf as Director	G	Mgmt	For	For
4.1.7	Elect Nadine Balkanyi-Nordmann as Director	G	Mgmt	For	For
4.2.1	Reappoint Bertrand Jungo as Member of the Compensation Committee	G	Mgmt	For	For
4.2.2	Reappoint Pascale Bruderer as Member of the Compensation Committee	G	Mgmt	For	For

Galenica AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.2.3	Reappoint Solange Peters as Member of the Compensation Committee	G	Mgmt	For	For
4.3	Designate Walder Wyss AG as Independent Proxy	G	Mgmt	For	For
4.4	Ratify Ernst & Young AG as Auditors	G	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	G	Mgmt	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 9.5	G	Mgmt	For	For
6	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

GALILEI Co., Ltd.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 6420

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 74	G	Mgmt	For	For
2.1	Elect Director Fukushima, Yutaka	G	Mgmt	For	For
2.2	Elect Director Fukushima, Go	G	Mgmt	For	For
2.3	Elect Director Fukushima, Akira	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Horinouchi, Takeshi	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Hayashi, Kinuko	G	Mgmt	For	For
4	Approve Performance-Based Cash Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For

Galp Energia SGPS SA

Meeting Date: 09/05/2025

Country: Portugal

Ticker: GALP

Record Date: 02/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Ratify Co-option of Nuno Holbech Bastos as Director	G	Mgmt	For	For
2	Approve Individual and Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income	G	Mgmt	For	For
4	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
5	Authorize Repurchase and Reissuance of Shares and Bonds	G	Mgmt	For	For
6	Approve Reduction in Share Capital	G	Mgmt	For	For
7	Amend Remuneration Policy	G	Mgmt	For	For

Games Workshop Group Plc

Meeting Date: 15/05/2025

Country: United Kingdom

Ticker: GAW

Record Date: 13/05/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Remuneration Policy	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
2	Approve Share Awards Plan	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

GameStop Corp.

Meeting Date: 12/06/2025

Country: USA

Ticker: GME

Record Date: 21/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ryan Cohen	G	Mgmt	For	For
1.2	Elect Director Alain (Alan) Attal	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.3	Elect Director Lawrence (Larry) Cheng	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.4	Elect Director James (Jim) Grube	G	Mgmt	For	For
1.5	Elect Director Nathaniel (Nat) Turner	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Gaming and Leisure Properties, Inc.

Meeting Date: 12/06/2025

Country: USA

Ticker: GLPI

Record Date: 11/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Peter M. Carlino	G	Mgmt	For	For
1.2	Elect Director Debra Martin Chase	G	Mgmt	For	For
1.3	Elect Director Carol "Lili" Lynton	G	Mgmt	For	For
1.4	Elect Director Joseph W. Marshall, III	G	Mgmt	For	For
1.5	Elect Director James B. Perry	G	Mgmt	For	For
1.6	Elect Director Earl C. Shanks	G	Mgmt	For	For
1.7	Elect Director E. Scott Urdang	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Ganfeng Lithium Group Co., Ltd.

Meeting Date: 28/04/2025

Country: China

Ticker: 1772

Record Date: 22/04/2025

Meeting Type: Extraordinary
Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
	ORDINARY RESOLUTIONS		Mgmt		
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
1.1	Elect Li Liangbin as Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-S0000-001] We believe the election of this director is not in shareholders' best interests.</i>					
1.2	Elect Wang Xiaoshen as Director	G	Mgmt	For	For
1.3	Elect Huang Ting as Director	G	Mgmt	For	For
1.4	Elect Shen Haibo as Director	G	Mgmt	For	For
1.5	Elect Li Chenglin as Director	G	Mgmt	For	For
1.6	Elect Luo Rong as Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
2.1	Elect Wang Jinben as Director	G	Mgmt	For	For
2.2	Elect Wong Ho Kwan as Director	G	Mgmt	For	For
2.3	Elect Xu Yixin as Director	G	Mgmt	For	For
2.4	Elect Xu Guanghua as Director	G	Mgmt	For	For
	ELECT SUPERVISORS VIA CUMULATIVE VOTING		Mgmt		
3.1	Elect Zou Jian as Supervisor	G	Mgmt	For	For
3.2	Elect Guo Huaping as Supervisor	G	Mgmt	For	For
	SPECIAL RESOLUTION		Mgmt		
1	Approve Provision of Guarantees to a Controlled Subsidiary	G	Mgmt	For	Against

Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.

Ganfeng Lithium Group Co., Ltd.

Meeting Date: 28/04/2025

Country: China

Ticker: 1772

Record Date: 22/04/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF A SHARES Approve Provision of Guarantees to a Controlled Subsidiary	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
2.1	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING Elect Li Liangbin as Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-S0000-001] We believe the election of this director is not in shareholders' best interests.</i>					
2.2	Elect Wang Xiaoshen as Director	G	Mgmt	For	For
2.3	Elect Shen Haibo as Director	G	Mgmt	For	For
2.4	Elect Huang Ting as Director	G	Mgmt	For	For
2.5	Elect Li Chenglin as Director	G	Mgmt	For	For
2.6	Elect Luo Rong as Director	G	Mgmt	For	For
3.1	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING Elect Wong Ho Kwan as Director	G	Mgmt	For	For
3.2	Elect Xu Guanghua as Director	G	Mgmt	For	For
3.3	Elect Wang Jinben as Director	G	Mgmt	For	For
3.4	Elect Xu Yixin as Director	G	Mgmt	For	For
4.1	ELECT SUPERVISORS VIA CUMULATIVE VOTING Elect Zou Jian as Supervisor	G	Mgmt	For	For
4.2	Elect Guo Huaping as Supervisor	G	Mgmt	For	For

Ganfeng Lithium Group Co., Ltd.

Meeting Date: 25/06/2025

Country: China

Ticker: 1772

Record Date: 19/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
	ORDINARY RESOLUTIONS		Mgmt		
1	Approve Work Report of the Board of Directors	G	Mgmt	For	For
2	Approve Work Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report, Summary of the Annual Report and Annual Results Announcement	G	Mgmt	For	For
4	Approve Financial Report	G	Mgmt	For	For
5	Approve Ernst & Young Hua Ming LLP as Domestic Auditor and Internal Control Auditor and Ernst & Young as Overseas Auditor	G	Mgmt	For	For
6	Approve Remuneration of Domestic and Overseas Auditors and Internal Control Auditor	G	Mgmt	For	For
7	Approve Determination of Directors' Emoluments	G	Mgmt	For	For
8	Approve Determination of Supervisors' Emoluments	G	Mgmt	For	For
9	Approve Derivatives Trading with Self-Owned Funds	G	Mgmt	For	For
	SPECIAL RESOLUTIONS		Mgmt		
1	Approve Profit Distribution Proposal	G	Mgmt	For	For
2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
3	Approve General Mandate to Issue Domestic and Overseas Debt Financing Instruments	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
4	Approve Forecast Amount of External Guarantees	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
5	Approve Shareholders' Return Plan for Three Years of 2025 to 2027	G	Mgmt	For	For

Ganfeng Lithium Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Authorize Repurchase of Issued A Share and H Share Capital	G	Mgmt	For	For
7	Approve Provision of Guarantees for the Issuance of Offshore Bonds for an Overseas SPV Company	G	Mgmt	For	Against

Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.

Ganfeng Lithium Group Co., Ltd.

Meeting Date: 25/06/2025 Country: China Ticker: 1772
Record Date: 19/06/2025 Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	CLASS MEETING FOR HOLDERS OF H SHARES Authorize Repurchase of Issued A Share and H Share Capital	G	Mgmt	For	For

Ganfeng Lithium Group Co., Ltd.

Meeting Date: 25/06/2025 Country: China Ticker: 1772
Record Date: 19/06/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Work Report of the Board of Directors	G	Mgmt	For	For
2	Approve Work Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report, Summary of the Annual Report and Annual Results Announcement	G	Mgmt	For	For
4	Approve Financial Report	G	Mgmt	For	For
5	Approve Ernst & Young Hua Ming LLP as Domestic Auditor and Internal Control Auditor and Ernst & Young as Overseas Auditor	G	Mgmt	For	For

Ganfeng Lithium Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Remuneration of Domestic and Overseas Auditors and Internal Control Auditor	G	Mgmt	For	For
7	Approve Determination of Directors' Emoluments	G	Mgmt	For	For
8	Approve Determination of Supervisors' Emoluments	G	Mgmt	For	For
9	Approve Profit Distribution Proposal	G	Mgmt	For	For
10	Approve Shareholders' Return Plan for Three Years of 2025 to 2027	G	Mgmt	For	For
11	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
12	Approve General Mandate to Issue Domestic and Overseas Debt Financing Instruments	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
13	Approve Forecast Amount of External Guarantees	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
14	Approve Derivatives Trading with Self-Owned Funds	G	Mgmt	For	For
15	Authorize Repurchase of Issued A Share and H Share Capital	G	Mgmt	For	For
16	Approve Provision of Guarantees for the Issuance of Offshore Bonds for an Overseas SPV Company	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

Ganfeng Lithium Group Co., Ltd.

Meeting Date: 25/06/2025

Country: China

Ticker: 1772

Record Date: 19/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	CLASS MEETING FOR HOLDERS OF A SHARES Authorize Repurchase of Issued A Share and H Share Capital	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3	Approve Dividends	G	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
5a	Elect Director Susan M. Ball	G	Mgmt	For	For
5b	Elect Director Jonathan C. Burrell	G	Mgmt	For	For
5c	Elect Director Joseph J. Hartnett	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i></p>					
5d	Elect Director Min H. Kao	G	Mgmt	For	For
5e	Elect Director Catherine A. Lewis	G	Mgmt	For	For
5f	Elect Director Clifton A. Pemble	G	Mgmt	For	For
6	Elect Min H. Kao as Board Chair	G	Mgmt	For	For
7a	Appoint Susan M. Ball as Member of the Compensation Committee	G	Mgmt	For	For
7b	Appoint Jonathan C. Burrell as Member of the Compensation Committee	G	Mgmt	For	For
7c	Appoint Joseph J. Hartnett as Member of the Compensation Committee	G	Mgmt	For	For
7d	Appoint Catherine A. Lewis as Member of the Compensation Committee	G	Mgmt	For	For
8	Designate Wuersch & Gering LLP as Independent Proxy	G	Mgmt	For	For
9	Ratify Ernst & Young LLP as Auditors and Ernst & Young Ltd as Statutory Auditor	G	Mgmt	For	For
10	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
11	Advisory Vote on the Swiss Statutory Compensation Report	G	Mgmt	For	For

Garmin Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Approve Non-Financial Report	E, S	Mgmt	For	For
13	Approve Fiscal Year 2026 Maximum Aggregate Compensation for the Executive Management	G	Mgmt	For	For
14	Approve Maximum Aggregate Compensation for the Board of Directors for the Period Between the 2025 AGM and the 2026 AGM	G	Mgmt	For	For
15	Amend Articles to Reflect Changes in Capital	G	Mgmt	For	For

Gartner, Inc.

Meeting Date: 29/05/2025

Country: USA

Ticker: IT

Record Date: 04/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Peter E. Bisson	G	Mgmt	For	For
1b	Elect Director Richard J. Bressler	G	Mgmt	For	For
1c	Elect Director Raul E. Cesan	G	Mgmt	For	For
1d	Elect Director Karen E. Dykstra	G	Mgmt	For	For
1e	Elect Director Diana S. Ferguson	G	Mgmt	For	For
1f	Elect Director Anne Sutherland Fuchs	G	Mgmt	For	For
1g	Elect Director William O. Grabe	G	Mgmt	For	For
1h	Elect Director José M. Gutiérrez	G	Mgmt	For	For
1i	Elect Director Eugene A. Hall	G	Mgmt	For	For
1j	Elect Director Stephen G. Pagliuca	G	Mgmt	For	For
1k	Elect Director Eileen M. Serra	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

GATX Corporation

Meeting Date: 25/04/2025

Country: USA

Ticker: GATX

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Diane M. Aigotti	G	Mgmt	For	For
1.2	Elect Director Anne L. Arvia	G	Mgmt	For	For
1.3	Elect Director Shelley J. Bausch	G	Mgmt	For	For
1.4	Elect Director John M. Holmes	G	Mgmt	For	For
1.5	Elect Director Robert C. Lyons	G	Mgmt	For	For
1.6	Elect Director James B. Ream	G	Mgmt	For	For
1.7	Elect Director Adam L. Stanley	G	Mgmt	For	For
1.8	Elect Director Paul G. Yovovich	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Gav-Yam Lands Corp. Ltd.

Meeting Date: 27/04/2025

Country: Israel

Ticker: GVYM

Record Date: 30/03/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Reelect Hava Shechter as External Director	G	Mgmt	For	For
2	Issue Indemnification Agreements to Directors/Officers	G	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	G	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney		Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against

Gav-Yam Lands Corp. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	G	Mgmt	None	For

Gaztransport & Technigaz SA

Meeting Date: 11/06/2025 **Country:** France **Ticker:** GTT
Record Date: 09/06/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 7.50 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G	Mgmt	For	For
5	Ratify Appointment of Virginie Banet as Director	G	Mgmt	For	For
6	Reelect Domitille Doat Le Bigot as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
7	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
8	Approve Compensation of Philippe Berterottière, Chairman and CEO from January 1, 2024 until June 12, 2024	G	Mgmt	For	For

Gaztransport & Technigaz SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Compensation of Philippe Berterottière, Chairman of the Board from June 12, 2024 until December 31, 2024	G	Mgmt	For	For
10	Approve Compensation of Jean-Baptiste Choimet, CEO from June 12, 2024 until December 31, 2024	G	Mgmt	For	For
11	Approve Remuneration Policy of Chairman of the Board from January 1, 2025 until February 9, 2025	G	Mgmt	For	For
12	Approve Remuneration Policy of CEO from January 1, 2025 until February 9, 2025	G	Mgmt	For	For
13	Approve Remuneration Policy of Chairman and CEO from February 9, 2025	G	Mgmt	For	For
14	Approve Remuneration Policy of Directors	G	Mgmt	For	For
15	Approve Remuneration of Directors in the Aggregate Amount of EUR 800,000	G	Mgmt	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 95,000	G	Mgmt	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 35,000	G	Mgmt	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 35,000	G	Mgmt	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	G	Mgmt	For	For

Gaztransport & Technigaz SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
23	Authorize Capitalization of Reserves of Up to EUR 75,000 for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	G	Mgmt	For	For
26	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18 to 25 at EUR 141,500	G	Mgmt	For	For
27	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	G	Mgmt	For	For
28	Amend Article 18 of Bylaws Re: Written Consultation Ordinary Business	G	Mgmt Mgmt	For	For
29	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

GCL System Integration Technology Co., Ltd.

Meeting Date: 20/05/2025

Country: China

Ticker: 002506

Record Date: 15/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Application of Credit Line and Provision of Guarantees	G	Mgmt	For	Against

Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.

GCL System Integration Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Foreign Exchange Forward Settlement and Sale Business	G	Mgmt	For	For
8	Approve Remuneration of Directors	G	Mgmt	For	For
9	Approve Remuneration of Supervisors	G	Mgmt	For	For
10	Approve to Appoint Auditor	G	Mgmt	For	For

GCL System Integration Technology Co., Ltd.

Meeting Date: 18/06/2025 **Country:** China **Ticker:** 002506

Record Date: 13/06/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles of Association	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>				
2	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
3	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
4	Amend Working System for Independent Directors	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
5	Approve Increase in Daily Related Party Transactions	G	Mgmt	For	For
6	Approve Increase in Provision of Guarantee	G	Mgmt	For	For
7	Amend Management System of Raised Funds	G	SH	For	Against
	<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>				
8	Amend Related Party Transaction Decision-making System	G	SH	For	Against
	<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

GCL System Integration Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Amend Management System for Providing External Guarantees	G	SH	For	Against
<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>					
10	Amend Rules of Conduct for Controlling Shareholders and Ultimate Controllers	G	SH	For	Against
<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>					

GCL Technology Holdings Limited

Meeting Date: 30/05/2025 **Country:** Cayman Islands **Ticker:** 3800
Record Date: 23/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Elect Sun Wei as Director	G	Mgmt	For	For
3	Elect Yeung Man Chung, Charles as Director	G	Mgmt	For	For
4	Elect Li Junfeng as Director	G	Mgmt	For	For
5	Elect Yip Tai Him as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent. [HK-M0201-007] Chair of Audit Committee not independent</i>					
6	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
7	Approve Crowe (HK) CPA Limited as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
8B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
8C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

GDS Holdings Limited

Meeting Date: 26/06/2025

Country: Cayman Islands

Ticker: 9698

Record Date: 04/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Director William Wei Huang	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
2	Elect Director Bin Yu	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
3	Elect Director Zulkifli Baharudin	G	Mgmt	For	Against
	<i>Blended Rationale:</i> <input type="checkbox"/> [SD-M0201-005] Vote against member of nominating committee because there is a nominee who is not independent and serves on a key committee. [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified. [SF-M0201-004] Vote against member of nominating committee because the board is not majority independent.				
4	Ratify KPMG Huazhen LLP as Auditors	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
	<i>Blended Rationale:</i> [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion				
6	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

GE Aerospace

Meeting Date: 06/05/2025

Country: USA

Ticker: GE

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Stephen Angel	G	Mgmt	For	For
1b	Elect Director Sebastien Bazin	G	Mgmt	For	For
1c	Elect Director Margaret Billson	G	Mgmt	For	For
1d	Elect Director H. Lawrence Culp, Jr.	G	Mgmt	For	For
1e	Elect Director Thomas Enders	G	Mgmt	For	For
1f	Elect Director Edward Garden	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

GE Aerospace

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Isabella Goren	G	Mgmt	For	For
1h	Elect Director Thomas Horton	G	Mgmt	For	For
1i	Elect Director Catherine Lesjak	G	Mgmt	For	For
1j	Elect Director Darren McDew	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	G	SH	Against	Against

Blended Rationale: The company already has policies in place to address the request being made by the proposal or is already enhancing its relevant policies.

GE Healthcare Technologies, Inc.

Meeting Date: 28/05/2025

Country: USA

Ticker: GEHC

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Peter J. Arduini	G	Mgmt	For	For
1b	Elect Director H. Lawrence Culp, Jr.	G	Mgmt	For	For
1c	Elect Director Rodney F. Hochman	G	Mgmt	For	For
1d	Elect Director Lloyd W. Howell, Jr.	G	Mgmt	For	For
1e	Elect Director Risa Lavizzo-Mourey	G	Mgmt	For	For
1f	Elect Director Catherine Lesjak	G	Mgmt	For	For
1g	Elect Director Anne T. Madden	G	Mgmt	For	For
1h	Elect Director Tomislav Mihaljevic	G	Mgmt	For	For
1i	Elect Director William J. Stromberg	G	Mgmt	For	For
1j	Elect Director Phoebe L. Yang	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

GE Healthcare Technologies, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Submit Severance Agreement to Shareholder Vote	G	SH	Against	Against

Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.

GE Vernova, Inc.

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** GEV
Record Date: 21/03/2025 **Meeting Type:** Annual

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

GEA Group AG

Meeting Date: 30/04/2025 **Country:** Germany **Ticker:** G1A
Record Date: 08/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.15 per Share	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	For
4	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

GEA Group AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	G	Mgmt	For	For
6.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
7	Approve Remuneration Policy	G	Mgmt	For	For
8.1	Elect Juergen Fleischer to the Supervisory Board	G	Mgmt	For	For
8.2	Elect Annette Koehler to the Supervisory Board	G	Mgmt	For	For
8.3	Elect Holly Lei to the Supervisory Board	G	Mgmt	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For

Geberit AG

Meeting Date: 16/04/2025

Country: Switzerland

Ticker: GEBN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 12.80 per Share	G	Mgmt	For	For
3	Approve Non-Financial Report	E, S	Mgmt	For	For
4	Approve Discharge of Board of Directors	G	Mgmt	For	For
5.1.1	Reelect Albert Baehny as Director and Board Chair	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>					
5.1.2	Reelect Thomas Bachmann as Director	G	Mgmt	For	For
5.1.3	Reelect Felix Ehrat as Director	G	Mgmt	For	For
5.1.4	Reelect Werner Karlen as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Geberit AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.1.5	Reelect Bernadette Koch as Director	G	Mgmt	For	For
5.1.6	Reelect Eunice Zehnder-Lai as Director	G	Mgmt	For	For
5.2.1	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
5.2.2	Reappoint Thomas Bachmann as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
5.2.3	Reappoint Werner Karlen as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
6	Designate Roger Mueller as Independent Proxy	G	Mgmt	For	For
7	Ratify Ernst & Young AG as Auditors	G	Mgmt	For	For
8.1	Approve Remuneration Report	G	Mgmt	For	For
8.2	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	G	Mgmt	For	For
8.3	Approve Remuneration of Executive Committee in the Amount of CHF 13.9 Million	G	Mgmt	For	For
9	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Gecina SA

Meeting Date: 17/04/2025

Country: France

Ticker: GFC

Record Date: 15/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 5.45 per Share	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Stock Dividend Program	G	Mgmt	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G	Mgmt	For	For
6	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
7	Approve Compensation of Jerome Brunel, Chairman of the Board	G	Mgmt	For	For
8	Approve Compensation of Benat Ortega, CEO	G	Mgmt	For	For
9	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 900,000	G	Mgmt	For	For
10	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
11	Approve Remuneration Policy of CEO	G	Mgmt	For	For
12	Ratify Appointment of Ouma Sananikone as Director	G	Mgmt	For	For
13	Reelect Laurence Danon Arnaud as Director	G	Mgmt	For	For
14	Reelect Ivanhoe Cambridge Inc. as Director	G	Mgmt	For	For
15	Elect Philippe Brassac as Director	G	Mgmt	For	For
16	Appoint KPMG as Auditor for Sustainability Reporting	G	Mgmt	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
18	Amend Article 14 of Bylaws Re: Board Deliberations	G	Mgmt	For	For
19	Amend Article 15 of Bylaws Re: Powers of the Board	G	Mgmt	For	For
20	Amend Article 22 of Bylaws Re: Auditors	G	Mgmt	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 280 Million	G	Mgmt	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 57 Million	G	Mgmt	For	For

Gecina SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
23	Authorize Capital Increase of Up to EUR 57 Million for Future Exchange Offers	G	Mgmt	For	For
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	G	Mgmt	For	For
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
26	Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
28	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Executive Corporate Officers	G	Mgmt	For	For
29	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
	Ordinary Business		Mgmt		
30	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Geely Automobile Holdings Limited

Meeting Date: 30/05/2025

Country: Cayman Islands

Ticker: 175

Record Date: 26/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Elect Gan Jia Yue as Director	G	Mgmt	For	For
4	Elect Mao Jian Ming, Mooosa as Director	G	Mgmt	For	For
5	Elect Tseng Chin I as Director	G	Mgmt	For	For
6	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Geely Automobile Holdings Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Grant Thornton Hong Kong Limited as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For

GEM Co., Ltd.

Meeting Date: 19/05/2025 **Country:** China **Ticker:** 002340
Record Date: 12/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Report on the Deposit and Usage of Raised Funds	G	Mgmt	For	For
7	Approve Application of Credit Lines	G	Mgmt	For	For
8	Approve Provision of Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
9	Approve Shareholder Return Plan	G	Mgmt	For	For

GeneDx Holdings Corp.

Meeting Date: 18/06/2025 **Country:** USA **Ticker:** WGS
Record Date: 21/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Eli D. Casdin	G	Mgmt	For	Withhold

GeneDx Holdings Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.2	Elect Director Joshua Ruch	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Generac Holdings Inc.

Meeting Date: 12/06/2025 **Country:** USA **Ticker:** GNRC
Record Date: 17/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Aaron P. Jagdfeld	G	Mgmt	For	For
1.2	Elect Director Andrew G. Lampereur	G	Mgmt	For	For
1.3	Elect Director Nam T. Nguyen	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

General Motors Company

Meeting Date: 03/06/2025 **Country:** USA **Ticker:** GM
Record Date: 04/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mary T. Barra	G	Mgmt	For	For
1b	Elect Director Wesley G. Bush	G	Mgmt	For	For
1c	Elect Director Joanne C. Crevoiserat	G	Mgmt	For	For
1d	Elect Director Joseph Jimenez	G	Mgmt	For	For
1e	Elect Director Alfred F. Kelly, Jr.	G	Mgmt	For	For
1f	Elect Director Jonathan McNeill	G	Mgmt	For	For
1g	Elect Director Judith A. Miscik	G	Mgmt	For	For
1h	Elect Director Patricia F. Russo	G	Mgmt	For	For

General Motors Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director Mark A. Tatum	G	Mgmt	For	For
1j	Elect Director Jan E. Tighe	G	Mgmt	For	For
1k	Elect Director Devin N. Wenig	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	G	Mgmt	For	For
5	Report on Supply Chain GHG Emissions Reduction Strategies	E	SH	Against	Against

Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.

Generation Bio Co.

Meeting Date: 04/06/2025 **Country:** USA **Ticker:** GBIO
Record Date: 07/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ron Cooper	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his ability to exercise sufficient oversight on this board.</i>					
1.2	Elect Director Anthony Quinn	G	Mgmt	For	For
1.3	Elect Director Jason Rhodes	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Reverse Stock Split	G	Mgmt	For	For

Genpact Limited

Meeting Date: 22/05/2025 **Country:** Bermuda **Ticker:** G
Record Date: 25/03/2025 **Meeting Type:** Annual

Genpact Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Balkrishan "BK" Kalra	G	Mgmt	For	For
1.2	Elect Director James Madden	G	Mgmt	For	For
1.3	Elect Director Ajay Agrawal	G	Mgmt	For	For
1.4	Elect Director Laura Conigliaro	G	Mgmt	For	For
1.5	Elect Director Tamara Franklin	G	Mgmt	For	For
1.6	Elect Director Nicholas Gangestad	G	Mgmt	For	For
1.7	Elect Director Carol Lindstrom	G	Mgmt	For	For
1.8	Elect Director CeCelia Morken	G	Mgmt	For	For
1.9	Elect Director Brian Stevens	G	Mgmt	For	For
1.10	Elect Director Mark Verdi	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG Assurance and Consulting Services LLP as Auditors	G	Mgmt	For	For

Gentex Corporation

Meeting Date: 15/05/2025

Country: USA

Ticker: GNTX

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Joseph Anderson	G	Mgmt	For	For
1.2	Elect Director Leslie Brown	G	Mgmt	For	For
1.3	Elect Director Garth Deur	G	Mgmt	For	For
1.4	Elect Director Steve Downing	G	Mgmt	For	For
1.5	Elect Director Billy Pink	G	Mgmt	For	For
1.6	Elect Director Richard Schaum	G	Mgmt	For	For
1.7	Elect Director Kathleen Starkoff	G	Mgmt	For	For
1.8	Elect Director Brian Walker	G	Mgmt	For	For
1.9	Elect Director Ling Zang	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Gentex Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Gentherm Incorporated

Meeting Date: 08/05/2025 **Country:** USA **Ticker:** THRM
Record Date: 11/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sophie Desormiere	G	Mgmt	For	For
1.2	Elect Director David Heinzmann	G	Mgmt	For	For
1.3	Elect Director Ronald Hundzinski	G	Mgmt	For	For
1.4	Elect Director Laura Kowalchik	G	Mgmt	For	For
1.5	Elect Director Charles Kummeth	G	Mgmt	For	For
1.6	Elect Director Betsy Meter	G	Mgmt	For	For
1.7	Elect Director William T. Presley	G	Mgmt	For	For
1.8	Elect Director John Stacey	G	Mgmt	For	For
1.9	Elect Director Kenneth Washington	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Genting Berhad

Meeting Date: 12/06/2025 **Country:** Malaysia **Ticker:** 3182
Record Date: 29/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Directors' Fees	G	Mgmt	For	For
2	Approve Directors' Benefits-in-kind	G	Mgmt	For	For

Genting Berhad

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Elect Lim Kok Thay as Director	G	Mgmt	For	For
4	Elect Manharlal A/L Ratilal as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence</i>					
5	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
7	Approve Share Repurchase Program	G	Mgmt	For	For
8	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions	G	Mgmt	For	For

Genting Malaysia Berhad

Meeting Date: 11/06/2025

Country: Malaysia

Ticker: 4715

Record Date: 29/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Directors' Fees	G	Mgmt	For	For
2	Approve Directors' Benefits-in-kind	G	Mgmt	For	For
3	Elect Indera Lim Keong Hui as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence</i>					
4	Elect Ho Heng Chuan as Director	G	Mgmt	For	For
5	Elect Chong Kwai Ying as Director	G	Mgmt	For	For
6	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
8	Approve Share Repurchase Program	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Genting Malaysia Berhad

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Renewal of Shareholders' Mandate and Implementation of New Shareholders' Mandate for Recurrent Related Party Transactions	G	Mgmt	For	For

Genting Singapore Limited

Meeting Date: 14/04/2025 **Country:** Singapore **Ticker:** G13
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Elect Lim Kok Thay as Director	G	Mgmt	For	For
4	Elect Wong Chien Chien as Director	G	Mgmt	For	For
5(a)	Approve Directors' Fees	G	Mgmt	For	For
5(b)	Approve Grant of Awards Under the Genting Singapore Performance Share Scheme	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Approve Renewal Mandate for Transactions with Related Parties	G	Mgmt	For	For
8	Authorize Share Repurchase Program	G	Mgmt	For	For

Genuine Parts Company

Meeting Date: 28/04/2025 **Country:** USA **Ticker:** GPC
Record Date: 19/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard Cox, Jr.	G	Mgmt	For	For
1b	Elect Director Paul D. Donahue	G	Mgmt	For	For
1c	Elect Director P. Russell Hardin	G	Mgmt	For	Against
<p><i>Blended Rationale: [DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines. [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
1d	Elect Director John R. Holder	G	Mgmt	For	For
1e	Elect Director Donna W. Hyland	G	Mgmt	For	For
1f	Elect Director Jean-Jacques Lafont	G	Mgmt	For	For
1g	Elect Director Robert C. "Robin" Loudermilk, Jr.	G	Mgmt	For	Against
<p><i>Blended Rationale: SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i></p>					
1h	Elect Director Juliette W. Pryor	G	Mgmt	For	For
1i	Elect Director Darren Rebelez	G	Mgmt	For	For
1j	Elect Director Laurie Schupmann	G	Mgmt	For	For
1k	Elect Director William P. Stengel, II	G	Mgmt	For	For
1l	Elect Director Charles K. Stevens, III	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Articles of Incorporation	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
5	Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	S	SH	Against	Against
<p><i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i></p>					

Genworth Financial, Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: GNW

Record Date: 24/03/2025

Meeting Type: Annual

Genworth Financial, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director G. Kent Conrad	G	Mgmt	For	For
1b	Elect Director Karen E. Dyson	G	Mgmt	For	For
1c	Elect Director Jill R. Goodman	G	Mgmt	For	For
1d	Elect Director Melina E. Higgins	G	Mgmt	For	For
1e	Elect Director Thomas J. McNerney	G	Mgmt	For	For
1f	Elect Director Howard D. Mills, III	G	Mgmt	For	For
1g	Elect Director Robert P. Restrepo, Jr.	G	Mgmt	For	For
1h	Elect Director Elaine A. Sarsynski	G	Mgmt	For	For
1i	Elect Director Ramsey D. Smith	G	Mgmt	For	For
1j	Elect Director Steven C. Van Wyk	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
5	Amend Certificate of Incorporation to Eliminate the Pass-Through Voting Provision	G	Mgmt	For	For

Georg Fischer AG

Meeting Date: 16/04/2025 **Country:** Switzerland **Ticker:** GF
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Non-Financial Report	E, S	Mgmt	For	For
1.3	Approve Remuneration Report	G	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 1.35 per Share	G	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Georg Fischer AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.1	Reelect Peter Hackel as Director	G	Mgmt	For	For
4.2	Reelect Annika Paasikivi as Director	G	Mgmt	For	For
4.3	Reelect Stefan Raebtsamen as Director	G	Mgmt	For	For
4.4	Reelect Eveline Saupper as Director	G	Mgmt	For	For
4.5	Reelect Ayano Senaha as Director	G	Mgmt	For	For
4.6	Reelect Yves Serra as Director	G	Mgmt	For	For
4.7	Reelect Michelle Wen as Director	G	Mgmt	For	For
5.1	Reelect Yves Serra as Board Chair	G	Mgmt	For	For
5.2.1	Reappoint Annika Paasikivi as Member of the Compensation Committee	G	Mgmt	For	For
5.2.2	Reappoint Eveline Saupper as Member of the Compensation Committee	G	Mgmt	For	For
5.2.3	Reappoint Michelle Wen as Member of the Compensation Committee	G	Mgmt	For	For
6	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	G	Mgmt	For	For
7	Approve Remuneration of Executive Committee in the Amount of CHF 12.4 Million	G	Mgmt	For	For
8	Ratify KPMG AG as Auditors	G	Mgmt	For	For
9	Designate Christoph Vaucher as Independent Proxy	G	Mgmt	For	For
10	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

George Weston Limited

Meeting Date: 06/05/2025

Country: Canada

Ticker: WN

Record Date: 10/03/2025

Meeting Type: Annual

George Weston Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director M. Marianne Harris	G	Mgmt	For	For
1.2	Elect Director Nancy H.O. Lockhart	G	Mgmt	For	For
1.3	Elect Director Sarabjit S. Marwah	G	Mgmt	For	For
1.4	Elect Director Gordon M. Nixon	G	Mgmt	For	For
1.5	Elect Director Barbara G. Szymiest	G	Mgmt	For	For
1.6	Elect Director Galen G. Weston	G	Mgmt	For	For
1.7	Elect Director Cornell Wright	G	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Gerda SA

Meeting Date: 10/04/2025 **Country:** Brazil **Ticker:** GGBR4

Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Meeting for Preferred Shareholders As a Preferred Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
2	Elect Denio Augusto Liberato Delfino as Fiscal Council Member and Mario Roberto Perrone Lopes as Alternate Appointed by Preferred Shareholder	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					

Gerda SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	In Case Neither Class of Shares Reaches the Minimum Quorum Required by the Brazilian Corporate Law to Elect a Board Representative in Separate Elections, Would You Like to Use Your Votes to Elect the Candidate with More Votes to Represent Both Classes?	G	Mgmt	None	For

German American Bancorp, Inc.

Meeting Date: 28/04/2025 **Country:** USA **Ticker:** GABC
Record Date: 07/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Zachary W. Bawel	G	Mgmt	For	For
1.2	Elect Director D. Neil Dauby	G	Mgmt	For	For
1.3	Elect Director Susan J. Ellspermann	G	Mgmt	For	For
1.4	Elect Director G. Scott McComb	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Crowe LLP as Auditors	G	Mgmt	For	For

Getinge AB

Meeting Date: 22/04/2025 **Country:** Sweden **Ticker:** GETI.B
Record Date: 10/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive CEO's Report	G	Mgmt		
8	Receive Board's and Board Committee's Reports	G	Mgmt		
9	Receive Financial Statements and Statutory Reports	G	Mgmt		
10	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
11	Approve Allocation of Income and Dividends of SEK 4.60 Per Share	G	Mgmt	For	For
12.a	Approve Discharge of Carl Bennet	G	Mgmt	For	For
12.b	Approve Discharge of Johan Bygge	G	Mgmt	For	For
12.c	Approve Discharge of Cecilia Daun Wennborg	G	Mgmt	For	For
12.d	Approve Discharge of Dan Frohm	G	Mgmt	For	For
12.e	Approve Discharge of Johan Malmquist	G	Mgmt	For	For
12.f	Approve Discharge of Malin Persson	G	Mgmt	For	For
12.g	Approve Discharge of Kristian Samuelsson	G	Mgmt	For	For
12.h	Approve Discharge of Barbro Friden	G	Mgmt	For	For
12.i	Approve Discharge of Mattias Perjos	G	Mgmt	For	For
12.j	Approve Discharge of Fredrik Brattborn	G	Mgmt	For	For
12.k	Approve Discharge of Ake Larsson	G	Mgmt	For	For
12.l	Approve Discharge of Pontus Kall	G	Mgmt	For	For
12.m	Approve Discharge of Ida Gustafsson	G	Mgmt	For	For
13.a	Determine Number of Members (9) and Deputy Members (0) of Board	G	Mgmt	For	For
13.b	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
14.a	Approve Remuneration of Directors in the Aggregate Amount of SEK 6.8 Million; Approve Remuneration for Committee Work	G	Mgmt	For	For
14.b	Approve Remuneration of Auditors	G	Mgmt	For	For

Getinge AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15.a	Reelect Carl Bennet as Director	G	Mgmt	For	For
15.b	Reelect Johan Bygge as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
15.c	Reelect Cecilia Daun Wennborg as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
15.d	Reelect Dan Frohm as Director	G	Mgmt	For	For
15.e	Reelect Johan Malmquist as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
15.f	Reelect Mattias Perjos as Director	G	Mgmt	For	For
15.g	Reelect Malin Persson as Director	G	Mgmt	For	For
15.h	Reelect Kristian Samuelsson as Director	G	Mgmt	For	For
15.i	Elect Ulrika Dellby as New Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
15.j	Reelect Johan Malmquist as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
16	Ratify Ernst & Young as Auditors	G	Mgmt	For	For
17	Approve Remuneration Report	G	Mgmt	For	For
18	Authorize Share Repurchase Program	G	Mgmt	For	For
19	Close Meeting	G	Mgmt		

Getlink SE

Meeting Date: 14/05/2025

Country: France

Ticker: GET

Record Date: 12/05/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income and Dividends of EUR 0.58 per Share	G	Mgmt	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
4	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	G	Mgmt	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	For
6	Reelect Yann Leriche as Director	G	Mgmt	For	For
7	Renew Appointment of Forvis Mazars SA as Auditor	G	Mgmt	For	For
8	Appoint Deloitte & Associates as Auditor	G	Mgmt	For	For
9	Renew Appointment of Forvis Mazars SA as Auditor for Sustainability Reporting	G	Mgmt	For	For
10	Appoint Deloitte & Associates as Auditor for Sustainability Reporting	G	Mgmt	For	For
11	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
12	Approve Compensation of Yann Leriche, CEO	G	Mgmt	For	For
13	Approve Compensation of Jacques Gounon, Chairman of the Board	G	Mgmt	For	For
14	Approve Remuneration Policy of Directors	G	Mgmt	For	For
15	Approve Remuneration Policy of Yann Leriche, CEO	G	Mgmt	For	For
16	Approve Remuneration Policy of Jacques Gounon, Chairman of the Board	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
17	Authorize up to 390,000 Shares for Use in Restricted Stock Plans	G	Mgmt	For	For

Getlink SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
18	Authorize up to 550,000 Shares for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	G	Mgmt	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 88 Million	G	Mgmt	For	For
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
21	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 88 Million	G	Mgmt	For	For
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
24	Amend Article 19 of Bylaws Re: Age Limit of Chairman of the Board	G	Mgmt	For	For
25	Amend Article 20 of Bylaws to Incorporate Legal Changes	G	Mgmt	For	For
26	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Getty Realty Corp.

Meeting Date: 22/04/2025

Country: USA

Ticker: GTY

Record Date: 26/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Christopher J. Constant	G	Mgmt	For	For
1b	Elect Director Milton Cooper	G	Mgmt	For	For
1c	Elect Director Philip E. Coviello	G	Mgmt	For	For
1d	Elect Director Evelyn Leon Infurna	G	Mgmt	For	For
1e	Elect Director Mary Lou Malanoski	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Getty Realty Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Howard B. Safenowitz	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Gevo, Inc.

Meeting Date: 21/05/2025 **Country:** USA **Ticker:** GEVO
Record Date: 25/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director William H. Baum	G	Mgmt	For	For
1.2	Elect Director Mary Kathryn (Katie) Ellet	G	Mgmt	For	For
1.3	Elect Director Gary W. Mize	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

GF Securities Co., Ltd.

Meeting Date: 16/05/2025 **Country:** China **Ticker:** 1776
Record Date: 12/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Directors' Report	G	Mgmt	For	For
2	Approve Supervisory Committee's Report	G	Mgmt	For	For
3	Approve Duty Performance Reports of the Independent Director	G	Mgmt	For	For
4	Approve Final Financial Report	G	Mgmt	For	For

GF Securities Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Annual Report	G	Mgmt	For	For
6	Approve Profit Distribution Plan	G	Mgmt	For	For
7	Approve Ernst & Young Hua Ming LLP as PRC Domestic Auditor and Ernst & Young as Overseas Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Approve Authorization of Proprietary Investment Quota	G	Mgmt	For	For
9	Approve Expected Daily Related Party/Connected Transactions	G	Mgmt	For	For
10	Approve Provision of Guarantees for Offshore Loans of GF Financial Markets (UK) Limited	G	Mgmt	For	For
11	Authorize the Board of Directors to Decide on the Interim Profit Distribution	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE GENERAL MANDATE OF ISSUANCES OF ONSHORE AND OFFSHORE DEBT FINANCING INSTRUMENTS		Mgmt		
12.1	Approve Issuing Entity, Size of Issuance and Method of Issuance	G	Mgmt	For	For
12.2	Approve Type of Debt Financing Instruments	G	Mgmt	For	For
12.3	Approve Term of Debt Financing Instruments	G	Mgmt	For	For
12.4	Approve Interest Rate of the Debt Financing Instruments	G	Mgmt	For	For
12.5	Approve Security and Other Arrangements	G	Mgmt	For	For
12.6	Approve Use of Proceeds from Fund Raising Activities	G	Mgmt	For	For
12.7	Approve Issuing Price	G	Mgmt	For	For
12.8	Approve Targets of Issuance	G	Mgmt	For	For
12.9	Approve Listing of the Debt Financing Instruments	G	Mgmt	For	For
12.10	Approve Safeguard Measures for Debt Repayment of the Debt Financing Instruments	G	Mgmt	For	For
12.11	Approve Authorization for the Issuances of the Onshore and Offshore Debt Financing Instruments	G	Mgmt	For	For
12.12	Approve Validity Period of the Resolution	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Directors' Report	G	Mgmt	For	For
2	Approve Supervisory Committee's Report	G	Mgmt	For	For
3	Approve Duty Performance Reports of the Independent Director	G	Mgmt	For	For
4	Approve Final Financial Report	G	Mgmt	For	For
5	Approve Annual Report	G	Mgmt	For	For
6	Approve Profit Distribution Plan	G	Mgmt	For	For
7	Approve Ernst & Young Hua Ming LLP as PRC Domestic Auditor and Ernst & Young as Overseas Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Approve Authorization of Proprietary Investment Quota	G	Mgmt	For	For
9	Approve Expected Daily Related Party/Connected Transactions	G	Mgmt	For	For
10	Approve Provision of Guarantees for Offshore Loans of GF Financial Markets (UK) Limited	G	Mgmt	For	For
11	Authorize the Board of Directors to Decide on the Interim Profit Distribution	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE GENERAL MANDATE OF ISSUANCES OF ONSHORE AND OFFSHORE DEBT FINANCING INSTRUMENTS		Mgmt		
12.1	Approve Issuing Entity, Size of Issuance and Method of Issuance	G	Mgmt	For	For
12.2	Approve Type of Debt Financing Instruments	G	Mgmt	For	For
12.3	Approve Term of Debt Financing Instruments	G	Mgmt	For	For
12.4	Approve Interest Rate of the Debt Financing Instruments	G	Mgmt	For	For
12.5	Approve Security and Other Arrangements	G	Mgmt	For	For

GF Securities Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12.6	Approve Use of Proceeds from Fund Raising Activities	G	Mgmt	For	For
12.7	Approve Issuing Price	G	Mgmt	For	For
12.8	Approve Targets of Issuance	G	Mgmt	For	For
12.9	Approve Listing of the Debt Financing Instruments	G	Mgmt	For	For
12.10	Approve Safeguard Measures for Debt Repayment of the Debt Financing Instruments	G	Mgmt	For	For
12.11	Approve Authorization for the Issuances of the Onshore and Offshore Debt Financing Instruments	G	Mgmt	For	For
12.12	Approve Validity Period of the Resolution	G	Mgmt	For	For

GFL Environmental Inc.

Meeting Date: 14/05/2025

Country: Canada

Ticker: GFL

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Holders of Subordinate Voting, Multiple Voting, Series A Convertible Preferred and Series B Convertible Preferred Shares		Mgmt		
1.1	Elect Director Patrick Dovigi	G	Mgmt	For	For
1.2	Elect Director Dino Chiesa	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
1.3	Elect Director Violet Konkle	G	Mgmt	For	For
1.4	Elect Director Arun Nayar	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
1.5	Elect Director Paolo Notarnicola	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [SD-M0201-007] Nominee serves as chair of the remuneration committee, which has not responded to shareholder concerns regarding remuneration policies.</i>					
1.6	Elect Director Ven Poole	G	Mgmt	For	For
1.7	Elect Director Jessica McDonald	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

GFL Environmental Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director Sandra Levy	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0550-001] Pay is not aligned with performance and peers.</i>					

Giant Biogene Holding Co. Ltd.

Meeting Date: 13/06/2025 **Country:** Cayman Islands **Ticker:** 2367
Record Date: 09/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2a	Elect Huang Jin as Director	G	Mgmt	For	For
2b	Elect Shan Wenhua as Director	G	Mgmt	For	For
2c	Elect Wong Sze Wing as Director	G	Mgmt	For	For
2d	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
3	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
6	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
7a	Approve Final Dividend	G	Mgmt	For	For
7b	Approve Special Dividend	G	Mgmt	For	For

Giant Manufacturing Co., Ltd.

Meeting Date: 23/06/2025

Country: Taiwan

Ticker: 9921

Record Date: 24/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For

Gibraltar Industries, Inc.

Meeting Date: 30/04/2025

Country: USA

Ticker: ROCK

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mark G. Barberio	G	Mgmt	For	For
1b	Elect Director William T. Bosway	G	Mgmt	For	For
1c	Elect Director James S. Metcalf	G	Mgmt	For	For
1d	Elect Director Gwendolyn G. Mizell	G	Mgmt	For	For
1e	Elect Director Linda K. Myers	G	Mgmt	For	For
1f	Elect Director James B. Nish	G	Mgmt	For	For
1g	Elect Director Atlee Valentine Pope	G	Mgmt	For	For
1h	Elect Director Manish H. Shah	G	Mgmt	For	For

Blended Rationale: .

2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Gibson Energy Inc.

Meeting Date: 06/05/2025

Country: Canada

Ticker: GEI

Record Date: 18/03/2025

Meeting Type: Annual/Special

Gibson Energy Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director James M. Estey	G	Mgmt	For	For
1b	Elect Director Douglas P. Bloom	G	Mgmt	For	For
1c	Elect Director Judy E. Cotte	G	Mgmt	For	For
1d	Elect Director Heidi L. Dutton	G	Mgmt	For	For
1e	Elect Director Maria A. Hooper	G	Mgmt	For	For
1f	Elect Director Diane A. Kazarian	G	Mgmt	For	For
1g	Elect Director Margaret C. Montana	G	Mgmt	For	For
1h	Elect Director Khalid A. Muslih	G	Mgmt	For	For
1i	Elect Director Craig V. Richardson	G	Mgmt	For	For
1j	Elect Director Curtis D. Philippon	G	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
4	Re-approve Long-Term Incentive Plan	G	Mgmt	For	For

Gigabyte Technology Co., Ltd.

Meeting Date: 10/06/2025

Country: Taiwan

Ticker: 2376

Record Date: 11/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Amendments to Articles of Association	G	Mgmt	For	For
3	Approve Authorizing the Board of Directors to Handle the Case of Capital Increase in Cash and Issuance of Ordinary Shares to Participate in the Issuance of Overseas Depositary Receipts	G	Mgmt	For	For

G-III Apparel Group, Ltd.

Meeting Date: 12/06/2025

Country: USA

Ticker: GIII

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Morris Goldfarb	G	Mgmt	For	For
1.2	Elect Director Sammy Aaron	G	Mgmt	For	For
1.3	Elect Director Thomas J. Brosig	G	Mgmt	For	For
1.4	Elect Director Joyce F. Brown	G	Mgmt	For	For
1.5	Elect Director Jeffrey Goldfarb	G	Mgmt	For	For
1.6	Elect Director Victor Herrero	G	Mgmt	For	For
1.7	Elect Director Robert L. Johnson	G	Mgmt	For	For
1.8	Elect Director Patti H. Ongman	G	Mgmt	For	For
1.9	Elect Director Laura Pomerantz	G	Mgmt	For	For
1.10	Elect Director Michael Shaffer	G	Mgmt	For	For
1.11	Elect Director Cheryl Vitali	G	Mgmt	For	For
1.12	Elect Director Richard White	G	Mgmt	For	For
1.13	Elect Director Andrew Yaeger	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Gildan Activewear Inc.

Meeting Date: 30/04/2025

Country: Canada

Ticker: GIL

Record Date: 18/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
2.1	Elect Director Glenn J. Chamandy	G	Mgmt	For	For
2.2	Elect Director Michener Chandlee	G	Mgmt	For	For
2.3	Elect Director Anne-Laure Descours	G	Mgmt	For	For
2.4	Elect Director Ghislain Houle	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Gildan Activewear Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.5	Elect Director Melanie Kau	G	Mgmt	For	For
2.6	Elect Director Michael Kneeland	G	Mgmt	For	For
2.7	Elect Director Peter Lee	G	Mgmt	For	For
2.8	Elect Director Karen Stuckey	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Gilead Sciences, Inc.

Meeting Date: 07/05/2025

Country: USA

Ticker: GILD

Record Date: 14/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jacqueline K. Barton	G	Mgmt	For	For
1b	Elect Director Jeffrey A. Bluestone	G	Mgmt	For	For
1c	Elect Director Sandra J. Horning	G	Mgmt	For	For
1d	Elect Director Kelly A. Kramer	G	Mgmt	For	For
1e	Elect Director Ted W. Love	G	Mgmt	For	For
1f	Elect Director Harish M. Manwani	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1g	Elect Director Daniel P. O'Day	G	Mgmt	For	For
1h	Elect Director Javier J. Rodriguez	G	Mgmt	For	For
1i	Elect Director Anthony Welters	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Report on Pay Disparity	S	SH	Against	Against
<i>Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.</i>					
5	Require Independent Board Chair	G	SH	Against	Against
<i>Blended Rationale: [SF-S0107-101] Company has a designated lead director who fulfills the requirements appropriate to such role.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Gilead Sciences, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Adopt Comprehensive Human Rights Policy and Human Rights Due Diligence Process	S	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					
7	Report on the Risks of DEI Practices for Contractors	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					

Ginkgo Bioworks Holdings, Inc.

Meeting Date: 12/06/2025 **Country:** USA **Ticker:** DNA
Record Date: 17/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ross Fubini	G	Mgmt	For	For
1b	Elect Director Christian Henry	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board.</i>					
1c	Elect Director Sri Kosuri	G	Mgmt	For	For
1d	Elect Director Shyam Sankar	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1e	Elect Director Harry E. Sloan	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Ginlong Technologies Co., Ltd.

Meeting Date: 14/05/2025 **Country:** China **Ticker:** 300763
Record Date: 07/05/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report on the Usage of Previously Raised Funds	G	Mgmt	For	For

Ginlong Technologies Co., Ltd.

Meeting Date: 19/05/2025

Country: China

Ticker: 300763

Record Date: 12/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Appointment of Auditor	G	Mgmt	For	For
6	Approve Profit Distribution	G	Mgmt	For	For
7	Approve Application of Credit Lines	G	Mgmt	For	For
8	Approve Remuneration of Directors	G	Mgmt	For	For
9	Approve Remuneration of Supervisors	G	Mgmt	For	For
10	Approve Provision of Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: A vote AGAINST is warranted because there is lack of disclosure on the pertinent details of this guarantee request.</i>					
11	Approve Foreign Exchange Hedging	G	Mgmt	For	For
12	Approve Repurchase and Cancellation of Performance Shares	G	Mgmt	For	For

GitLab Inc.

Meeting Date: 20/06/2025

Country: USA

Ticker: GTLB

Record Date: 25/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sytse Sijbrandij	G	Mgmt	For	For
1.2	Elect Director Matthew Jacobson	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
1.3	Elect Director David Henshall	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

GitLab Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against

Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.

Glacier Bancorp, Inc.

Meeting Date: 30/04/2025 **Country:** USA **Ticker:** GBCI
Record Date: 26/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director David C. Boyles	G	Mgmt	For	For
1.2	Elect Director Robert A. Cashell, Jr.	G	Mgmt	For	For
1.3	Elect Director Randall M. Chesler	G	Mgmt	For	For
1.4	Elect Director Jesus T. Espinoza	G	Mgmt	For	For
1.5	Elect Director Annie M. Goodwin	G	Mgmt	For	For
1.6	Elect Director Kristen L. Heck	G	Mgmt	For	For
1.7	Elect Director Michael B. Hormaechea	G	Mgmt	For	For
1.8	Elect Director Craig A. Langel	G	Mgmt	For	For
1.9	Elect Director Douglas J. McBride	G	Mgmt	For	For
1.10	Elect Director Beth Noymer Levine	G	Mgmt	For	For
2	Approve Omnibus Stock Plan	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Ratify Forvis Mazars, LLP as Auditors	G	Mgmt	For	For

Glanbia Plc

Meeting Date: 30/04/2025 **Country:** Ireland **Ticker:** GL9
Record Date: 26/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Re-elect Donard Gaynor as Director	G	Mgmt	For	For
3b	Re-elect Hugh McGuire as Director	G	Mgmt	For	For
3c	Re-elect Mark Garvey as Director	G	Mgmt	For	For
3d	Re-elect Roisin Brennan as Director	G	Mgmt	For	For
3e	Re-elect Paul Duffy as Director	G	Mgmt	For	For
3f	Re-elect Ilona Haaajer as Director	G	Mgmt	For	For
3g	Re-elect Jane Lodge as Director	G	Mgmt	For	For
3h	Re-elect John G Murphy as Director	G	Mgmt	For	For
3i	Elect Gerard O'Brien as Director	G	Mgmt	For	For
3j	Re-elect Gabriella Parisse as Director	G	Mgmt	For	For
3k	Elect Thomas Phelan as Director	G	Mgmt	For	For
3l	Re-elect Kimberly Underhill as Director	G	Mgmt	For	For
4	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
5	Approve Remuneration Report	G	Mgmt	For	For
6	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For
7	Authorise Issue of Equity	G	Mgmt	For	For
8	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
10	Authorise Market Purchase of Shares	G	Mgmt	For	For
11	Determine Price Range for Reissuance of Treasury Shares	G	Mgmt	For	For

Glanbia Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Approve Transfer of the Company's Category of Equity Share Listing from Equity Shares (Commercial Companies) Category to Equity Shares (International Commercial Companies Secondary Listing) Category	G	Mgmt	For	For

Glaukos Corporation

Meeting Date: 29/05/2025 Country: USA Ticker: GKOS
Record Date: 04/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mark J. Foley	G	Mgmt	For	For
1.2	Elect Director David F. Hoffmeister	G	Mgmt	For	For
1.3	Elect Director Gilbert H. Kliman	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Global Dominion Access SA

Meeting Date: 05/05/2025 Country: Spain Ticker: DOM
Record Date: 30/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For
2	Approve Discharge of Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
3	Approve Allocation of Income and Dividends	G	Mgmt	For	For

Global Dominion Access SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
5	Authorize Share Repurchase and Capital Reduction via Cancellation of Repurchased Shares	G	Mgmt	For	For
6	Renew Appointment of PricewaterhouseCoopers as Auditor	G	Mgmt	For	For
7	Approve Annual Maximum Remuneration	G	Mgmt	For	For
8	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
9	Advisory Vote on Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
10	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
11	Approve Minutes of Meeting	G	Mgmt	For	For

Global Net Lease, Inc.

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** GNL
Record Date: 25/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Edward M. Weil, Jr.	G	Mgmt	For	For
1b	Elect Director M. Therese Antone	G	Mgmt	For	For
1c	Elect Director Lisa D. Kabnick	G	Mgmt	For	For
1d	Elect Director Robert I. Kauffman	G	Mgmt	For	For
1e	Elect Director Leslie D. Michelson	G	Mgmt	For	For
1f	Elect Director Michael J.U. Monahan	G	Mgmt	For	For
1g	Elect Director Stanley R. Perla	G	Mgmt	For	For
1h	Elect Director P. Sue Perrotty	G	Mgmt	For	For
1i	Elect Director Edward G. Rendell	G	Mgmt	For	For

Global Net Lease, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Leon C. Richardson	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For

Global Payments Inc.

Meeting Date: 24/04/2025 **Country:** USA **Ticker:** GPN

Record Date: 03/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director F. Thaddeus Arroyo	G	Mgmt	For	For
1b	Elect Director Robert H.B. Baldwin, Jr.	G	Mgmt	For	For
1c	Elect Director Cameron M. Bready	G	Mgmt	For	For
1d	Elect Director John G. Bruno	G	Mgmt	For	For
1e	Elect Director Joia M. Johnson	G	Mgmt	For	For
1f	Elect Director Kirsten M. Kliphouse	G	Mgmt	For	For
1g	Elect Director Connie D. McDaniel	G	Mgmt	For	For
1h	Elect Director Joseph H. Osnoss	G	Mgmt	For	For
1i	Elect Director William B. Plummer	G	Mgmt	For	For
1j	Elect Director M. Troy Woods	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For
5	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For

Global Unichip Corp.

Meeting Date: 15/05/2025

Country: Taiwan

Ticker: 3443

Record Date: 14/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For

Global-e Online Ltd.

Meeting Date: 19/06/2025

Country: Israel

Ticker: GLBE

Record Date: 13/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Reelect Amir Schlachet as Director	G	Mgmt	For	For
1b	Reelect Miguel Angel Parra as Director	G	Mgmt	For	For
1c	Reelect Iris Epple-Righi as Director	G	Mgmt	For	For
2	Reappoint Kost, Forer, Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Globant SA

Meeting Date: 30/04/2025

Country: Luxembourg

Ticker: GLOB

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1.	Receive Board's and Auditor's Reports	G	Mgmt		
2.	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For

Globant SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
4.	Approve Allocation of Income	G	Mgmt	For	For
5.	Approve Discharge of Directors	G	Mgmt	For	For
6.	Approve Remuneration of Directors during the Financial Year Ending on December 31, 2025	G	Mgmt	For	For
7.	Appoint PricewaterhouseCoopers, Societe Cooperative as Auditor for Annual Accounts and EU IFRS Consolidated Accounts	G	Mgmt	For	For
8.	Appoint Price Waterhouse & Co. S.R.L. as Auditor for IFRS Consolidated Accounts	G	Mgmt	For	For
9.	Reelect Maria Pinelli as Director	G	Mgmt	For	For
10.	Reelect Andrea Mayumi Petroni Merhy as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
11.	Reelect Francisco Alvarez-Demalde as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i></p>					

Globe Life Inc.

Meeting Date: 24/04/2025

Country: USA

Ticker: GL

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Matthew J. Adams	G	Mgmt	For	For
1.2	Elect Director Linda L. Addison	G	Mgmt	For	For
1.3	Elect Director Marilyn A. Alexander	G	Mgmt	For	For
1.4	Elect Director Cheryl D. Alston	G	Mgmt	For	For
1.5	Elect Director Mark A. Blinn	G	Mgmt	For	For
1.6	Elect Director James P. Brannen	G	Mgmt	For	For
1.7	Elect Director Alice S. Cho	G	Mgmt	For	For

Globe Life Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director J. Matthew Darden	G	Mgmt	For	For
1.9	Elect Director Phillip M. Jacobs	G	Mgmt	For	For
1.10	Elect Director David A. Rodriguez	G	Mgmt	For	For
1.11	Elect Director Frank M. Svoboda	G	Mgmt	For	For
1.12	Elect Director Mary E. Thigpen	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Globus Medical, Inc.

Meeting Date: 04/06/2025 **Country:** USA **Ticker:** GMED
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director David C. Paul	G	Mgmt	For	For
1b	Elect Director Daniel T. Lemaitre	G	Mgmt	For	For
1c	Elect Director Leslie V. Norwalk	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1d	Elect Director Ann D. Rhoads	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-003] Plan permits repricing without shareholder approval.</i>					
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
5	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
<i>Blended Rationale: [SF-M0552-002] We believe that it is in the best interests of shareholders for issuers to hold votes on executive compensation every year.</i>					

GoDaddy Inc.

Meeting Date: 04/06/2025 **Country:** USA **Ticker:** GDDY
Record Date: 07/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Amanpal (Aman) Bhutani	G	Mgmt	For	For
1b	Elect Director Herald Chen	G	Mgmt	For	For
1c	Elect Director Caroline Donahue	G	Mgmt	For	For
1d	Elect Director Mark Garrett	G	Mgmt	For	For
1e	Elect Director Brian Sharples	G	Mgmt	For	For
1f	Elect Director Graham Smith	G	Mgmt	For	For
1g	Elect Director Leah Sweet	G	Mgmt	For	For
1h	Elect Director Srinivas (Srini) Tallapragada	G	Mgmt	For	For
1i	Elect Director Sigal Zarmi	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Officers	G	Mgmt	For	For
5	Amend Certificate of Incorporation to Implement Miscellaneous Changes	G	Mgmt	For	For

Godo Steel, Ltd.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 5410

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Uchida, Hiroyuki	G	Mgmt	For	For
1.2	Elect Director Minobe, Shinji	G	Mgmt	For	For
1.3	Elect Director Setoguchi, Akito	G	Mgmt	For	For
1.4	Elect Director Nishinaka, Katsura	G	Mgmt	For	For
1.5	Elect Director Fujita, Tomoyuki	G	Mgmt	For	For
1.6	Elect Director Tsuchiya, Mitsuaki	G	Mgmt	For	For
1.7	Elect Director Matsuda, Michiko	G	Mgmt	For	For

Godo Steel, Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director Masuoka, Kensuke	G	Mgmt	For	For
2	Appoint Statutory Auditor Fukuda, Takaki	G	Mgmt	For	For

goeasy Ltd.

Meeting Date: 08/05/2025 **Country:** Canada **Ticker:** GSY
Record Date: 19/03/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Donald K. Johnson	G	Mgmt	For	For
1b	Elect Director David Ingram	G	Mgmt	For	For
1c	Elect Director Karen Basian	G	Mgmt	For	For
1d	Elect Director David Appel	G	Mgmt	For	For
1e	Elect Director Sean Morrison	G	Mgmt	For	For
1f	Elect Director James Moore	G	Mgmt	For	For
1g	Elect Director Tara Deakin	G	Mgmt	For	For
1h	Elect Director Jason Mullins	G	Mgmt	For	For
1i	Elect Director Jonathan Tetrault	G	Mgmt	For	For
1j	Elect Director Radhika Kakkar	G	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Approve Share Split	G	Mgmt	For	For

GoerTek Inc.

Meeting Date: 22/05/2025 **Country:** China **Ticker:** 002241
Record Date: 16/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For

GoerTek Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Shareholder Return Plan	G	Mgmt	For	For
7	Approve to Appoint Auditor	G	Mgmt	For	For
8	Approve Comprehensive Credit Line Application	G	Mgmt	For	For
9	Approve Financial Derivates Transactions	G	Mgmt	For	For
10	Approve Provision of Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
11	Approve Provision of Financial Assistance	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0464-001] Level of financial assistance not proportionate to ownership.</i>					
12	Approve Authorization of the Board on Interim Profit Distribution Plan	G	Mgmt	For	For

Golar LNG Limited

Meeting Date: 20/05/2025

Country: Bermuda

Ticker: GLNG

Record Date: 13/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Directors at Eight	G	Mgmt	For	For
2	Authorize Board to Fill Vacancies	G	Mgmt	For	For
3	Elect Director Tor Olav Trøim	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
4	Elect Director Daniel W. Rabun	G	Mgmt	For	For
5	Elect Director Carl E. Steen	G	Mgmt	For	For
6	Elect Director Niels G. Stolt-Nielsen	G	Mgmt	For	For
7	Elect Director Lori Wheeler Naess	G	Mgmt	For	For
8	Elect Director Benoît de la Fouchardiere	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Golar LNG Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Elect Director Mi Hong Yoon	G	Mgmt	For	For
10	Approve Ernst & Young LLP of London, England as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
11	Approve Remuneration of Directors	G	Mgmt	For	For

Gold Circuit Electronics Ltd.

Meeting Date: 28/05/2025 **Country:** Taiwan **Ticker:** 2368
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For

Gold Fields Ltd.

Meeting Date: 28/05/2025 **Country:** South Africa **Ticker:** GFI
Record Date: 23/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Resolutions		Mgmt		
1	Reappoint PricewaterhouseCoopers Inc as Auditors of the Company	G	Mgmt	For	For
2.1	Elect Alex Dall as Director	G	Mgmt	For	For
2.2	Elect Zarina Bassa as Director	G	Mgmt	For	For
2.3	Elect Shannon McCrae as Director	G	Mgmt	For	For
2.4	Re-elect Cristina Bitar as Director	G	Mgmt	For	For
2.5	Re-elect Jacqueline McGill as Director	G	Mgmt	For	For
2.6	Re-elect Alhassan Andani as Director	G	Mgmt	For	For

Gold Fields Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.1	Re-elect Philisiwe Sibiyi as Chairperson of the Audit Committee	G	Mgmt	For	For
3.2	Elect Zarina Bassa as Member of the Audit Committee	G	Mgmt	For	For
3.3	Re-elect Carel Smit as Member of the Audit Committee	G	Mgmt	For	For
4.1	Elect Cristina Bitar as Chairperson of the Social, Ethics and Transformation Committee	G	Mgmt	For	For
4.2	Elect Alhassan Andani as Member of the Social, Ethics and Transformation Committee	G	Mgmt	For	For
4.3	Elect Mike Fraser as Member of the Social, Ethics and Transformation Committee	G	Mgmt	For	For
4.4	Elect Shannon McCrae as Member of the Social, Ethics and Transformation Committee	G	Mgmt	For	For
4.5	Elect Carel Smit as Member of the Social, Ethics and Transformation Committee	G	Mgmt	For	For
5.1	Approve Remuneration Policy	G	Mgmt	For	For
5.2	Approve Remuneration Implementation Report	G	Mgmt	For	For
6	Authorise Ratification of Approved Resolutions	G	Mgmt	For	For
	Special Resolutions		Mgmt		
1	Authorise Board to Issue Shares for Cash	G	Mgmt	For	For
2.1	Approve Remuneration of Chairperson of the Board	G	Mgmt	For	For
2.2	Approve Remuneration of Lead Independent Director of the Board	G	Mgmt	For	For
2.3	Approve Remuneration of Members of the Board	G	Mgmt	For	For
2.4	Approve Remuneration of Chairperson of the Audit Committee	G	Mgmt	For	For
2.5	Approve Remuneration of Chairpersons of the Nominating and Governance Committee, Remuneration Committee, Risk Committee, SET Committee, SHSD Committee, Strategy and Investment Committee and Technical Committee	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Gold Fields Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.6	Approve Remuneration of Members of the Audit Committee	G	Mgmt	For	For
2.7	Approve Remuneration of Members of the Nominating and Governance Committee, Remuneration Committee, Risk Committee, SET Committee, SHSD Committee, Strategy and Investment Committee and Technical Committee	G	Mgmt	For	For
3	Authorise Repurchase of Issued Share Capital	G	Mgmt	For	For
4	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	G	Mgmt	For	For

GOLDCREST Co., Ltd.

Meeting Date: 20/06/2025

Country: Japan

Ticker: 8871

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Yasukawa, Hidetoshi	G	Mgmt	For	Against
<p><i>Blended Rationale: [RJ-M0201-022] AGAINST directors responsible as the board lacks two independent directors. [RJ-M0201-024] AGAINST directors responsible as the board is less than 1/3 independent in face of major blockholders.</i></p>					
1.2	Elect Director Ito, Masaki	G	Mgmt	For	For
1.3	Elect Director Shinohara, Yusuke	G	Mgmt	For	For
1.4	Elect Director Tsumura, Masao	G	Mgmt	For	Against
<p><i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders.</i></p>					
1.5	Elect Director Tanaka, Ryukichi	G	Mgmt	For	For
2.1	Appoint Statutory Auditor Tsuda, Hayuru	G	Mgmt	For	For
2.2	Appoint Statutory Auditor Ozeki, Jun	G	Mgmt	For	For
2.3	Appoint Statutory Auditor Oshikiri, Hiroshi	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Takayasu, Mitsuru	G	Mgmt	For	For

GOLDCREST Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Amend Articles to Add Provision on Disclosure concerning Independence of Directors and Statutory Auditors from Controlling Shareholder	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0123-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
5	Amend Articles to Restore Shareholder Authority to Vote on Income Allocation and Share Buybacks	G	SH	Against	For
<i>Blended Rationale: [TK-S0811-001] FOR shareholder proposal as the proposal will serve shareholder's interest.</i>					
6	Approve Additional Dividend so that Annual Dividend Equals to Either 100 Percent of Earnings per Share or 8 Percent of Net Asset per Share whichever Is Higher	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0152-002] AGAINST shareholder proposal as the proposed capital policy is inappropriate considering the financial performance of the company.</i>					

Goldwind Science & Technology Co., Ltd.

Meeting Date: 20/05/2025

Country: China

Ticker: 2208

Record Date: 15/05/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
	RESOLUTIONS IN RELATION TO THE REPURCHASE OF A SHARES THROUGH CENTRALIZED PRICE BIDDING		Mgmt		
1.01	Approve Purpose and Use of Shares to be Repurchased	G	Mgmt	For	For
1.02	Approve Fulfillment of Relevant Conditions for Shares to be Repurchased	G	Mgmt	For	For
1.03	Approve Methods of Shares to be Repurchased	G	Mgmt	For	For
1.04	Approve Type and Number of Shares to be Repurchased, the Proportion to the Total Share Capital and Proposed Total Amount of Funds for the Repurchase	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Goldwind Science & Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.05	Approve Source of Funds for Shares to be Repurchased	G	Mgmt	For	For
1.06	Approve Price or Price Range and Pricing Principle for Shares to be Repurchased	G	Mgmt	For	For
1.07	Approve Period of Shares to be Repurchased	G	Mgmt	For	For
1.08	Approve Authorization Matters for Shares to be Repurchased	G	Mgmt	For	For

Goldwind Science & Technology Co., Ltd.

Meeting Date: 20/05/2025

Country: China

Ticker: 2208

Record Date: 15/05/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES		Mgmt		
	RESOLUTIONS IN RELATION TO THE REPURCHASE OF A SHARES THROUGH CENTRALIZED PRICE BIDDING		Mgmt		
1.01	Approve Purpose and Use of Shares to be Repurchased	G	Mgmt	For	For
1.02	Approve Fulfillment of Relevant Conditions for Shares to be Repurchased	G	Mgmt	For	For
1.03	Approve Methods of Shares to be Repurchased	G	Mgmt	For	For
1.04	Approve Type and Number of Shares to be Repurchased, the Proportion to the Total Share Capital and Proposed Total Amount of Funds for the Repurchase	G	Mgmt	For	For
1.05	Approve Source of Funds for Shares to be Repurchased	G	Mgmt	For	For
1.06	Approve Price or Price Range and Pricing Principle for Shares to be Repurchased	G	Mgmt	For	For
1.07	Approve Period of Shares to be Repurchased	G	Mgmt	For	For
1.08	Approve Authorization Matters for Shares to be Repurchased	G	Mgmt	For	For

Goldwind Science & Technology Co., Ltd.

Meeting Date: 20/05/2025

Country: China

Ticker: 2208

Record Date: 13/05/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF A SHARES		Mgmt		
	RESOLUTIONS IN RELATION TO THE REPURCHASE OF A SHARES THROUGH CENTRALIZED PRICE BIDDING		Mgmt		
1.01	Approve Purpose and Use of Shares to be Repurchased	G	Mgmt	For	For
1.02	Approve Fulfillment of Relevant Conditions for Shares to be Repurchased	G	Mgmt	For	For
1.03	Approve Methods of Shares to be Repurchased	G	Mgmt	For	For
1.04	Approve Type and Number of Shares to be Repurchased, the Proportion to the Total Share Capital and Proposed Total Amount of Funds for the Repurchase	G	Mgmt	For	For
1.05	Approve Source of Funds for Shares to be Repurchased	G	Mgmt	For	For
1.06	Approve Price or Price Range and Pricing Principle for Shares to be Repurchased	G	Mgmt	For	For
1.07	Approve Period of Shares to be Repurchased	G	Mgmt	For	For
1.08	Approve Authorization Matters for Shares to be Repurchased	G	Mgmt	For	For

Goldwind Science & Technology Co., Ltd.

Meeting Date: 20/05/2025

Country: China

Ticker: 2208

Record Date: 13/05/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
	RESOLUTIONS IN RELATION TO THE REPURCHASE OF A SHARES THROUGH CENTRALIZED PRICE BIDDING		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Goldwind Science & Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.01	Approve Purpose and Use of Shares to be Repurchased	G	Mgmt	For	For
1.02	Approve Fulfillment of Relevant Conditions for Shares to be Repurchased	G	Mgmt	For	For
1.03	Approve Methods of Shares to be Repurchased	G	Mgmt	For	For
1.04	Approve Type and Number of Shares to be Repurchased, the Proportion to the Total Share Capital and Proposed Total Amount of Funds for the Repurchase	G	Mgmt	For	For
1.05	Approve Source of Funds for Shares to be Repurchased	G	Mgmt	For	For
1.06	Approve Price or Price Range and Pricing Principle for Shares to be Repurchased	G	Mgmt	For	For
1.07	Approve Period of Shares to be Repurchased	G	Mgmt	For	For
1.08	Approve Authorization Matters for Shares to be Repurchased	G	Mgmt	For	For

Goldwind Science & Technology Co., Ltd.

Meeting Date: 26/06/2025

Country: China

Ticker: 2208

Record Date: 20/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Amend Articles of Association	G	Mgmt	For	For
2	Amend Rules of Procedure for the General Meeting	G	Mgmt	For	For
3	Amend Rules of Procedure for the Board of Directors	G	Mgmt	For	For
4	Authorize Repurchase of Issued H Share Capital	G	Mgmt	For	For
5	Approve Report of the Board	G	Mgmt	For	For
6	Approve Report of the Supervisory Committee	G	Mgmt	For	For
7	Approve Report of the Auditors and Audited Consolidated Financial Statements	G	Mgmt	For	For
8	Approve Final Dividend Distribution	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Goldwind Science & Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Annual Report	G	Mgmt	For	For
10	Approve Operation of Exchange Rate Hedging Business	G	Mgmt	For	For
11	Approve Provision of Guarantees	G	Mgmt	For	For
12	Approve Provision of Letter of Guarantees	G	Mgmt	For	For
13	Approve Issuance of Bonds and Asset-Backed Securities	G	Mgmt	For	For
14	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as PRC Auditor and Deloitte Touche Tohmatsu as International Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
15	Approve Remuneration and Allowance of Directors	G	Mgmt	For	For
	ELECT EXECUTIVE AND NON-EXECUTIVE DIRECTORS FOR THE NINTH SESSION OF THE BOARD VIA CUMULATIVE VOTING		Mgmt		
16.1	Elect Wu Gang as Director	G	Mgmt	For	For
16.2	Elect Cao Zhigang as Director	G	Mgmt	For	For
16.3	Elect Gao Jianjun as Director	G	Mgmt	For	For
16.4	Elect Yang Liying as Director	G	Mgmt	For	For
16.5	Elect Zhang Xudong as Director	G	Mgmt	For	For
	ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS FOR THE NINTH SESSION OF THE BOARD VIA CUMULATIVE VOTING		Mgmt		
17.1	Elect Tsang Hin Fun Anthony as Director	G	Mgmt	For	For
17.2	Elect Liu Dengqing as Director	G	Mgmt	For	For
17.3	Elect Miao Zhaoguang as Director	G	Mgmt	For	For

Goldwind Science & Technology Co., Ltd.

Meeting Date: 26/06/2025

Country: China

Ticker: 2208

Record Date: 20/06/2025

Meeting Type: Special

Goldwind Science & Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	CLASS MEETING FOR HOLDERS OF H SHARES Authorize Repurchase of Issued H Share Capital	G	Mgmt	For	For

Goldwind Science & Technology Co., Ltd.

Meeting Date: 26/06/2025 **Country:** China **Ticker:** 2208
Record Date: 19/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Amend Articles of Association	G	Mgmt	For	For
2	Amend Rules of Procedure for the General Meeting	G	Mgmt	For	For
3	Amend Rules of Procedure for the Board of Directors	G	Mgmt	For	For
4	Authorize Repurchase of Issued H Share Capital	G	Mgmt	For	For
5	Approve Report of the Board	G	Mgmt	For	For
6	Approve Report of the Supervisory Committee	G	Mgmt	For	For
7	Approve Report of the Auditors and Audited Consolidated Financial Statements	G	Mgmt	For	For
8	Approve Final Dividend Distribution	G	Mgmt	For	For
9	Approve Annual Report	G	Mgmt	For	For
10	Approve Operation of Exchange Rate Hedging Business	G	Mgmt	For	For
11	Approve Provision of Guarantees	G	Mgmt	For	For
12	Approve Provision of Letter of Guarantees	G	Mgmt	For	For
13	Approve Issuance of Bonds and Asset-Backed Securities	G	Mgmt	For	For

Goldwind Science & Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as PRC Auditor and Deloitte Touche Tohmatsu as International Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
15	Approve Remuneration and Allowance of Directors ELECT EXECUTIVE AND NON-EXECUTIVE DIRECTORS FOR THE NINTH SESSION OF THE BOARD VIA CUMULATIVE VOTING	G	Mgmt Mgmt	For	For
16.1	Elect Wu Gang as Director	G	Mgmt	For	For
16.2	Elect Cao Zhigang as Director	G	Mgmt	For	For
16.3	Elect Gao Jianjun as Director	G	Mgmt	For	For
16.4	Elect Yang Liying as Director	G	Mgmt	For	For
16.5	Elect Zhang Xudong as Director ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS FOR THE NINTH SESSION OF THE BOARD VIA CUMULATIVE VOTING	G	Mgmt Mgmt	For	For
17.1	Elect Tsang Hin Fun Anthony as Director	G	Mgmt	For	For
17.2	Elect Liu Dengqing as Director	G	Mgmt	For	For
17.3	Elect Miao Zhaoguang as Director	G	Mgmt	For	For

Goldwind Science & Technology Co., Ltd.

Meeting Date: 26/06/2025

Country: China

Ticker: 2208

Record Date: 19/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	CLASS MEETING FOR HOLDERS OF A SHARES Authorize Repurchase of Issued H Share Capital	G	Mgmt Mgmt	For	For

Goodwe Technologies Co., Ltd.

Meeting Date: 20/05/2025

Country: China

Ticker: 688390

Record Date: 13/05/2025

Meeting Type: Annual

Goodwe Technologies Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Report of the Independent Directors	G	Mgmt	For	For
5	Approve Financial Statements	G	Mgmt	For	For
6	Approve Remuneration of Directors and Senior Management Members	G	Mgmt	For	For
7	Approve Remuneration of Supervisors	G	Mgmt	For	For
8	Approve Profit Distribution	G	Mgmt	For	For
9	Approve Comprehensive Credit Line Application	G	Mgmt	For	For
10	Approve Foreign Exchange Hedging Business	G	Mgmt	For	For
11	Approve to Appoint Auditor	G	Mgmt	For	For
12	Approve to Cancel the Guarantee Quota Provided by the Original Holding Subsidiary for the Financing Application by Subsidiary Project Companies	G	Mgmt	For	For
13	Amend Articles of Association	G	Mgmt	For	For

Goodwe Technologies Co., Ltd.

Meeting Date: 20/06/2025

Country: China

Ticker: 688390

Record Date: 16/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve to Abolish the Board of Supervisors and the Establishment of Supervisors, Amend the Articles of Association and Handling Industrial and Commercial Change Registration	G	Mgmt	For	For

Goodwe Technologies Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve to Add and Amend Some of the Company's Internal Systems	G	Mgmt	For	Against

Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.

Goosehead Insurance, Inc.

Meeting Date: 05/05/2025 **Country:** USA **Ticker:** GSHD
Record Date: 10/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mark K. Miller	G	Mgmt	For	For
1.2	Elect Director James Reid	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Gotion High-tech Co., Ltd

Meeting Date: 28/05/2025 **Country:** China **Ticker:** 002074
Record Date: 19/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Report on the Deposit and Usage of Raised Funds	G	Mgmt	For	For
6	Approve Profit Distribution	G	Mgmt	For	For
7	Approve Financial Budget Report	G	Mgmt	For	For
8	Approve Application of Credit Lines	G	Mgmt	For	For

Gotion High-tech Co., Ltd

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Provision of Guarantee	G	Mgmt	For	For
10	Approve Foreign Exchange Hedging Business	G	Mgmt	For	For
11	Approve Related Party Transaction	G	Mgmt	For	For
12	Approve to Appoint Auditor	G	Mgmt	For	For
13	Approve Remuneration of Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
14	Approve Change in Usage of Raised Funds	G	Mgmt	For	For
15	Approve Completion of Raised Funds and Use Excess Raised Funds to Supplement Working Capital	G	Mgmt	For	For
16	Amend Company Management Systems	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
17	Approve Provision of Financial Assistance	G	Mgmt	For	For

Graco Inc.

Meeting Date: 25/04/2025

Country: USA

Ticker: GGG

Record Date: 24/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Eric P. Etchart	G	Mgmt	For	For
1b	Elect Director Jody H. Feragen	G	Mgmt	For	For
1c	Elect Director J. Kevin Gilligan	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Grafton Group Plc

Meeting Date: 08/05/2025

Country: Ireland

Ticker: GFTU

Record Date: 04/05/2025

Meeting Type: Annual

Grafton Group Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Re-elect Ian Tyler as Director	G	Mgmt	For	For
3b	Re-elect Eric Born as Director	G	Mgmt	For	For
3c	Re-elect David Arnold as Director	G	Mgmt	For	For
3d	Re-elect Susan Murray as Director	G	Mgmt	For	For
3e	Re-elect Vincent Crowley as Director	G	Mgmt	For	For
3f	Re-elect Rosheen McGuckian as Director	G	Mgmt	For	For
3g	Re-elect Avis Darzins as Director	G	Mgmt	For	For
3h	Re-elect Mark Robson as Director	G	Mgmt	For	For
4	Ratify PricewaterhouseCoopers as Auditors	G	Mgmt	For	For
5	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For
8	Authorise Issue of Equity	G	Mgmt	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
10	Authorise Market Purchase of Shares	G	Mgmt	For	For
11	Determine Price Range at which Treasury Shares may be Re-issued Off-Market	G	Mgmt	For	For

Graham Holdings Company

Meeting Date: 06/05/2025

Country: USA

Ticker: GHC

Record Date: 12/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Tony Allen	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Graham Holdings Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Danielle Conley	G	Mgmt	For	For
1.3	Elect Director Christopher C. Davis	G	Mgmt	For	For

Grand Canyon Education, Inc.

Meeting Date: 10/06/2025 **Country:** USA **Ticker:** LOPE
Record Date: 16/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Brian E. Mueller	G	Mgmt	For	For
1.2	Elect Director Sara Ward	G	Mgmt	For	For
1.3	Elect Director Jack A. Henry	G	Mgmt	For	For
1.4	Elect Director Lisa Graham Keegan	G	Mgmt	For	For
1.5	Elect Director Chevy Humphrey	G	Mgmt	For	For
1.6	Elect Director Kevin F. Warren	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Grand City Properties SA

Meeting Date: 24/06/2025 **Country:** Luxembourg **Ticker:** GYC
Record Date: 10/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1.	Receive Board's Report	G	Mgmt		
2.	Receive Auditor's Report	G	Mgmt		
3.	Approve Financial Statements	G	Mgmt	For	For
4.	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
5.	Approve Allocation of Income	G	Mgmt	For	For
6.	Approve Discharge of Directors	G	Mgmt	For	For

Grand City Properties SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.	Reelect Scot Wardlaw as Independent Director	G	Mgmt	For	For
8.	Reelect Monica Porfilio as Independent Director	G	Mgmt	For	For
9.	Reelect Markus Leininger as Independent Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
10.	Reelect Simone Runge-Brandner as Non-Executive Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
11.	Reelect Christian Windfuhr as Executive Director	G	Mgmt	For	For
12.	Renew Appointment of KPMG Audit S.a r.l as Auditor	G	Mgmt	For	For
13.	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					

Grand Pharmaceutical Group Limited

Meeting Date: 10/04/2025

Country: Bermuda

Ticker: 512

Record Date: 03/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Yang Guang as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence</i>					
3b	Elect Lam Chit Yee, Jessica as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence</i>					
3c	Elect Xing Li Na as Director	G	Mgmt	For	For
3d	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve HLB Hodgson Impey Cheng Limited as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Grand Pharmaceutical Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Granges AB

Meeting Date: 12/05/2025

Country: Sweden

Ticker: GRNG

Record Date: 02/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	G	Mgmt	For	For
2	Prepare and Approve List of Shareholders	G	Mgmt		
3	Approve Agenda of Meeting	G	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
6	Receive President's Report	G	Mgmt		
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8.b	Approve Allocation of Income and Dividends of SEK 3.20 Per Share	G	Mgmt	For	For
8.c.A	Approve Discharge of Fredrik Arp	G	Mgmt	For	For
8.c.B	Approve Discharge of Steven Armstrong	G	Mgmt	For	For
8.c.C	Approve Discharge of Mats Backman	G	Mgmt	For	For
8.c.D	Approve Discharge of Mikael Bratt	G	Mgmt	For	For
8.c.E	Approve Discharge of Martina Buchhauser	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.c.F	Approve Discharge of Peter Carlsson	G	Mgmt	For	For
8.c.G	Approve Discharge of Cecilia Daun Wennborg	G	Mgmt	For	For
8.c.H	Approve Discharge of Gunilla Saltin	G	Mgmt	For	For
8.c.I	Approve Discharge of Emma Hansen Lamprecht	G	Mgmt	For	For
8.c.J	Approve Discharge of Tobias Johansson	G	Mgmt	For	For
8.c.K	Approve Discharge of Hans Porat	G	Mgmt	For	For
8.c.L	Approve Discharge of Katarina Lindstrom	G	Mgmt	For	For
8.c.M	Approve Discharge of Emelie Gunnstedt	G	Mgmt	For	For
8.c.N	Approve Discharge of CEO Jorgen Rosengren	G	Mgmt	For	For
9	Determine Number of Members (7) and Deputy Members (0) of Board	G	Mgmt	For	For
10.A	Approve Remuneration of Directors in the Amount of SEK 940,000 for Chair and SEK 395,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
10.B	Approve Remuneration of Auditors	G	Mgmt	For	For
11.A	Reelect Fredrik Arp (Chair) as Director	G	Mgmt	For	For
11.B	Reelect Steven Armstrong as Director	G	Mgmt	For	For
11.C	Reelect Mats Backman as Director	G	Mgmt	For	For
11.D	Reelect Mikael Bratt as Director	G	Mgmt	For	For
11.E	Reelect Martina Buchhauser as Director	G	Mgmt	For	For
11.F	Reelect Cecilia Daun Wennborg as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
11.G	Reelect Gunilla Saltin as Director	G	Mgmt	For	For
11.H	Reelect Fredrik Arp as Board Chair	G	Mgmt	For	For
12	Ratify Ernst & Young as Auditors	G	Mgmt	For	For

Granges AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Approve Remuneration Report	G	Mgmt	For	For
14.a	Approve LTI 2025 for Key Employees	G	Mgmt	For	For
14.b	Approve Long-Term Incentive Program 2025 for Management Team and Key Employees	G	Mgmt	For	For
15	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	G	Mgmt	For	For
16	Authorize Share Repurchase Program	G	Mgmt	For	For
17	Close Meeting	G	Mgmt		

Granite Construction Incorporated

Meeting Date: 05/06/2025

Country: USA

Ticker: GVA

Record Date: 11/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Alan P. Krusi	G	Mgmt	For	For
1b	Elect Director Louis E. Caldera	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Granite Point Mortgage Trust Inc.

Meeting Date: 05/06/2025

Country: USA

Ticker: GPMT

Record Date: 07/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Tanuja M. Dehne	G	Mgmt	For	For
1b	Elect Director Patrick G. Halter	G	Mgmt	For	For
1c	Elect Director Stephen G. Kasnet	G	Mgmt	For	For
1d	Elect Director Sheila K. McGrath	G	Mgmt	For	For
1e	Elect Director Lazar Nikolic	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Granite Point Mortgage Trust Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director John ("Jack") A. Taylor	G	Mgmt	For	For
1g	Elect Director Hope B. Woodhouse	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Graphic Packaging Holding Company

Meeting Date: 21/05/2025 **Country:** USA **Ticker:** GPK
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Laurie Brlas	G	Mgmt	For	For
1.2	Elect Director Robert A. Hagemann	G	Mgmt	For	For
1.3	Elect Director Alessandro Maselli	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Declassify the Board of Directors	G	SH	None	For
<i>Blended Rationale: [SF-S0201-002] Directors should be elected annually to discourage entrenchment and allow shareholders sufficient opportunity to exercise their oversight of the board.</i>					
5	Eliminate Supermajority Vote Requirement to Amend Charter	G	Mgmt	For	For

Gray Media, Inc.

Meeting Date: 07/05/2025 **Country:** USA **Ticker:** GTN
Record Date: 07/03/2025 **Meeting Type:** Annual

Gray Media, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Hilton H. Howell, Jr.	G	Mgmt	For	For
1.2	Elect Director Howell W. Newton	G	Mgmt	For	For
1.3	Elect Director Richard L. Boger	G	Mgmt	For	For
1.4	Elect Director Luis A. Garcia	G	Mgmt	For	For
1.5	Elect Director Richard B. Hare	G	Mgmt	For	For
1.6	Elect Director Robin R. Howell	G	Mgmt	For	For
1.7	Elect Director Donald P. ("Pat") LaPlatney	G	Mgmt	For	For
1.8	Elect Director Lorraine ("Lorri") McClain	G	Mgmt	For	For
1.9	Elect Director Paul H. McTear	G	Mgmt	For	For
1.10	Elect Director Sterling A. Spainhour, Jr.	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Ratify RSM US LLP as Auditors	G	Mgmt	For	For

Great Lakes Dredge & Dock Corporation

Meeting Date: 08/05/2025

Country: USA

Ticker: GLDD

Record Date: 12/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lawrence R. Dickerson	G	Mgmt	For	For
1b	Elect Director Ronald R. Steger	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Approve Qualified Employee Stock Purchase Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Great Wall Motor Company Limited

Meeting Date: 23/04/2025

Country: China

Ticker: 2333

Record Date: 15/04/2025

Meeting Type: Extraordinary
Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF H SHARES Approve Plan of Guarantees	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
2	Approve Asset Pool Business	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
3	Approve Authorization of the Banking Business	G	Mgmt	For	For

Great Wall Motor Company Limited

Meeting Date: 23/04/2025

Country: China

Ticker: 2333

Record Date: 15/04/2025

Meeting Type: Extraordinary
Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF A SHARES Approve Plan of Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
2	Approve Asset Pool Business	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
3	Approve Authorization of the Banking Business	G	Mgmt	For	For

Great Wall Motor Company Limited

Meeting Date: 18/06/2025

Country: China

Ticker: 2333

Record Date: 12/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Great Wall Motor Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Audited Financial Report	G	Mgmt	For	For
2	Approve Annual Report and Its Summary	G	Mgmt	For	For
3	Approve Report of the Board	G	Mgmt	For	For
4	Approve Profit Distribution Proposal	G	Mgmt	For	For
5	Approve Performance Report of the Independent Directors	G	Mgmt	For	For
6	Approve Report of the Supervisory Committee	G	Mgmt	For	For
7	Approve Operating Strategies	G	Mgmt	For	For
8	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as External Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0100-002] Without explanation, non-audit fees exceed audit fees which may impair the independence of the external audit process.</i>					
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A Shares and H Shares and Related Transactions	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
10	Authorize Repurchase of Issued A Share and H Share Capital and Approve Related Transactions	G	Mgmt	For	For

Great Wall Motor Company Limited

Meeting Date: 18/06/2025

Country: China

Ticker: 2333

Record Date: 12/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES		Mgmt		
1	Authorize Repurchase of Issued A Share and H Share Capital and Approve Related Transactions	G	Mgmt	For	For

Great Wall Motor Company Limited

Meeting Date: 18/06/2025

Country: China

Ticker: 2333

Record Date: 12/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Audited Financial Report	G	Mgmt	For	For
2	Approve Annual Report and Its Summary	G	Mgmt	For	For
3	Approve Report of the Board	G	Mgmt	For	For
4	Approve Profit Distribution Proposal	G	Mgmt	For	For
5	Approve Performance Report of the Independent Directors	G	Mgmt	For	For
6	Approve Report of the Supervisory Committee	G	Mgmt	For	For
7	Approve Operating Strategies	G	Mgmt	For	For
8	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as External Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0155-001] Vote AGAINST auditor appointment due to concerns about the professional qualification of the auditor.</i>				
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A Shares and H Shares and Related Transactions	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>				
10	Authorize Repurchase of Issued A Share and H Share Capital and Approve Related Transactions	G	Mgmt	For	For

Great Wall Motor Company Limited

Meeting Date: 18/06/2025

Country: China

Ticker: 2333

Record Date: 12/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF A SHARES		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Great Wall Motor Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Authorize Repurchase of Issued A Share and H Share Capital and Approve Related Transactions	G	Mgmt	For	For

Great-West Lifeco Inc.

Meeting Date: 08/05/2025 Country: Canada Ticker: GWO
 Record Date: 13/03/2025 Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Holders of Common and Various First Preferred Shares		Mgmt		
1.1	Elect Director Michael R. Amend	G	Mgmt	For	For
1.2	Elect Director Deborah J. Barrett	G	Mgmt	For	For
1.3	Elect Director Robin A. Bienfait	G	Mgmt	For	For
1.4	Elect Director Heather E. Conway	G	Mgmt	For	For
1.5	Elect Director Marcel R. Coutu	G	Mgmt	For	For
1.6	Elect Director Andre Desmarais	G	Mgmt	For	For
1.7	Elect Director Paul Desmarais, Jr.	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.8	Elect Director Gary A. Doer	G	Mgmt	For	For
1.9	Elect Director Claude Genereux	G	Mgmt	For	For
1.10	Elect Director Jake P. Lawrence	G	Mgmt	For	For
1.11	Elect Director Paula B. Madoff	G	Mgmt	For	For
1.12	Elect Director Paul A. Mahon	G	Mgmt	For	For
1.13	Elect Director Susan J. McArthur	G	Mgmt	For	For
1.14	Elect Director R. Jeffrey Orr	G	Mgmt	For	For
1.15	Elect Director James P. O'Sullivan	G	Mgmt	For	For
1.16	Elect Director T. Timothy Ryan	G	Mgmt	For	For
1.17	Elect Director Dhvani D. Shah	G	Mgmt	For	For
1.18	Elect Director Siim A. Vanaselja	G	Mgmt	For	For
1.19	Elect Director Brian E. Walsh	G	Mgmt	For	For

Great-West Lifeco Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Ratify Deloitte LLP as Auditors	G	Mgmt	For	For
3	Amend Articles Re: Common Share Dividend Provision Modernization	G	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
5	Amend Stock Option Plan	G	Mgmt	For	For
	Shareholder Proposal		Mgmt		
6	Disclose Net Zero Target Achievement Via Specific Transition Plan Elements	E	SH	Against	For

Blended Rationale: [DC-D0000-008] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.

Gree Electric Appliances, Inc. of Zhuhai

Meeting Date: 22/04/2025

Country: China

Ticker: 000651

Record Date: 15/04/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
1.1	Elect Dong Mingzhu as Director	G	Mgmt	For	For
1.2	Elect Zhang Wei as Director	G	Mgmt	For	For
1.3	Elect Zhang Jundu as Director	G	Mgmt	For	For
1.4	Elect Shu Lizhi as Director	G	Mgmt	For	For
1.5	Elect Zhong Chengbao as Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
2.1	Elect Zhang Qiusheng as Director	G	Mgmt	For	For
2.2	Elect Cheng Ming as Director	G	Mgmt	For	For
2.3	Elect Li Hongqi as Director	G	Mgmt	For	For
2.4	Elect Weng Guomin as Director	G	Mgmt	For	For
	ELECT SUPERVISORS VIA CUMULATIVE VOTING		Mgmt		
3.1	Elect Cheng Min as Supervisor	G	Mgmt	For	For
3.2	Elect Duan Xiufeng as Supervisor	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Gree Electric Appliances, Inc. of Zhuhai

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Interim Profit Distribution	G	Mgmt	For	For

Gree Electric Appliances, Inc. of Zhuhai

Meeting Date: 30/06/2025 Country: China Ticker: 000651
Record Date: 23/06/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Financial Report	G	Mgmt	For	For
5	Approve Remuneration of Directors, Supervisors and Senior Management	G	Mgmt	For	For
6	Approve Profit Distribution	G	Mgmt	For	For
7	Approve Daily Related Party Transactions	G	Mgmt	For	For
8	Approve Appointment of Auditor	G	Mgmt	For	For
9	Approve Bulk Material Futures Hedging Business	G	Mgmt	For	For
10	Approve Foreign Exchange Derivatives Hedging Business	G	Mgmt	For	For
11	Approve Bill Pool Business	G	Mgmt	For	For

Greek Organisation of Football Prognostics SA

Meeting Date: 29/04/2025 Country: Greece Ticker: OPAP
Record Date: 23/04/2025 Meeting Type: Annual

Greek Organisation of Football Prognostics SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Receive Report of Independent Non-Executive Directors	G	Mgmt		
3	Receive Audit Committee's Activity Report	G	Mgmt		
4	Approve Management of Company and Grant Discharge to Auditors	G	Mgmt	For	For
5	Ratify Auditors	G	Mgmt	For	For
6	Appoint Auditor for Sustainability Reporting	G	Mgmt	For	For
7	Approve Allocation of Income and Dividends	G	Mgmt	For	For
8	Approve Profit Distribution to Executives and Key Personnel	G	Mgmt	For	For
9	Advisory Vote on Remuneration Report	G	Mgmt	For	For
10	Authorize Share Repurchase Program	G	Mgmt	For	For

Green Dot Corporation

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** GDOT
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director J. Chris Brewster	G	Mgmt	For	For
1.2	Elect Director Saturnino "Nino" Fanlo	G	Mgmt	For	For
1.3	Elect Director William I Jacobs	G	Mgmt	For	For
1.4	Elect Director Robert Millard	G	Mgmt	For	For
1.5	Elect Director Michelleta "Mich" Razon	G	Mgmt	For	For
1.6	Elect Director Ellen Richey	G	Mgmt	For	For
1.7	Elect Director George T. Shaheen	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Green Dot Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For

Greentown China Holdings Limited

Meeting Date: 20/06/2025 Country: Cayman Islands Ticker: 3900
 Record Date: 16/06/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3A	Elect Liu Chengyun as Director	G	Mgmt	For	For
3B	Elect Guo Jiafeng as Director	G	Mgmt	For	For
3C	Elect Hong Lei as Director	G	Mgmt	For	For
3D	Elect Stephen Tin Hoi Ng as Director	G	Mgmt	For	For
3E	Elect Andrew On Kiu Chow as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					
3F	Elect Zhu Yuchen as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent. [RU-M0201-006] Nominee has demonstrated a pattern of poor meeting attendance.</i>					
3G	Elect Qin Yuemin as Director	G	Mgmt	For	For
4	Authorize Board to Determine Remuneration of Directors	G	Mgmt	For	For
5	Approve Ernst & Young as Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Greentown China Holdings Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against

Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion

Greentown Service Group Co. Ltd.

Meeting Date: 20/06/2025 **Country:** Cayman Islands **Ticker:** 2869
Record Date: 16/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2.1	Approve Final Dividend	G	Mgmt	For	For
2.2	Approve Special Dividend	G	Mgmt	For	For
3.1	Elect Yang Zhangfa as Director	G	Mgmt	For	For
3.2	Elect Xia Yibo as Director	G	Mgmt	For	For
3.3	Elect Song Hailin as Director	G	Mgmt	For	For
3.4	Elect Li Feng as Director	G	Mgmt	For	For
3.5	Elect Jia Shenghua as Director	G	Mgmt	For	For
4	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
5	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against

Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion

6B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against

Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion

Greggs Plc

Meeting Date: 21/05/2025 **Country:** United Kingdom **Ticker:** GRG
Record Date: 19/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Reappoint RSM UK Audit LLP as Auditors	G	Mgmt	For	For
3	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
4	Approve Final Dividend	G	Mgmt	For	For
5	Re-elect Matt Davies as Director	G	Mgmt	For	For
6	Re-elect Roisin Currie as Director	G	Mgmt	For	For
7	Re-elect Richard Hutton as Director	G	Mgmt	For	For
8	Re-elect Kate Ferry as Director	G	Mgmt	For	For
9	Re-elect Mohamed Elsarky as Director	G	Mgmt	For	For
10	Re-elect Lynne Weedall as Director	G	Mgmt	For	For
11	Re-elect Nigel Mills as Director	G	Mgmt	For	For
12	Elect Tamara Rogers as Director	G	Mgmt	For	For
13	Approve Remuneration Report	G	Mgmt	For	For
14	Authorise Issue of Equity	G	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
17	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Greenergy Renovables SA

Meeting Date: 29/04/2025

Country: Spain

Ticker: GRE

Record Date: 24/04/2025

Meeting Type: Annual

Grenergy Renovables SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Standalone Financial Statements	G	Mgmt	For	For
1.2	Approve Consolidated Financial Statements	G	Mgmt	For	For
2.	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
3.	Approve Allocation of Income	G	Mgmt	For	For
4.	Approve Discharge of Board	G	Mgmt	For	For
5.	Renew Appointment of Ernst & Young as Auditor	G	Mgmt	For	For
6.	Approve Reduction in Share Capital via Cancellation of Treasury Shares	G	Mgmt	For	For
7.	Fix Number of Directors at 8	G	Mgmt	For	For
8	Reelect Maria Merry del Val Mariategui as Director	G	Mgmt	For	For
9.	Advisory Vote on Remuneration Report	G	Mgmt	For	For
10.	Authorize Share Repurchase Program	G	Mgmt	For	For
11.	Authorize Company to Call EGM with 15 Days' Notice	G	Mgmt	For	For
12.	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

GRENKE AG

Meeting Date: 07/05/2025

Country: Germany

Ticker: GLJ

Record Date: 30/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.40 per Share	G	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Sebastian Hirsch for Fiscal Year 2024	G	Mgmt	For	For

Blended Rationale: .

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.2	Approve Discharge of Management Board Member Gilles Christ for Fiscal Year 2024	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
3.3	Approve Discharge of Management Board Member Martin Paal (from July 1, 2024) for Fiscal Year 2024	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
3.4	Approve Discharge of Management Board Member Isabel Roesler (until Dec. 31, 2024) for Fiscal Year 2024	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
4.1	Approve Discharge of Supervisory Board Member Jens Roennberg for Fiscal Year 2024	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0400-003] We believe that proposal is not in the best interest of shareholders</i>				
4.2	Approve Discharge of Supervisory Board Member Moritz Grenke (from April 30, 2024) for Fiscal Year 2024	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0400-003] We believe that proposal is not in the best interest of shareholders</i>				
4.3	Approve Discharge of Supervisory Board Member Norbert Freisleben for Fiscal Year 2024	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0400-003] We believe that proposal is not in the best interest of shareholders</i>				
4.4	Approve Discharge of Supervisory Board Member Nils Kroeber for Fiscal Year 2024	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0400-003] We believe that proposal is not in the best interest of shareholders</i>				
4.5	Approve Discharge of Supervisory Board Member Ljiljana Mitic for Fiscal Year 2024	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0400-003] We believe that proposal is not in the best interest of shareholders</i>				
4.6	Approve Discharge of Supervisory Board Member Manfred Piontke (from April 30, 2024) for Fiscal Year 2024	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
4.7	Approve Discharge of Supervisory Board Member Konstantin Mettenheimer (until April 30, 2024) for Fiscal Year 2024	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0400-003] We believe that proposal is not in the best interest of shareholders</i>				

GRENKE AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Ratify BDO AG as Auditors for Fiscal Year 2025	G	Mgmt	For	For
6	Appoint BDO AG as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
7	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i></p>					
8	Approve Remuneration Policy	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i></p>					
9	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For

GRG Banking Equipment Co., Ltd.

Meeting Date: 18/04/2025

Country: China

Ticker: 002152

Record Date: 11/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Annual Report and Summary	G	Mgmt	For	For
6	Approve Special Report on the Deposit and Usage of Raised Funds	G	Mgmt	For	For
7	Approve Provision for Asset Impairment	G	Mgmt	For	For
8	Approve Provision of Guarantee	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

GRG Banking Equipment Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve to Appoint Auditor	G	Mgmt	For	For
10	Approve Completion of Raised Funds Investment Projects and Use of Excess Funds to Replenish Working Capital	G	Mgmt	For	For

Grifols SA

Meeting Date: 04/06/2025

Country: Spain

Ticker: GRF

Record Date: 30/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Standalone Financial Statements and Treatment of Net Loss	G	Mgmt	For	For
2	Approve Consolidated Financial Statements	G	Mgmt	For	For
3	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
4	Approve Discharge of Board	G	Mgmt	For	Against

Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.

5	Appoint Deloitte Auditores as Auditor for Sustainability Reporting	G	Mgmt	For	For
6.1	Receive Information on the Non Re-Election of Thomas Glanzmann as Director	G	Mgmt		
6.2	Fix Number of Directors at 12	G	Mgmt	For	For
6.3	Reelect Victor Grifols Deu as Director	G	Mgmt	For	For
6.4	Ratify Appointment of and Elect Pascal Ravery as Director	G	Mgmt	For	For
6.5	Ratify Appointment of and Elect Paul S. Herendeen as Director	G	Mgmt	None	For
7	Amend Article 7 of General Meeting Regulations	G	Mgmt	For	Against

Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.

Grifols SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Advisory Vote on Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i></p>					
9	Approve Remuneration Policy	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
10	Approve Long-Term Incentive Plan	G	Mgmt	For	For
11	Amend Grant of Options to the Executive Chairman and CEO	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
12	Authorize Company to Call EGM with 15 Days' Notice	G	Mgmt	For	For
13	Authorize Share Repurchase Program	G	Mgmt	For	For
14	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Group 1 Automotive, Inc.

Meeting Date: 13/05/2025

Country: USA

Ticker: GPI

Record Date: 19/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Carin M. Barth	G	Mgmt	For	For
1b	Elect Director Daryl A. Kenningham	G	Mgmt	For	For
1c	Elect Director Steven C. Mizell	G	Mgmt	For	For
1d	Elect Director Lincoln Pereira Filho	G	Mgmt	For	For
1e	Elect Director Stephen D. Quinn	G	Mgmt	For	For
1f	Elect Director Steven P. Stanbrook	G	Mgmt	For	For
1g	Elect Director Charles L. Szews	G	Mgmt	For	For
1h	Elect Director Anne Taylor	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Group 1 Automotive, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director MaryAnn Wright	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Eliminate Supermajority Vote Requirement to Amend Charter	G	Mgmt	For	For
5	Adopt Simple Majority Vote	G	SH	Against	Against

Blended Rationale: [SF-54578-106] Company already has policies in place to address these issues.

Gruma SAB de CV

Meeting Date: 25/04/2025

Country: Mexico

Ticker: GRUMAB

Record Date: 10/04/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business		Mgmt		
1	Authorize Cancellation of 9 Million Series B Class I Repurchased Shares and Consequently Reduction in Fixed Portion of Capital; Amend Article 6	G	Mgmt	For	For
2	Authorize Rodrigo Martinez Villarreal and Jesus Maria Gonzalez Gonzalez to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Gruma SAB de CV

Meeting Date: 25/04/2025

Country: Mexico

Ticker: GRUMAB

Record Date: 10/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		

Gruma SAB de CV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i></p>					
2	Present Report on Compliance with Fiscal Obligations	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of MXN 5.76 Per Share	G	Mgmt	For	For
4	Set Maximum Amount of Share Repurchase Reserve and Present Report of Operations with Treasury Shares	G	Mgmt	For	For
5.a	Ratify Juan Antonio Gonzalez Moreno as Board Chair	G	Mgmt	For	For
5.b	Ratify Carlos Hank Gonzalez as Board Vice-Chair	G	Mgmt	For	For
5.c	Ratify Homero Huerta Moreno as Director	G	Mgmt	For	For
5.d	Ratify Laura Dinora Martinez Salinas as Director	G	Mgmt	For	For
5.e	Ratify Gabriel Arturo Carrillo Medina as Director	G	Mgmt	For	For
5.f	Ratify Everardo Elizondo Almaguer as Director	G	Mgmt	For	For
5.g	Ratify Jesus Oswaldo Garza Martinez as Director	G	Mgmt	For	For
5.h	Ratify Thomas S. Heather Rodriguez as Director	G	Mgmt	For	For
5.i	Ratify Anne L. Alonzo as Director	G	Mgmt	For	For
5.j	Ratify Alberto Santos Boesch as Director	G	Mgmt	For	For
5.k	Ratify Joseph Woldenberg Russell as Director	G	Mgmt	For	For
5.l	Ratify Rodrigo Martinez Villareal as Secretary of Board	G	Mgmt	For	For
5.m	Approve Remuneration of Directors and Members of Audit and Corporate Practices Committees; Verify Director's Independence Classification	G	Mgmt	For	For
6	Elect Chairs of Audit and Corporate Practices Committees	G	Mgmt	For	For
7	Authorize Rodrigo Martinez Villarreal and Jesus Maria Gonzalez Gonzalez to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Grupo Aeroportuario del Pacifico SAB de CV

Meeting Date: 24/04/2025

Country: Mexico

Ticker: GAPB

Record Date: 09/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Reports in Compliance with Article 28, Section IV of Mexican Securities Market Law	G	Mgmt	For	For
2	Approve Discharge of Directors and Officers	G	Mgmt	For	For
3	Approve Individual and Consolidated Financial Statements and Approve External Auditors' Report on Financial Statements	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i></p>					
4	Approve Allocation of Income of MXN 8.28 Billion	G	Mgmt	For	For
5	Approve Dividends of MXN 16.84 Per Share	G	Mgmt	For	For
6	Cancel Pending Amount of Share Repurchase Approved at General Meetings Held on April 25, 2024; Set Share Repurchase Maximum Amount of MXN 2.5 Billion	G	Mgmt	For	For
7	Information on Election or Ratification of Four Directors and Their Alternates of Series BB Shareholders	G	Mgmt		
8	Elect and/or Ratify Directors of Series B Shareholders that Hold 10 Percent of Share Capital	G	Mgmt		
9.a	Ratify Carlos Cardenas Guzman as Director of Series B Shareholders	G	Mgmt	For	For
9.b	Ratify Angel Losada Moreno as Director of Series B Shareholders	G	Mgmt	For	For
9.c	Ratify Joaquin Vargas Guajardo as Director of Series B Shareholders	G	Mgmt	For	For
9.d	Ratify Juan Diez-Canedo Ruiz as Director of Series B Shareholders	G	Mgmt	For	For
9.e	Ratify Luis Tellez Kuenzler as Director of Series B Shareholders	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Grupo Aeroportuario del Pacifico SAB de CV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.f	Ratify Alejandra Palacios Prieto as Director of Series B Shareholders	G	Mgmt	For	For
9.g	Elect Alejandra Yazmin Soto Ayeche as Director of Series B Shareholders	G	Mgmt	For	For
10	Ratify and/or Elect Board Chair	G	Mgmt	For	For
11	Approve Remuneration of Directors for Years 2024 and 2025	G	Mgmt	For	For
12	Ratify and/or Elect Director of Series B Shareholders and Member of Nominations and Compensation Committee	G	Mgmt	For	For
13	Ratify and/or Elect Chair of Audit and Corporate Practices Committee	G	Mgmt	For	For
14	Present Report Regarding Individual or Accumulated Operations Greater Than USD 3 Million	G	Mgmt		
15	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Grupo Aeroportuario del Sureste SA de CV

Meeting Date: 23/04/2025

Country: Mexico

Ticker: ASURB

Record Date: 11/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Approve CEO's and Auditor's Reports on Operations and Results of Company, and Board's Opinion on Reports	G	Mgmt	For	For
1b	Approve Board's Report on Accounting Policies and Criteria for Preparation of Financial Statements	G	Mgmt	For	For
1c	Approve Report on Activities and Operations Undertaken by Board	G	Mgmt	For	For
1d	Approve Individual and Consolidated Financial Statements	G	Mgmt	For	Abstain

Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.

Grupo Aeroportuario del Sureste SA de CV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1e	Approve Report of Audit Committee's Activities and Report on Company's Subsidiaries	G	Mgmt	For	For
1f	Approve Report on Adherence to Fiscal Obligations	G	Mgmt	For	For
2a	Approve Increase in Legal Reserve by MXN 6 per Share	G	Mgmt	For	For
2b	Approve Cash Ordinary Dividends of MXN 50 Per Share and Cash Extraordinary Dividends of MXN 15 Per Share	G	Mgmt	For	For
3a	Approve Discharge of Board of Directors and CEO	G	Mgmt	For	For
	Items 3b.1 and 3b.2: Appointed by Holders of Series BB Shares who are Entitled to Elect Two Members and their Alternates to Board of Directors		Mgmt		
3b.1	Elect/Ratify Fernando Chico Pardo as Director and Felipe Chico Hernandez as Alternate Director	G	Mgmt		
3b.2	Elect/Ratify Jose Antonio Perez Anton as Director and Luis Fernando Lozano Bonfil as Alternate Director	G	Mgmt		
	Items 3b.3 and 3b.4: Appointed by Shareholders Owning at Least 10 Percent of Capital Stock in Form of Series B Shares Who are Entitled to Elect One Member to Board of Directors for Each 10 Percent Interest Owned		Mgmt		
3b.3	Elect/Ratify Pablo Chico Hernandez as Director	G	Mgmt		
3b.4	Elect/Ratify Aurelio Perez Alonso as Director	G	Mgmt		
3b.5	Elect/Ratify Rasmus Christiansen as Director	G	Mgmt	For	For
3b.6	Elect/Ratify Francisco Garza Zambrano as Director	G	Mgmt	For	For
3b.7	Elect/Ratify Guillermo Ortiz Martinez as Director	G	Mgmt	For	For
3b.8	Elect/Ratify Barbara Garza Laguera Gonda as Director	G	Mgmt	For	For
3b.9	Elect/Ratify Heliane Steden as Director	G	Mgmt	For	For
3b.10	Elect/Ratify Diana M. Chavez as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Grupo Aeroportuario del Sureste SA de CV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3b.11	Elect/Ratify Isabel Prieto Prieto as Director	G	Mgmt	For	For
3b.12	Elect/Ratify Rafael Robles Miaja as Secretary (Non-Member) of Board	G	Mgmt	For	For
3b.13	Elect/Ratify Ana Maria Poblanno Chanona as Alternate Secretary (Non-Member) of Board	G	Mgmt	For	For
3c.1	Elect/Ratify Guillermo Ortiz Martinez as Chair of Audit Committee	G	Mgmt	For	For
3d.1	Elect/Ratify Barbara Garza Laguera Gonda as Member of Nominations and Compensations Committee	G	Mgmt	For	For
3d.2	Elect/Ratify Fernando Chico Pardo as Member of Nominations and Compensations Committee	G	Mgmt	For	For
3d.3	Elect/Ratify Jose Antonio Perez Anton of Nominations and Compensations Committee	G	Mgmt	For	For
3e.1	Approve Remuneration of Directors in the Amount of MXN 100,000	G	Mgmt	For	For
3e.2	Approve Remuneration of Operations Committee in the Amount of MXN 100,000	G	Mgmt	For	For
3e.3	Approve Remuneration of Nominations and Compensations Committee in the Amount of MXN 100,000	G	Mgmt	For	For
3e.4	Approve Remuneration of Audit Committee in the Amount of MXN 135,000	G	Mgmt	For	For
3e.5	Approve Remuneration of Acquisitions and Contracts Committee in the Amount of MXN 35,000	G	Mgmt	For	For
4a	Authorize Claudio R. Gongora Morales to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
4b	Authorize Rafael Robles Miaja to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
4c	Authorize Ana Maria Poblanno Chanona to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Grupo Carso SAB de CV

Meeting Date: 30/04/2025

Country: Mexico

Ticker: GCARSOA1

Record Date: 22/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Only Mexican Series A1 Shareholders Have Voting Rights		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	Abstain
<i>Blended Rationale: Insufficient information provided to make an informed voting decision.</i>					
2	Receive Report on Adherence to Fiscal Obligations	G	Mgmt	For	For
3	Approve Allocation of Income	G	Mgmt	For	For
4	Approve Cash Dividends	G	Mgmt	For	For
5	Elect and/or Ratify Directors, Secretary and Deputy Secretary	G	Mgmt	For	Abstain
<i>Blended Rationale: Insufficient information provided to make an informed voting decision.</i>					
6	Approve Remuneration of Directors, Secretary and Deputy Secretary	G	Mgmt	For	For
7	Elect and/or Ratify Members of Audit and Corporate Practices Committee	G	Mgmt	For	Abstain
<i>Blended Rationale: Insufficient information provided to make an informed voting decision.</i>					
8	Approve Remuneration of Members of Audit and Corporate Practices Committee	G	Mgmt	For	For
9	Set Maximum Amount of Share Repurchase Reserve	G	Mgmt	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Grupo Cibest SA

Meeting Date: 09/06/2025

Country: Colombia

Ticker: PFCIBEST

Record Date:

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Verify Quorum	G	Mgmt		
2	Approve Meeting Agenda	G	Mgmt	For	For
3	Elect Meeting Approval Committee	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Grupo Cibest SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Elect Directors	G	Mgmt	For	For
5	Approve Remuneration of Directors	G	Mgmt	For	For
6	Approve Reallocation of Legal Reserves, Creation of Reserves for the Repurchase of Shares, and Share Repurchase Program	G	Mgmt	For	For

Grupo Comercial Chedraui SAB de CV

Meeting Date: 07/04/2025

Country: Mexico

Ticker: CHDRAUIB

Record Date: 25/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Present Report on Activities and Operations Undertaken by Board	G	Mgmt	For	For
2	Present Report on Operations Carried Out by Audit and Corporate Practices Committee	G	Mgmt	For	For
3	Approve Financial Statements, Allocation of Income and Increase Legal Reserve	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i></p>					
4	Approve Dividends of MXN 1.045 Per Share	G	Mgmt	For	For
5	Present Report on Share Repurchase Reserve and Set Maximum Amount of Share Repurchase Reserve	G	Mgmt	For	For
6	Approve Discharge of Board of Directors and CEO	G	Mgmt	For	For
7.a	Ratify Alfredo Chedraui Obeso as Board Chair	G	Mgmt	For	For
7.b	Ratify Jose Antonio Chedraui Obeso as Director	G	Mgmt	For	For
7.c	Ratify Jose Antonio Chedraui Eguia as Director	G	Mgmt	For	For
7.d	Ratify Agustin Irurita Perez as Director	G	Mgmt	For	For

Grupo Comercial Chedraui SAB de CV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.e	Ratify Federico Carlos Fernandez Senderos as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
7.f	Ratify Clemente Ismael Reyes-Retana Valdes as Director	G	Mgmt	For	For
7.g	Ratify Julio Gerardo Gutierrez Mercadillo as Director	G	Mgmt	For	For
7.h	Ratify Cecilia Goya Meade as Director	G	Mgmt	For	For
7.i	Ratify Francisco Jose Medina Chavez as Director	G	Mgmt	For	For
7.j	Ratify Jose Antonio Meade Kuribrena as Director	G	Mgmt	For	For
7.k	Ratify Elsa Beatriz Garcia Bojorges as Director	G	Mgmt	For	For
7.l	Ratify Francisco Dario Gonzalez Albuerne as Director	G	Mgmt	For	For
7.m	Elect Scot Rank as Director	G	Mgmt	For	For
7.n	Ratify Rafael Robles Miaja (Non-Member) as Company Secretary	G	Mgmt	For	For
7.o	Ratify Alma Deyanira Loeza Torres (Non-Member) as Deputy Secretary of Company	G	Mgmt	For	For
7.p	Ratify Jose Antonio Chedraui Eguia as CEO	G	Mgmt	For	For
7.q	Ratify Clemente Ismael Reyes-Retana Valdes as Chair and Member of Audit and Corporate Practices Committee	G	Mgmt	For	For
7.r	Ratify Julio Gerardo Gutierrez Mercadillo as Member of Audit and Corporate Practices Committee	G	Mgmt	For	For
7.s	Ratify Cecilia Goya Meade as Member of Audit and Corporate Practices Committee	G	Mgmt	For	For
7.t	Ratify Elsa Beatriz Garcia Bojorges as Member of Audit and Corporate Practices Committee	G	Mgmt	For	For
8	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Grupo Financiero Banorte SAB de CV

Meeting Date: 23/04/2025

Country: Mexico

Ticker: GFNORTEO

Record Date: 08/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.a	Approve CEO's Report on Financial Statements and Statutory Reports	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i></p>					
1.b	Approve Board's Report on Policies and Accounting Information and Criteria Followed in Preparation of Financial Information	G	Mgmt	For	For
1.c	Approve Board's Report on Operations and Activities Undertaken by Board	G	Mgmt	For	For
1.d	Approve Report on Activities of Audit and Corporate Practices Committee	G	Mgmt	For	For
1.e	Approve All Operations Carried out by Company and Ratify Actions Carried out by Board, CEO and Audit and Corporate Practices Committee	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3.a	Approve Cash Dividends of MXN 9.99 Per Share	G	Mgmt	For	For
3.b	Approve Cash Dividend to Be Paid on May 5, 2025	G	Mgmt	For	For
4	Receive Auditor's Report on Tax Position of Company	G	Mgmt		
5.a1	Elect Carlos Hank Gonzalez as Board Chair	G	Mgmt	For	For
5.a2	Elect Juan Antonio Gonzalez Moreno as Director	G	Mgmt	For	For
5.a3	Elect David Juan Villarreal Montemayor as Director	G	Mgmt	For	For
5.a4	Elect Jose Marcos Ramirez Miguel as Director	G	Mgmt	For	For
5.a5	Elect Carlos de la Isla Corry as Director	G	Mgmt	For	For
5.a6	Elect Alicia Alejandra Lebrija Hirschfeld as Director	G	Mgmt	For	For
5.a7	Elect Clemente Ismael Reyes Retana Valdes as Director	G	Mgmt	For	For
5.a8	Elect Mariana Banos Reynaud as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Grupo Financiero Banorte SAB de CV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.a9	Elect Federico Carlos Fernandez Senderos as Director	G	Mgmt	For	For
<i>Blended Rationale:</i> .					
5.a10	Elect David Penalzoza Alanis as Director	G	Mgmt	For	For
5.a11	Elect Jose Antonio Chedraui Eguia as Director	G	Mgmt	For	For
5.a12	Elect Alfonso de Angoitia Noriega as Director	G	Mgmt	For	For
5.a13	Elect Thomas Stanley Heather Rodriguez as Director	G	Mgmt	For	For
5.a14	Elect Diana Munozcano Felix as Director	G	Mgmt	For	For
5.a15	Elect Graciela Gonzalez Moreno as Alternate Director	G	Mgmt	For	For
5.a16	Elect Juan Antonio Gonzalez Marcos as Alternate Director	G	Mgmt	For	For
5.a17	Elect Alberto Halabe Hamui as Alternate Director	G	Mgmt	For	For
5.a18	Elect Gerardo Salazar Viezca as Alternate Director	G	Mgmt	For	For
5.a19	Elect Rafael Victorio Arana de la Garza as Alternate Director	G	Mgmt	For	For
5.a20	Elect Roberto Kelleher Vales as Alternate Director	G	Mgmt	For	For
5.a21	Elect Cecilia Goya de Riviello Meade as Alternate Director	G	Mgmt	For	For
5.a22	Elect Jose Maria Garza Trevino as Alternate Director	G	Mgmt	For	For
5.a23	Elect Manuel Francisco Ruiz Camero as Alternate Director	G	Mgmt	For	For
5.a24	Elect Carlos Cesarman Kolteniuk as Alternate Director	G	Mgmt	For	For
5.a25	Elect Humberto Tafolla Nunez as Alternate Director	G	Mgmt	For	For
5.a26	Elect Carlos Phillips Margain as Alternate Director	G	Mgmt	For	For
5.a27	Elect Diego Martinez Rueda-Chapital as Alternate Director	G	Mgmt	For	For
5.a28	Elect Manuel Guillermo Munozcano Castro as Alternate Director	G	Mgmt	For	For
5.b	Elect Hector Avila Flores (Non-Member) as Board Secretary	G	Mgmt	For	For
5.c	Approve Directors Liability and Indemnification	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Grupo Financiero Banorte SAB de CV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Remuneration of Directors	G	Mgmt	For	For
7	Elect Thomas Stanley Heather Rodriguez as Chair of Audit and Corporate Practices Committee	G	Mgmt	For	For
8.1	Approve Report on Share Repurchase	G	Mgmt	For	For
8.2	Set Aggregate Nominal Amount of Share Repurchase Reserve	G	Mgmt	For	For
9.1	Approve Stock Incentive and Retention Plans for Executives	G	Mgmt	For	For
9.2	Approve Acquisition of up to 70 Million Shares to be Allocated for Stock Plan, which Acquisition may be Carried out through Company's Share Repurchase Reserve	G	Mgmt	For	For
9.3	Authorize Human Resources Committee as Allocations Committee to Set Terms, Conditions and any Amendment of Stock Plan	G	Mgmt	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Grupo Financiero Inbursa SAB de CV

Meeting Date: 30/04/2025

Country: Mexico

Ticker: GFINBURO

Record Date: 22/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Present Report on Compliance with Fiscal Obligations	G	Mgmt	For	For
2.1	Approve CEO's Report and Auditor's Report; Board's Opinion on Reports	G	Mgmt	For	For
2.2	Approve Board's Report on Accounting Policies and Criteria Followed in Preparation of Financial Statements	G	Mgmt	For	For
2.3	Approve Report on Activities and Operations Undertaken by Board	G	Mgmt	For	For
2.4	Approve Individual and Consolidated Financial Statements	G	Mgmt	For	For

Grupo Financiero Inbursa SAB de CV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.5	Approve Report on Activities Undertaken by Audit and Corporate Practices Committees	G	Mgmt	For	For
3	Approve Allocation of Income	G	Mgmt	For	For
4	Approve Dividends	G	Mgmt	For	For
5	Elect and/or Ratify Directors and Company Secretary	G	Mgmt	For	For
6	Approve Remuneration of Directors and Company Secretary	G	Mgmt	For	For
7	Elect and/or Ratify Members of Corporate Practices and Audit Committees	G	Mgmt	For	For
8	Approve Remuneration of Members of Corporate Practices and Audit Committees	G	Mgmt	For	For
9	Set Maximum Amount of Share Repurchase Reserve; Approve Share Repurchase Report	G	Mgmt	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Grupo Mexico S.A.B. de C.V.

Meeting Date: 30/04/2025

Country: Mexico

Ticker: GMEXICOB

Record Date: 22/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i></p>					
2	Present Report on Compliance with Fiscal Obligations	G	Mgmt	For	For
3	Approve Allocation of Income	G	Mgmt	For	For
4	Approve Policy Related to Acquisition of Own Shares; Set Aggregate Nominal Amount of Share Repurchase Reserve	G	Mgmt	For	For
5	Approve Discharge of Board of Directors, Executive Chair and Board Committees	G	Mgmt	For	For
6	Ratify Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Grupo Mexico S.A.B. de C.V.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Elect and/or Ratify Directors; Verify Independence of Board Members; Elect or Ratify Chairs and Members of Board Committees	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
8	Approve Granting/Withdrawal of Powers	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
9	Approve Remuneration of Directors and Members of Board Committees	G	Mgmt	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

GSK Plc

Meeting Date: 07/05/2025

Country: United Kingdom

Ticker: GSK

Record Date: 02/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Remuneration Policy	G	Mgmt	For	For
4	Elect Gavin Sreaton as Director	G	Mgmt	For	For
5	Re-elect Sir Jonathan Symonds as Director	G	Mgmt	For	For
6	Re-elect Dame Emma Walmsley as Director	G	Mgmt	For	For
7	Re-elect Julie Brown as Director	G	Mgmt	For	For
8	Re-elect Elizabeth Anderson as Director	G	Mgmt	For	For
9	Re-elect Charles Bancroft as Director	G	Mgmt	For	For
10	Re-elect Hal Barron as Director	G	Mgmt	For	For
11	Re-elect Anne Beal as Director	G	Mgmt	For	For
12	Re-elect Wendy Becker as Director	G	Mgmt	For	For
13	Re-elect Harry Dietz as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Re-elect Jeannie Lee as Director	G	Mgmt	For	For
15	Re-elect Vishal Sikka as Director	G	Mgmt	For	For
16	Reappoint Deloitte LLP as Auditors	G	Mgmt	For	For
17	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
19	Authorise Issue of Equity	G	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
23	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	G	Mgmt	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For
25	Approve Share Value Plan	G	Mgmt	For	For

Guangdong Haid Group Co., Ltd.

Meeting Date: 13/05/2025

Country: China

Ticker: 002311

Record Date: 07/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	Against
	<i>Blended Rationale: [DC-D0000-001] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>				
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For

Guangdong Haid Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Securities, Futures and Derivatives Trading	G	Mgmt	For	Against

Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks.

Guangdong Haid Group Co., Ltd.

Meeting Date: 16/06/2025

Country: China

Ticker: 002311

Record Date: 10/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Amendments to Articles of Association	G	Mgmt	For	For
2	Approve Amendments to Some of the Company's Systems	G	Mgmt	For	For
3	Approve Shareholder Dividend Return Plan	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect Xue Hua as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
4.2	Elect Xu Yingzhuo as Director	G	SH	For	Against
	<i>Blended Rationale: [DC-D0000-001] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>				
4.3	Elect Shen Dong as Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
5.1	Elect Yin Zhan as Director	G	Mgmt	For	For
5.2	Elect Tan Jinsong as Director	G	Mgmt	For	For
5.3	Elect Li Chunhou as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Guangdong HEC Technology Holding Co., Ltd.

Meeting Date: 08/05/2025

Country: China

Ticker: 600673

Record Date: 29/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Daily Related Party Transactions	G	Mgmt	For	For
7	Approve Financial Auditor and Internal Control Auditor	G	Mgmt	For	For
8	Approve Provision of Guarantees	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
9	Approve Bill Pool Business	G	Mgmt	For	For
10	Approve Provision of Financial Assistance	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0464-001] Level of financial assistance not proportionate to ownership.</i>					
11	Approve Futures Hedging Business	G	Mgmt	For	For

Guangdong Hongda Holdings Group Co., Ltd.

Meeting Date: 18/04/2025

Country: China

Ticker: 002683

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Annual Report and Summary	G	Mgmt	For	For
6	Approve Financial Budget Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Guangdong Hongda Holdings Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	APPROVE DAILY RELATED PARTY TRANSACTIONS		Mgmt		
7.1	Approve Related Party Transactions with Ultimate Controller and Its Controlled Subsidiaries	G	Mgmt	For	For
7.2	Approve Related Party Transactions with Hongda Shidai	G	Mgmt	For	For
7.3	Approve Related Party Transactions with Other Related Parties	G	Mgmt	For	For
8	Approve to Authorize the Use of Idle Own Funds to Invest in Financial Products	G	Mgmt	For	For
9	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	G	Mgmt	For	For

Guangdong Investment Limited

Meeting Date: 17/06/2025 Country: Hong Kong Ticker: 270
Record Date: 11/06/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3.1	Elect Kuang Hu as Director	G	Mgmt	For	For
3.2	Elect Tsang Hon Nam as Director	G	Mgmt	For	For
3.3	Elect Liang Yuanjuan as Director	G	Mgmt	For	For
3.4	Elect Wang Min as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification</i>					
3.5	Elect Wang Surong as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification</i>					
3.6	Elect Fan Fan as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification</i>					

Guangdong Investment Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.7	Elect Fung Daniel Richard as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-034] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related investment risks and opportunities.</i>					
3.8	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

Guangshen Railway Company Limited

Meeting Date: 18/06/2025 **Country:** China **Ticker:** 525
Record Date: 13/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Work Report of the Board of Directors	G	Mgmt	For	For
2	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Audited Financial Statements	G	Mgmt	For	For
4	Approve Profits Distribution Proposal	G	Mgmt	For	For
5	Approve Annual Report	G	Mgmt	For	For
6	Approve Financial Budget	G	Mgmt	For	For
7	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Guangzhou Automobile Group Co., Ltd.

Meeting Date: 23/05/2025

Country: China

Ticker: 2238

Record Date: 20/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Annual Report and Its Summary	G	Mgmt	For	For
2	Approve Work Report of the Board of Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-034] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related investment risks and opportunities. [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
3	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
4	Approve Financial Report	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Appointment of Auditors	G	Mgmt	For	For
7	Approve Appointment of Internal Control Auditors	G	Mgmt	For	For
8	Approve Related Party Transactions Concerning the Financial Services Business with Related Parties	G	Mgmt	For	Against

Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks

Guangzhou Development Group, Inc.

Meeting Date: 30/05/2025

Country: China

Ticker: 600098

Record Date: 23/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Guangzhou Development Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Remuneration of Directors	G	Mgmt	For	For
6	Approve Remuneration of Supervisors	G	Mgmt	For	For
7	Approve Profit Distribution	G	Mgmt	For	For
8	Approve Authorization for Interim Profit Distribution	G	Mgmt	For	For
9	Approve Financial Budget Plan	G	Mgmt	For	For
10	Approve to Appoint Auditor	G	Mgmt	For	For

Guangzhou Tinci Materials Technology Co., Ltd.

Meeting Date: 08/05/2025 **Country:** China **Ticker:** 002709
Record Date: 29/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Audit Report	G	Mgmt	For	For
5	Approve Financial Statements	G	Mgmt	For	For
6	Approve Profit Distribution	G	Mgmt	For	For
7	Approve to Appoint Auditor	G	Mgmt	For	For
8	Approve Financing Application	G	Mgmt	For	For
9	Approve Provision of Guarantees	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
10	Amend Articles of Association	G	Mgmt	For	For
11	Approve Futures and Derivatives Business	G	Mgmt	For	For
12	Approve to Formulate the Long-term Incentive Fund Management Measures	G	Mgmt	For	For

Guardant Health, Inc.

Meeting Date: 18/06/2025 **Country:** USA **Ticker:** GH
Record Date: 21/04/2025 **Meeting Type:** Annual

Guardant Health, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Vijaya Gadde	G	Mgmt	For	For
1b	Elect Director Roberto Mignone	G	Mgmt	For	For
1c	Elect Director Myrtle Potter	G	Mgmt	For	For
1d	Elect Director Musa Tariq	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Gulfport Energy Corporation

Meeting Date: 21/05/2025

Country: USA

Ticker: GPOR

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Timothy Cutt	G	Mgmt	For	For
1.2	Elect Director David Wolf	G	Mgmt	For	For
1.3	Elect Director Jason Martinez	G	Mgmt	For	For
1.4	Elect Director Jeannie Powers	G	Mgmt	For	For
1.5	Elect Director David Reganato	G	Mgmt	For	For
1.6	Elect Director John Reinhart	G	Mgmt	For	For
1.7	Elect Director Mary Shafer-Malicki	G	Mgmt	For	Against
<p><i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
2	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	G	Mgmt	For	For

GuoCheng Mining Co., Ltd.

Meeting Date: 18/04/2025

Country: China

Ticker: 000688

Record Date: 15/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Annual Report and Summary	G	Mgmt	For	For
6	Approve Remuneration of Directors	G	Mgmt	For	For
7	Approve Remuneration of Supervisors	G	Mgmt	For	For
8	Amend Working System for Independent Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
9	Approve to Appoint Financial and Internal Control Auditor	G	Mgmt	For	For

Guosen Securities Co., Ltd.

Meeting Date: 29/05/2025

Country: China

Ticker: 002736

Record Date: 26/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Profit Distribution	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Report of the Board of Directors	G	Mgmt	For	For
5	Approve Report of the Board of Supervisors	G	Mgmt	For	For
6	Approve Report of the Independent Directors	G	Mgmt	For	For
	APPROVE RELATED PARTY TRANSACTIONS		Mgmt		

Guosen Securities Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.1	Approve Related Party Transaction with State-owned Assets Supervision and Administration Commission of the People's Government of Shenzhen Municipal, Shenzhen Investment Holdings Co., Ltd. and Other Affiliated Companies	G	Mgmt	For	For
7.2	Approve Related Party Transaction with China Resources SZITIC Trust Co., Ltd.	G	Mgmt	For	For
7.3	Approve Related Party Transaction with Yunnan Hehe (Group) Co., Ltd.	G	Mgmt	For	For
7.4	Approve Related Party Transaction with Penghua Fund Management Co., Ltd.	G	Mgmt	For	For
7.5	Approve Related Party Transaction with Other Related Parties	G	Mgmt	For	For
8	Approve Proprietary Investment Scale	G	Mgmt	For	For
9	Approve to Appoint Auditors and to Fix Their Remuneration	G	Mgmt	For	For
10	Approve Provision of Guarantees	G	Mgmt	For	For

Guoyuan Securities Co., Ltd.

Meeting Date: 06/05/2025 **Country:** China **Ticker:** 000728
Record Date: 24/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Profit Distribution	G	Mgmt	For	For
3	Approve Report of the Board of Directors	G	Mgmt	For	For
4	Approve Report of the Board of Supervisors	G	Mgmt	For	For
5	Approve Annual Report and Summary	G	Mgmt	For	For
	APPROVE REPORT OF THE BOARD OF INDEPENDENT DIRECTORS		Mgmt		
6.1	Approve Report of the Board of Independent Director - Xu Zhihan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Guoyuan Securities Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.2	Approve Report of the Board of Independent Director - Zhang Benzhaoyao	G	Mgmt	For	For
6.3	Approve Report of the Board of Independent Director - Lu Wei	G	Mgmt	For	For
6.4	Approve Report of the Board of Independent Director - Yan Yan	G	Mgmt	For	For
6.5	Approve Report of the Board of Independent Director - Lang Yuanpeng	G	Mgmt	For	For
7	Approve Remuneration of Directors and Special Note on Appraisal	G	Mgmt	For	For
8	Approve Remuneration of Supervisors and Special Note on Appraisal	G	Mgmt	For	For
9	Approve Remuneration of Senior Management Members and Special Note on Appraisal	G	Mgmt	For	For
10	Approve to Appoint Auditor	G	Mgmt	For	For
	APPROVE RELATED PARTY TRANSACTIONS		Mgmt		
11.1	Approve Related Party Transaction with Anhui Guoyuan Financial Holding Group Co., Ltd. and Its Controlled Enterprises	G	Mgmt	For	For
11.2	Approve Related Party Transaction with Jian'an Investment Holding Group Co., Ltd. and Its Controlled Enterprises	G	Mgmt	For	For
11.3	Approve Related Party Transaction with Changsheng Fund Management Co., Ltd.	G	Mgmt	For	For
11.4	Approve Related Party Transaction with Huishang Bank Co., Ltd.	G	Mgmt	For	For
11.5	Approve Related Party Transaction with Other Related Parties	G	Mgmt	For	For
12	Approve Amendments to Articles of Association	G	Mgmt	For	For
13	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	For
14	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	For
15	Amend Working System for Independent Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Guoyuan Securities Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16	Amend Management Measures for Directors, Supervisors and Senior Management	G	Mgmt	For	For
17	Approve to Abolish Rules and Procedures Regarding Meetings of Board of Supervisors	G	Mgmt	For	For

Gurit Holding AG

Meeting Date: 15/04/2025 **Country:** Switzerland **Ticker:** GURN
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
4.1	Reelect Philippe Royer as Director and Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
4.2.1	Reelect Stefan Breitenstein as Director	G	Mgmt	For	For
4.2.2	Reelect Nick Huber as Director	G	Mgmt	For	For
4.2.3	Reelect Andreas Evertz as Director	G	Mgmt	For	For
4.2.4	Elect Libo Zhang as Director	G	Mgmt	For	For
4.3.1	Reappoint Nick Huber as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0201-007] As nomination committee member, responsible for lack of independence [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
4.3.2	Reappoint Philippe Royer as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0201-007] As nomination committee member, responsible for lack of independence [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
4.3.3	Appoint Andreas Evertz as Member of the Nomination and Compensation Committee	G	Mgmt	For	For

Gurit Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.4	Designate Brunner Knobel Rechtsanwaelte as Independent Proxy	G	Mgmt	For	For
4.5	Ratify PricewaterhouseCoopers AG as Auditors	G	Mgmt	For	For
5	Approve Sustainability Report	E, S	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i></p>					
7	Approve Fixed Remuneration of Directors in the Amount of CHF 800,000	G	Mgmt	For	For
8	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.5 Million for the Period July 1, 2025 - June 30, 2026	G	Mgmt	For	For
9	Approve Performance-Based Remuneration of Executive Committee in the Amount of CHF 2 Million for the Period Jan. 1, 2025 - Dec. 31, 2025	G	Mgmt	For	For
10	Transact Other Business (Voting)	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i></p>					

GVS SpA

Meeting Date: 08/05/2025 **Country:** Italy **Ticker:** GVS
Record Date: 28/04/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1b	Approve Allocation of Income	G	Mgmt	For	For
2a	Approve Remuneration Policy	G	Mgmt	For	For
2b	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
	Extraordinary Business		Mgmt		

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GVS SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Capital Increase without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
2	Amend Company Bylaws Re: Article 30	G	Mgmt	For	For

GXO Logistics, Inc.

Meeting Date: 13/05/2025 **Country:** USA **Ticker:** GXO
Record Date: 01/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Brad Jacobs	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.2	Elect Director Marlene Colucci	G	Mgmt	For	For
1.3	Elect Director Todd Cooper	G	Mgmt	For	For
1.4	Elect Director Matthew Fassler	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
1.5	Elect Director Julio Nemeth	G	Mgmt	For	For
1.6	Elect Director Jason Papastavrou	G	Mgmt	For	For
1.7	Elect Director Torsten Pilz	G	Mgmt	For	For
1.8	Elect Director Laura Wilkin	G	Mgmt	For	For
1.9	Elect Director Kyle Wismans	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

H World Group Limited

Meeting Date: 27/06/2025 **Country:** Cayman Islands **Ticker:** 1179
Record Date: 09/05/2025 **Meeting Type:** Annual

H World Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
2	Elect Director Jie Zheng	G	Mgmt	For	For
3	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

H&M Hennes & Mauritz AB

Meeting Date: 07/05/2025

Country: Sweden

Ticker: HM.B

Record Date: 28/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8	Comments by Auditor, Chair of The Board and CEO; Questions from Shareholders to The Board and Management	G	Mgmt		
9a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9b	Approve Allocation of Income and Dividends of SEK 6.80 Per Share	G	Mgmt	For	For
9c.1	Approve Discharge of Karl-Johan Persson	G	Mgmt	For	For
9c.2	Approve Discharge of Stina Bergfors	G	Mgmt	For	For
9c.3	Approve Discharge of Anders Dahlvig	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

H&M Hennes & Mauritz AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9c.4	Approve Discharge of Danica Kragic Jensfelt	G	Mgmt	For	For
9c.5	Approve Discharge of Lena Patriksson Keller	G	Mgmt	For	For
9c.6	Approve Discharge of Helena Saxon	G	Mgmt	For	For
9c.7	Approve Discharge of Christian Sievert	G	Mgmt	For	For
9c.8	Approve Discharge of Christina Synnergren	G	Mgmt	For	For
9c.9	Approve Discharge of Niklas Zennstrom	G	Mgmt	For	For
9c.10	Approve Discharge of Keith Barker	G	Mgmt	For	For
9c.11	Approve Discharge of Ingrid Godin	G	Mgmt	For	For
9c.12	Approve Discharge of Tim Gahnstrom	G	Mgmt	For	For
9c.13	Approve Discharge of Louise Wikholm	G	Mgmt	For	For
9c.14	Approve Discharge of Margareta Welinder	G	Mgmt	For	For
9c.15	Approve Discharge of Agneta Gustafsson	G	Mgmt	For	For
9c.16	Approve Discharge of Ramon Horvath	G	Mgmt	For	For
9c.17	Approve Discharge of Therese Nordstrom	G	Mgmt	For	For
9c.18	Approve Discharge of Sofia Almbrandt	G	Mgmt	For	For
9c.19	Approve Discharge of Hans Nilsson	G	Mgmt	For	For
9c.20	Approve Discharge of CEO Helena Helmersson	G	Mgmt	For	For
9c.21	Approve Discharge of CEO Daniel Erver	G	Mgmt	For	For
10.1	Determine Number of Members (8) and Deputy Members (0) of Board	G	Mgmt	For	For
10.2	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 1.96 Million for Chair and SEK 850,000 for Other Directors; Approve Remunerating for Committee Work	G	Mgmt	For	For
11.2	Approve Remuneration of Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

H&M Hennes & Mauritz AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12.1	Reelect Anders Dahlvig as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>				
12.2	Reelect Danica Kragic Jensfelt as Director	G	Mgmt	For	For
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>				
12.3	Reelect Lena Patriksson Keller as Director	G	Mgmt	For	For
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>				
12.4	Reelect Karl-Johan Persson as Director	G	Mgmt	For	For
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>				
12.5	Reelect Helena Saxon as Director	G	Mgmt	For	For
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>				
12.6	Reelect Christian Sievert as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>				
12.7	Reelect Christina Synnergren as Director	G	Mgmt	For	For
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>				
12.8	Elect Klas Balkow as New Director	G	Mgmt	For	For
12.9	Reelect Karl-Johan Persson as Board Chair	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board</i>				
13	Ratify Deloitte AB as Auditors	G	Mgmt	For	For
14	Approve Remuneration Report	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
15	Approve SEK 777,267.988 Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 777,267.988 for a Bonus Issue	G	Mgmt	For	For

H&M Hennes & Mauritz AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16	Authorize Share Repurchase Program	G	Mgmt	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
18.a	Approve Performance Share Incentive Plan LTIP 2025 for Key Employees	G	Mgmt	For	For
18.b	Approve Equity Plan Financing	G	Mgmt	For	For
18.c	Approve Alternative Equity Plan Financing	G	Mgmt	For	For
19	Amend Articles Re: Sustainability Report	G	Mgmt	For	For
	Shareholder Proposals Submitted by My Ericson, Susanne Halling, Karin Cecilia Lundberg, Astrid Kihlen, Andreas Nilsson, Karin Sanden and Stina Skold		Mgmt		
20	Proposal to Transition to a Fully Circular Business Model and Cease Production of New Clothes by 2026	G	SH	None	Against
<p><i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company.</i></p>					
21	Close Meeting	G	Mgmt		

H&R Real Estate Investment Trust

Meeting Date: 27/06/2025

Country: Canada

Ticker: HR.UN

Record Date: 30/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Trustee Leonard Abramsky	G	Mgmt	For	For
1B	Elect Trustee Lindsay Brand	G	Mgmt	For	For
<p><i>Blended Rationale: .</i></p>					
1C	Elect Trustee Jennifer A. Chasson	G	Mgmt	For	For
1D	Elect Trustee Donald E. Clow	G	Mgmt	For	For
1E	Elect Trustee Mark M. Cowie	G	Mgmt	For	For
1F	Elect Trustee S. Stephen Gross	G	Mgmt	For	For
1G	Elect Trustee Brenna Haysom	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

H&R Real Estate Investment Trust

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1H	Elect Trustee Thomas J. Hofstedter	G	Mgmt	For	For
1I	Elect Trustee Juli Morrow	G	Mgmt	For	For
1J	Elect Trustee Marvin Rubner	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Trustees to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

H.B. Fuller Company

Meeting Date: 15/04/2025

Country: USA

Ticker: FUL

Record Date: 19/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael J. Happe	G	Mgmt	For	For
1.2	Elect Director Charles T. Lauber	G	Mgmt	For	For
1.3	Elect Director Celeste B. Mastin	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

H.U. Group Holdings, Inc.

Meeting Date: 17/06/2025

Country: Japan

Ticker: 4544

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Takeuchi, Shigekazu	G	Mgmt	For	For
1.2	Elect Director Kitamura, Naoki	G	Mgmt	For	For
1.3	Elect Director Aoyama, Shigehiro	G	Mgmt	For	For
1.4	Elect Director Amano, Futomichi	G	Mgmt	For	For

H.U. Group Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Awai, Sachiko	G	Mgmt	For	For
1.6	Elect Director Ito, Ryoji	G	Mgmt	For	For
1.7	Elect Director Shirakawa, Moegi	G	Mgmt	For	For
1.8	Elect Director Miyakawa, Keiji	G	Mgmt	For	For
1.9	Elect Director Yoshida, Hitoshi	G	Mgmt	For	For

HA Sustainable Infrastructure Capital, Inc.

Meeting Date: 04/06/2025

Country: USA

Ticker: HASI

Record Date: 07/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jeffrey W. Eckel	G	Mgmt	For	For
1.2	Elect Director Lizabeth A. Ardisana	G	Mgmt	For	For
1.3	Elect Director Clarence D. Armbrister	G	Mgmt	For	For
1.4	Elect Director Teresa M. Brenner	G	Mgmt	For	For
1.5	Elect Director Nancy C. Floyd	G	Mgmt	For	For
1.6	Elect Director Jeffrey A. Lipson	G	Mgmt	For	For
1.7	Elect Director Charles M. O'Neil	G	Mgmt	For	For
1.8	Elect Director Richard J. Osborne	G	Mgmt	For	For
1.9	Elect Director Steven G. Osgood	G	Mgmt	For	For
1.10	Elect Director Kimberly A. Reed	G	Mgmt	For	For
1.11	Elect Director Laura A. Schulte	G	Mgmt	For	For
1.12	Elect Director Barry E. Welch	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Hafnia Ltd.

Meeting Date: 14/05/2025

Country: Singapore

Ticker: HAFNI

Record Date: 04/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2.a	Reelect Andreas Sohmen-Pao as Director	G	Mgmt	For	For
2.b	Reelect Donald John Ridgway as Director	G	Mgmt	For	For
2.c	Reelect Peter Graham Read as Director	G	Mgmt	For	For
2.d	Reelect Anand Su Yin as Director	G	Mgmt	For	For
3	Elect Emily Tan as New Director	G	Mgmt	For	For
4	Reelect Andreas Sohmen-Pao as Board Chair	G	Mgmt	For	Against

Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.

5	Receive Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt		
6.(a)	Elect Alicia Yik Jie Ting as Member of Nominating Committee	G	Mgmt	For	For
6.(b)	Elect Elaine Yew Wen Suen (Chair) as Member of Nominating Committee	G	Mgmt	For	For
7	Approve Remuneration of Directors in the Amount of USD 100,000 for Chair and USD 90,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
8	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
9	Authorize Share Repurchase Program	G	Mgmt	For	For
10	Approve Issuance of Shares and/or Instruments in the Company	G	Mgmt	For	Against

Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.

Haidilao International Holding Ltd.

Meeting Date: 19/05/2025

Country: Cayman Islands

Ticker: 6862

Record Date: 13/05/2025

Meeting Type: Annual

Haidilao International Holding Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a1	Elect Gou Yiqun as Director	G	Mgmt	For	For
3a2	Elect Li Peng as Director	G	Mgmt	For	For
3a3	Elect Song Qing as Director	G	Mgmt	For	For
3a4	Elect Gao Jie as Director	G	Mgmt	For	For
3a5	Elect Qi Daqing as Director	G	Mgmt	For	For
3a6	Elect Zhang Junjie as Director	G	Mgmt	For	For
3b	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
5B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
5C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Haier Smart Home Co., Ltd.

Meeting Date: 28/05/2025 Country: China Ticker: 6690
Record Date: 20/05/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Report on the Work of the Board of Directors	G	Mgmt	For	For
3	Approve Report on the Work of the Board of Supervisors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Haier Smart Home Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Annual Report and Annual Report Summary	G	Mgmt	For	For
5	Approve Audit Report on the Internal Control	G	Mgmt	For	For
6	Approve Profit Distribution Plan	G	Mgmt	For	For
7	Approve Appointment of PRC Accounting Standards Auditors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0155-001] Vote AGAINST auditor appointment due to concerns about the professional qualification of the auditor.</i>					
8	Approve Appointment of International Accounting Standards Auditors	G	Mgmt	For	For
9	Approve Renewal of the Products and Materials Procurement Framework Agreement Between Haier Smart Home Co., Ltd. and Haier Group Corporation	G	Mgmt	For	For
10	Approve Anticipated Guarantees' Amounts for the Company and its Subsidiaries	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure. [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
11	Approve Conduct of Foreign Exchange Fund Derivatives Business	G	Mgmt	For	For
12	Approve Grant of General Mandate to the Board of Directors to Decide to Issue Domestic and Overseas Debt Financing Instruments	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
13	Approve Grant of General Mandate to the Board of Directors on Additional Issuance of A Shares	G	Mgmt	For	For
14	Approve Grant of General Mandate to the Board of Directors on Additional Issuance of H Shares	G	Mgmt	For	For
15	Approve Grant of General Mandate to the Board of Directors on Additional Issuance of D Shares	G	Mgmt	For	For
16	Approve Grant of General Mandate to the Board of Directors to Decide to Repurchase Not More Than 10% of the Total Number of H Shares of the Company in Issue	G	Mgmt	For	For

Haier Smart Home Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
17	Approve Grant of General Mandate to the Board of Directors to Decide to Repurchase Not More Than 30% of the Total Number of D Shares of the Company in Issue	G	Mgmt	For	For
18	Approve Change in Commitments of Certain Asset Injection by Haier Group Corporation	G	Mgmt	For	For
19	Approve Continued Entrusted Management of Qingdao Haier Optoelectronics Co., Ltd. and Related Party Transaction	G	Mgmt	For	For
20	Approve 2025 A Share Core Employee Stock Ownership Plan (Draft) and Its Summary	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
21	Approve 2025 H Share Core Employee Stock Ownership Plan (Draft) and Its Summary	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
22	Amend Investment Management System	G	Mgmt	For	For
23	Amend Articles of Association	G	SH	For	Against
<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>					
24	Amend Rules of Procedure for the General Meeting	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
25	Amend Rules of Procedure for the Board of Directors	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
26	Amend Independent Directors System	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
27	Amend Fair Decision-Making System for Related-Party (Connected) Transactions	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
28	Amend Management System of External Guarantee	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Haier Smart Home Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
29	Amend Regulations on the Management of Fund Raising	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
30	Amend Management System of Foreign Exchange Derivative Trading Business	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
31	Amend Management System of Entrusted Wealth Management	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
32	Amend Regulations on the Bulk Raw Materials Hedging Business	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
33.01	Elect Li Huagang as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
33.02	Elect Gong Wei as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
33.03	Elect Yu Hon To, David as Director	G	SH	For	Against
	<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>				
33.04	Elect Chien Da-Chun as Director	G	SH	For	Against
	<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal. [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines. [DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>				
33.05	Elect Li Shaohua as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
33.06	Elect Kevin Nolan as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Haier Smart Home Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
34.01	Elect Wong Hak Kun as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
34.02	Elect Li Shipeng as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
34.03	Elect Wu Qi as Director	G	SH	For	Against
	<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>				
34.04	Elect Wang Hua as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				

Haier Smart Home Co., Ltd.

Meeting Date: 28/05/2025 **Country:** China **Ticker:** 6690
Record Date: 20/05/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Grant of General Mandate to the Board of Directors to Decide to Repurchase Not More Than 10% of the Total Number of H Shares of the Company in Issue	G	Mgmt	For	For
2	Approve Grant of General Mandate to the Board of Directors to Decide to Repurchase Not More Than 30% of the Total Number of D Shares of the Company in Issue	G	Mgmt	For	For

Haier Smart Home Co., Ltd.

Meeting Date: 28/05/2025 **Country:** China **Ticker:** 6690
Record Date: 20/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Report on the Work of the Board of Directors	G	Mgmt	For	For
3	Approve Report on the Work of the Board of Supervisors	G	Mgmt	For	For
4	Approve Annual Report and Annual Report Summary	G	Mgmt	For	For
5	Approve Audit Report on the Internal Control	G	Mgmt	For	For
6	Approve Profit Distribution Plan	G	Mgmt	For	For
7	Approve Appointment of PRC Accounting Standards Auditors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0155-001] Vote AGAINST auditor appointment due to concerns about the professional qualification of the auditor.</i>					
8	Approve Appointment of International Accounting Standards Auditors	G	Mgmt	For	For
9	Approve Renewal of the Products and Materials Procurement Framework Agreement Between Haier Smart Home Co., Ltd. and Haier Group Corporation	G	Mgmt	For	For
10	Approve Anticipated Guarantees' Amounts for the Company and its Subsidiaries	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure. [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
11	Approve Conduct of Foreign Exchange Fund Derivatives Business	G	Mgmt	For	For
12	Approve Grant of General Mandate to the Board of Directors to Decide to Issue Domestic and Overseas Debt Financing Instruments	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
13	Approve Grant of General Mandate to the Board of Directors on Additional Issuance of A Shares	G	Mgmt	For	For
14	Approve Grant of General Mandate to the Board of Directors on Additional Issuance of H Shares	G	Mgmt	For	For

Haier Smart Home Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15	Approve Grant of General Mandate to the Board of Directors on Additional Issuance of D Shares	G	Mgmt	For	For
16	Approve Grant of General Mandate to the Board of Directors to Decide to Repurchase Not More Than 10% of the Total Number of H Shares of the Company in Issue	G	Mgmt	For	For
17	Approve Grant of General Mandate to the Board of Directors to Decide to Repurchase Not More Than 30% of the Total Number of D Shares of the Company in Issue	G	Mgmt	For	For
18	Approve Change in Commitments of Certain Asset Injection by Haier Group Corporation	G	Mgmt	For	For
19	Approve Continued Entrusted Management of Qingdao Haier Optoelectronics Co., Ltd. and Related Party Transaction	G	Mgmt	For	For
20	Approve 2025 A Share Core Employee Stock Ownership Plan (Draft) and Its Summary	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
21	Approve 2025 H Share Core Employee Stock Ownership Plan (Draft) and Its Summary	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
22	Amend Investment Management System	G	Mgmt	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
23	Amend Articles of Association	G	SH	For	Against
<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>					
24	Amend Rules of Procedure for the General Meeting	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
25	Amend Rules of Procedure for the Board of Directors	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Haier Smart Home Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
26	Amend Independent Directors System	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
27	Amend Fair Decision-Making System for Related-Party (Connected) Transactions	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
28	Amend Management System of External Guarantee	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
29	Amend Regulations on the Management of Fund Raising	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
30	Amend Management System of Foreign Exchange Derivative Trading Business	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
31	Amend Management System of Entrusted Wealth Management	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
32	Amend Regulations on the Bulk Raw Materials Hedging Business	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
33.1	Elect Li Huagang as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
33.2	Elect Gong Wei as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
33.3	Elect Yu Hon To, David as Director	G	SH	For	Against
	<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>				

Haier Smart Home Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
33.4	Elect Chien Da-Chun as Director	G	SH	For	Against
	<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal. [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>				
33.5	Elect Li Shaohua as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
33.6	Elect Kevin Nolan as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
34.1	Elect Wong Hak Kun as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
34.2	Elect Li Shipeng as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
34.3	Elect Wu Qi as Director	G	SH	For	Against
	<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>				
34.4	Elect Wang Hua as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				

Haier Smart Home Co., Ltd.

Meeting Date: 28/05/2025

Country: China

Ticker: 6690

Record Date: 20/05/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	CLASS MEETING FOR HOLDERS OF A SHARES Approve Grant of General Mandate to the Board of Directors to Decide to Repurchase Not More Than 10% of the Total Number of H Shares of the Company in Issue	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Haier Smart Home Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Grant of General Mandate to the Board of Directors to Decide to Repurchase Not More Than 30% of the Total Number of D Shares of the Company in Issue	G	Mgmt	For	For

Haisco Pharmaceutical Group Co., Ltd.

Meeting Date: 06/05/2025

Country: China

Ticker: 002653

Record Date: 28/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Report	G	Mgmt	For	For
2	Approve Annual Report and Summary	G	Mgmt	For	For
3	Approve Report of the Board of Directors	G	Mgmt	For	For
4	Approve to Appoint Auditor	G	Mgmt	For	For
5	Approve 2024 Profit Distribution and 2025 Interim Dividend Plan	G	Mgmt	For	For
6	Approve Remuneration of Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
7	Approve Report of the Board of Supervisors	G	Mgmt	For	For
8	Approve Company's Eligibility for Issuance of Shares to Specific Targets	G	Mgmt	For	For
	APPROVE ISSUANCE OF SHARES TO SPECIFIC TARGETS		Mgmt		
9.1	Approve Share Type and Par Value	G	Mgmt	For	For
9.2	Approve Issue Manner	G	Mgmt	For	For
9.3	Approve Target Subscribers and Subscription Method	G	Mgmt	For	For
9.4	Approve Pricing Reference Date, Issue Price and Pricing Basis	G	Mgmt	For	For
9.5	Approve Issue Size	G	Mgmt	For	For
9.6	Approve Amount and Use of Proceeds	G	Mgmt	For	For
9.7	Approve Lock-up Period	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Haisco Pharmaceutical Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.8	Approve Listing Exchange	G	Mgmt	For	For
9.9	Approve Distribution Arrangement of Undistributed Earnings	G	Mgmt	For	For
9.10	Approve Resolution Validity Period	G	Mgmt	For	For
10	Approve Plan for Issuance of Shares to Specific Targets	G	Mgmt	For	For
11	Approve Demonstration Analysis Report in Connection to Issuance of Shares to Specific Targets	G	Mgmt	For	For
12	Approve Feasibility Analysis Report on the Use of Proceeds	G	Mgmt	For	For
13	Approve Impact of Dilution of Current Returns on Major Financial Indicators, the Relevant Measures to be Taken and Commitment from Relevant Parties	G	Mgmt	For	For
14	Approve Report on the Usage of Previously Raised Funds	G	Mgmt	For	For
15	Approve Shareholder Return Plan	G	Mgmt	For	For
16	Approve Authorization of Board to Handle All Related Matters	G	Mgmt	For	For
17	Amend Articles of Association	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
	AMEND COMPANY SYSTEMS		Mgmt		
18.1	Amend Information Disclosure Service Management System	G	SH	For	Against
<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>					
18.2	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	SH	For	Against
<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>					
18.3	Amend Fundraising Management System	G	SH	For	Against
<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>					
18.4	Amend Management System for Providing External Guarantees	G	SH	For	Against
<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Haisco Pharmaceutical Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
18.5	Amend Management System for Providing External Investments	G	SH	For	Against
<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>					
18.6	Amend Related Party Transaction Decision-making System	G	SH	For	Against
<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>					
18.7	Amend Management System of Raised Funds	G	SH	For	Against
<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>					
18.8	Amend Working System for Independent Directors	G	SH	For	Against
<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>					
18.9	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	SH	For	Against
<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>					

Haisco Pharmaceutical Group Co., Ltd.

Meeting Date: 18/06/2025

Country: China

Ticker: 002653

Record Date: 13/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Yan Pangke as Non-independent Director	G	Mgmt	For	For
2	Approve Amendments to Articles of Association	G	Mgmt	For	For
3	Amend Management System for Raised Funds	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

Haitian International Holdings Limited

Meeting Date: 16/05/2025

Country: Cayman Islands

Ticker: 1882

Record Date: 09/05/2025

Meeting Type: Annual

Haitian International Holdings Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Elect Zhang Jianming as Director	G	Mgmt	For	For
3	Elect Zhang Jianfeng as Director	G	Mgmt	For	For
4	Elect Yu Junxian as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence</i>					
5	Elect Lo Chi Chiu as Director	G	Mgmt	For	For
6	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
7	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
9	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
10	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Hakuhodo DY Holdings, Inc.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 2433

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 16	G	Mgmt	For	For
2.1	Elect Director Mizushima, Masayuki	G	Mgmt	For	For
2.2	Elect Director Yajima, Hirotake	G	Mgmt	For	For
2.3	Elect Director Ebana, Akihiko	G	Mgmt	For	For
2.4	Elect Director Tada, Hidetaka	G	Mgmt	For	For
2.5	Elect Director Tokugawa, Takeshi	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Hakuhodo DY Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.6	Elect Director Nishiyama, Yasuo	G	Mgmt	For	For
2.7	Elect Director Nagura, Kenji	G	Mgmt	For	For
2.8	Elect Director Hattori, Nobumichi	G	Mgmt	For	For
2.9	Elect Director Yamashita, Toru	G	Mgmt	For	For
2.10	Elect Director Arimatsu, Ikuko	G	Mgmt	For	For
2.11	Elect Director Ueda, Koichi	G	Mgmt	For	For
3	Appoint Statutory Auditor Hatajiri, Akihiko	G	Mgmt	For	For

Haleon Plc

Meeting Date: 28/05/2025

Country: United Kingdom

Ticker: HLN

Record Date: 23/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For
4	Re-elect Sir Dave Lewis as Director	G	Mgmt	For	For
5	Re-elect Brian McNamara as Director	G	Mgmt	For	For
6	Elect Dawn Allen as Director	G	Mgmt	For	For
7	Re-elect Vindi Banga as Director	G	Mgmt	For	For
8	Elect Nancy Avila as Director	G	Mgmt	For	For
9	Re-elect Marie-Anne Aymerich as Director	G	Mgmt	For	For
10	Elect Blathnaid Bergin as Director	G	Mgmt	For	For
11	Re-elect Tracy Clarke as Director	G	Mgmt	For	For
12	Re-elect Dame Vivienne Cox as Director	G	Mgmt	For	For
13	Re-elect Asmita Dubey as Director	G	Mgmt	For	For
14	Elect Alan Stewart as Director	G	Mgmt	For	For
15	Reappoint KPMG LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Haleon Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
17	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
18	Authorise Issue of Equity	G	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For

Halliburton Company

Meeting Date: 21/05/2025

Country: USA

Ticker: HAL

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Abdulaziz F. Al Khayyal	G	Mgmt	For	For
1b	Elect Director William E. Albrecht	G	Mgmt	For	For
1c	Elect Director M. Katherine Banks	G	Mgmt	For	For
1d	Elect Director Alan M. Bennett	G	Mgmt	For	For
1e	Elect Director Earl M. Cummings	G	Mgmt	For	For
1f	Elect Director Murry S. Gerber	G	Mgmt	For	For
1g	Elect Director Robert A. Malone	G	Mgmt	For	For
1h	Elect Director Jeffrey A. Miller	G	Mgmt	For	For
1i	Elect Director Maurice S. Smith	G	Mgmt	For	For
1j	Elect Director Janet L. Weiss	G	Mgmt	For	For
1k	Elect Director Tobi M. Edwards Young	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Halliburton Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Halozyne Therapeutics, Inc.

Meeting Date: 01/05/2025 **Country:** USA **Ticker:** HALO
Record Date: 04/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Jeffrey W. Henderson	G	Mgmt	For	For
1B	Elect Director Helen I. Torley	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Hamakyorex Co., Ltd.

Meeting Date: 18/06/2025 **Country:** Japan **Ticker:** 9037
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Osuka, Masataka	G	Mgmt	For	For
1.2	Elect Director Osuka, Hidenori	G	Mgmt	For	For
1.3	Elect Director Okutsu, Yasuo	G	Mgmt	For	For
1.4	Elect Director Yamaoka, Tsuyoshi	G	Mgmt	For	For
1.5	Elect Director Nasuda, Kiichi	G	Mgmt	For	For
1.6	Elect Director Otsu, Yoshitaka	G	Mgmt	For	For
1.7	Elect Director Mori, Takeshi	G	Mgmt	For	For
1.8	Elect Director Katada, Sumiko	G	Mgmt	For	For
1.9	Elect Director Kageyama, Takeshi	G	Mgmt	For	For
2	Appoint KPMG AZSA LLC as New External Audit Firm	G	Mgmt	For	For

Hamborner REIT AG

Meeting Date: 26/06/2025

Country: Germany

Ticker: HABA

Record Date: 19/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.48 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	G	Mgmt	For	For
6.a)	Elect Andreas Mattner to the Supervisory Board	G	Mgmt	For	For
6.b)	Elect Claus-Matthias Boege to the Supervisory Board	G	Mgmt	For	For
6.c)	Elect Maria Dreo-Tempsch to the Supervisory Board	G	Mgmt	For	For
6.d)	Elect Rolf Glessing to the Supervisory Board	G	Mgmt	For	For
6.e)	Elect Ulrich Graebner to the Supervisory Board	G	Mgmt	For	For
6.f)	Elect Martina Williams-Arnoldi to the Supervisory Board	G	Mgmt	For	For
7	Approve Remuneration Policy	G	Mgmt	For	For
8	Approve Remuneration Report	G	Mgmt	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For

Hammerson Plc

Meeting Date: 15/05/2025

Country: United Kingdom

Ticker: HMSO

Record Date: 13/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Hammerson Plc

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

Hanesbrands Inc.

Meeting Date: 29/04/2025

Country: USA

Ticker: HBI

Record Date: 24/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Stephen B. Bratspies	G	Mgmt	For	For
1b	Elect Director Geralyn R. Breig	G	Mgmt	For	For
1c	Elect Director Colin Browne	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Hanesbrands Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Natasha C. Chand	G	Mgmt	For	For
1e	Elect Director Sharilyn S. Gasaway	G	Mgmt	For	For
1f	Elect Director Mark A. Irvin	G	Mgmt	For	For
1g	Elect Director James C. Johnson	G	Mgmt	For	For
1h	Elect Director John G. Mehas	G	Mgmt	For	For
1i	Elect Director Franck J. Moison	G	Mgmt	For	For
1j	Elect Director Robert F. Moran	G	Mgmt	For	For
1k	Elect Director William S. Simon	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Hang Lung Group Limited

Meeting Date: 30/04/2025 **Country:** Hong Kong **Ticker:** 10

Record Date: 24/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Gerald Lokchung Chan as Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-006] Nominee has demonstrated pattern of poor meeting attendance.</i>					
3b	Elect Simon Sik On Ip as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence [HK-M0201-007] Chair of Audit Committee not independent</i>					
3c	Elect Weber Wai Pak Lo as Director	G	Mgmt	For	For
3d	Elect Kenneth Ka Kui Chiu as Director	G	Mgmt	For	For
3e	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For

Hang Lung Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Hang Seng Bank Limited

Meeting Date: 08/05/2025

Country: Hong Kong

Ticker: 11

Record Date: 30/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2a	Elect Diana Ferreira Cesar as Director	G	Mgmt	For	For
2b	Elect Edward Cheng Wai Sun as Director	G	Mgmt	For	For
2c	Elect Cordelia Chung as Director	G	Mgmt	For	For
2d	Elect Clement Kwok King Man as Director	G	Mgmt	For	For
2e	Elect David Liao Yi Chien as Director	G	Mgmt	For	For
2f	Elect Wang Xiao Bin as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-034] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related investment risks and opportunities.[SF-M0201-035] Greater climate-related disclosure, including disclosure of scope 3 metrics and targets, would enable investors to better assess climate-related investment risks and opportunities.</i>					
2g	Elect Catherine Zhou Rong as Director	G	Mgmt	For	For
3	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Hang Seng Bank Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6	Adopt New Articles of Association	G	Mgmt	For	For

Hangzhou First Applied Material Co., Ltd.

Meeting Date: 30/04/2025 **Country:** China **Ticker:** 603806
Record Date: 23/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
	APPROVE REMUNERATION OF DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT MEMBERS		Mgmt		
6.1	Approve Remuneration Plan of Lin Jianhua	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
6.2	Approve Remuneration of Independent Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
6.3	Approve Remuneration Plan of Lin Tianyi	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
6.4	Approve Remuneration of Other Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
6.5	Approve Remuneration of Supervisors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Hangzhou First Applied Material Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve to Appoint Auditor	G	Mgmt	For	For
8	Approve Application of Bank Credit Lines	G	Mgmt	For	For
9	Approve Business Partner Plan Implementation Plan	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
10	Approve Draft and Summary of Employee Share Purchase Plan of Business Partner Plan	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
11	Approve Management Method of Employee Share Purchase Plan of Business Partner Plan	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
12	Approve Authorization of the Board to Handle All Matters Related to Employee Share Purchase Plan of Business Partner Plan	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					

Hangzhou Silan Microelectronics Co., Ltd.

Meeting Date: 09/05/2025

Country: China

Ticker: 600460

Record Date: 06/05/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Adjustment of the Amount of the Guarantee for Xiamen Silan Gallium Compound Semiconductor Co., Ltd.	G	Mgmt	For	For
2	Approve Provision of Guarantee for Xiamen Silan Jike Microelectronics Co., Ltd. and Related Party Transaction	G	Mgmt	For	For

Hangzhou Silan Microelectronics Co., Ltd.

Meeting Date: 12/06/2025

Country: China

Ticker: 600460

Record Date: 09/06/2025

Meeting Type: Annual

Hangzhou Silan Microelectronics Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve 2024 Remuneration of Directors	G	Mgmt	For	For
7	Approve 2024 Remuneration of Supervisors	G	Mgmt	For	For
8	Approve Related Party Transaction	G	Mgmt	For	For
9	Approve to Appoint Auditor	G	Mgmt	For	For
10	Approve Provision of Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
11	Approve Foreign Exchange Derivatives Trading	G	Mgmt	For	For

Hangzhou Tigermed Consulting Co., Ltd.

Meeting Date: 30/05/2025 **Country:** China **Ticker:** 3347
Record Date: 27/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Annual Report	G	Mgmt	For	For
2	Approve Report of the Board	G	Mgmt	For	For
3	Approve Report of the Supervisory Committee	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve Final Financial Report	G	Mgmt	For	For
6	Approve BDO China Shu Lun Pan Certified Public Accountants LLP as Auditors	G	Mgmt	For	For

Hangzhou Tigermed Consulting Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Application to the Bank for the Integrated Credit Facility	G	Mgmt	For	For
8	Approve Further Change in Use of Proceeds from the H Shares Offering	G	Mgmt	For	For
9	Approve Remuneration and Allowance Standards of the Directors and Senior Management	G	Mgmt	For	For
10	Approve Recognized Remuneration and Allowance of the Supervisors for 2024 and Remuneration and Allowance Standards of the Supervisors for 2025	G	Mgmt	For	For
11	Amend Articles of Association	G	Mgmt	For	For
12	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
13	Authorize Repurchase of Issued H Share Capital	G	Mgmt	For	For

Hangzhou Tigermed Consulting Co., Ltd.

Meeting Date: 30/05/2025 **Country:** China **Ticker:** 3347
Record Date: 27/05/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF A SHARES		Mgmt		
1	Authorize Repurchase of Issued H Share Capital	G	Mgmt	For	For

Hankyu Hanshin Holdings, Inc.

Meeting Date: 17/06/2025 **Country:** Japan **Ticker:** 9042
Record Date: 31/03/2025 **Meeting Type:** Annual

Hankyu Hanshin Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	G	Mgmt	For	For
2.1	Elect Director Shimada, Yasuo	G	Mgmt	For	For
2.2	Elect Director Kusu, Yusuke	G	Mgmt	For	For
2.3	Elect Director Endo, Noriko	G	Mgmt	For	For
2.4	Elect Director Tsuru, Yuki	G	Mgmt	For	For
2.5	Elect Director Kobayashi, Mitsuyoshi	G	Mgmt	For	For
2.6	Elect Director Shimatani, Yoshishige	G	Mgmt	For	For
2.7	Elect Director Araki, Naoya	G	Mgmt	For	For
2.8	Elect Director Ueda, Yasushi	G	Mgmt	For	For
2.9	Elect Director Fukui, Yasuki	G	Mgmt	For	For
2.10	Elect Director Miyahara, Koichiro	G	Mgmt	For	For
3	Elect Alternate Director and Audit Committee Member Tsuru, Yuki	G	Mgmt	For	For

Hannover Rueck SE

Meeting Date: 07/05/2025

Country: Germany

Ticker: HNR1

Record Date: 30/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 7.00 per Share and Special Dividends of EUR 2.00 per Share	G	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Jean-Jacques Henchoz for Fiscal Year 2024	G	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Sven Althoff for Fiscal Year 2024	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.3	Approve Discharge of Management Board Member Claude Chevre for Fiscal Year 2024	G	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Clemens Jungsthoefel for Fiscal Year 2024	G	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Klaus Miller for Fiscal Year 2024	G	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Sharon Ooi for Fiscal Year 2024	G	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Michael Pickel for Fiscal Year 2024	G	Mgmt	For	For
3.8	Approve Discharge of Management Board Member Silke Sehm for Fiscal Year 2024	G	Mgmt	For	For
3.9	Approve Discharge of Management Board Member Thorsten Steinmann for Fiscal Year 2024	G	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Torsten Leue for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
4.2	Approve Discharge of Supervisory Board Member Herbert Haas for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
4.3	Approve Discharge of Supervisory Board Member Natalie Ardalan (until May 6, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Frauke Heitmueeller (until May 6, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Ilka Hundeshagen for Fiscal Year 2024	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.6	Approve Discharge of Supervisory Board Member Timo Kaufmann (from May 6, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Harald Kayser (from May 6, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Sibylle Kempff (from May 6, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Alena Kouba (from May 6, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Ursula Lipowsky for Fiscal Year 2024	G	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Michael Ollmann for Fiscal Year 2024	G	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Andrea Pollak (until May 6, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Erhard Schipporeit (until May 6, 2024) for Fiscal Year 2024	G	Mgmt	For	For
5.1	Ratify PricewaterhouseCoopers 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	G	Mgmt	For	For
5.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Approve Management Board Remuneration Policy	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. the performance hurdles do not appear to be challenging.</i></p> <p><i>[SD-M0550-004] Based on disclosures,</i></p>					
8	Approve Supervisory Board Remuneration Policy	G	Mgmt	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For

Hannover Rueck SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For
11	Authorize Use of Financial Derivatives when Repurchasing Shares	G	Mgmt	For	For
12	Approve Merger by Absorption of Hannover Re Private Equity Beteiligungen GmbH	G	Mgmt	For	For

Hansa Biopharma AB

Meeting Date: 25/06/2025 **Country:** Sweden **Ticker:** HNSA
Record Date: 16/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8b	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
8c1	Approve Discharge of Peter Nicklin	G	Mgmt	For	For
8c2	Approve Discharge of Anders Gersel Pedersen	G	Mgmt	For	For
8c3	Approve Discharge of Eva Nilsagard	G	Mgmt	For	For
8c4	Approve Discharge of Hilary Malone	G	Mgmt	For	For
8c5	Approve Discharge of Mats Blom	G	Mgmt	For	For
8c6	Approve Discharge of Jonas Wikström	G	Mgmt	For	For

Hansa Biopharma AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8c7	Approve Discharge of Florian Reinaud	G	Mgmt	For	For
8c8	Approve Discharge of Andreas Eggert	G	Mgmt	For	For
8c9	Approve Discharge of CEO Soren Tulstrup	G	Mgmt	For	For
9a	Determine Number of Members (7) and Deputy Members (0) of Board	G	Mgmt	For	For
9b	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
10a	Approve Remuneration of Directors in the Amount of SEK 900,000 for Chair and SEK 300,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
10b	Approve Remuneration of Auditors	G	Mgmt	For	For
11a	Reelect Mats Blom as Director	G	Mgmt	For	For
11b	Reelect Anders Gersel Pedersen as Director	G	Mgmt	For	For
11c	Reelect Hilary Malone as Director	G	Mgmt	For	For
11d	Reelect Peter Nicklin as Director	G	Mgmt	For	For
11e	Reelect Eva Nilsagard as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
11f	Reelect Florian Reinaud as Director	G	Mgmt	For	For
11g	Reelect Jonas Wikstrom as Director	G	Mgmt	For	For
12	Reelect Peter Nicklin as Board Chair	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-010] As chairman of the board, responsible for lack of diversity.</i></p>					
13	Ratify KPMG as Auditors	G	Mgmt	For	For
14	Authorize Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	G	Mgmt	For	For
15	Approve Remuneration Report	G	Mgmt	For	For
16a	Approve Incentive Program 2025 for Key Employees	G	Mgmt	For	For
16b	Approve Equity Plan Financing Through Issuance and Transfer of Warrants	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Hansa Biopharma AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16c	Approve Equity Plan Financing Through Transfer of Warrants	G	Mgmt	For	For
17	Approve Transfer of Own Ordinary Shares	G	Mgmt	For	For
18a	Approve Issuance of up to 20 Percent of Issued Shares without Preemptive Rights (Main Proposal)	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
18b	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights (Alternative Proposal)	G	Mgmt	For	For
19	Close Meeting	G	Mgmt		

Hansoh Pharmaceutical Group Company Limited

Meeting Date: 20/06/2025 **Country:** Cayman Islands **Ticker:** 3692
Record Date: 16/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Sun Yuan as Director	G	Mgmt	For	For
3b	Elect Chan Charles Sheung Wai as Director	G	Mgmt	For	For
3c	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>				
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>				

Hapvida Participacoes e Investimentos SA

Meeting Date: 30/04/2025

Country: Brazil

Ticker: HAPV3

Record Date:

Meeting Type: Extraordinary
Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Ratify Carlos Massaru Takahashi as Director	G	Mgmt	For	For
2	Ratify Remuneration of Company's Management for 2022	G	Mgmt	For	For
3	Ratify Remuneration of Company's Management for 2023	G	Mgmt	For	For
4	Approve Hybrid Shares Plan	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements are poorly structured.</i>					
5	Approve 15-for-1 Reverse Stock Split	G	Mgmt	For	For
6	Amend Articles 6 and 7 to Reflect Changes in Capital	G	Mgmt	For	For

Hapvida Participacoes e Investimentos SA

Meeting Date: 30/04/2025

Country: Brazil

Ticker: HAPV3

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Approve Remuneration of Company's Management	G	Mgmt	For	For
3	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					

Meeting Date: 14/05/2025

Country: USA

Ticker: HOG

Record Date: 06/03/2025

Meeting Type: Proxy Contest

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Management Proxy		Mgmt		
1.1	Elect Director Troy Alstead	G	Mgmt	For	For
1.2	Elect Director Jared D. Dourdeville *Withdrawn Resolution*	G	Mgmt		
1.3	Elect Director James Duncan Farley, Jr.	G	Mgmt	For	For
1.4	Elect Director Lori Flees	G	Mgmt	For	For
1.5	Elect Director Allan Golston	G	Mgmt	For	For
1.6	Elect Director Sara Levinson	G	Mgmt	For	For
1.7	Elect Director Norman Thomas Linebarger	G	Mgmt	For	For
1.8	Elect Director Rafeh Masood	G	Mgmt	For	For
1.9	Elect Director Maryrose Sylvester	G	Mgmt	For	For
1.10	Elect Director Jochen Zeitz	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Amend Non-Employee Director Omnibus Stock Plan	G	Mgmt	For	For
	Dissident Proxy (Blue Proxy Card)		Mgmt		
1A	Elect Director Jochen Zeitz	G	Mgmt	Withhold	Do Not Vote
1B	Elect Director Norman Thomas Linebarger	G	Mgmt	Withhold	Do Not Vote
1C	Elect Director Sara Levinson	G	Mgmt	Withhold	Do Not Vote
1D	Elect Director Troy Alstead	G	Mgmt	None	Do Not Vote
1E	Elect Director James Duncan Farley, Jr.	G	Mgmt	None	Do Not Vote
1F	Elect Director Lori Flees	G	Mgmt	None	Do Not Vote
1G	Elect Director Allan Golston	G	Mgmt	None	Do Not Vote
1H	Elect Director Rafeh Masood	G	Mgmt	None	Do Not Vote

Harley-Davidson, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1I	Elect Director Maryrose Sylvester	G	Mgmt	None	Do Not Vote
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	None	Do Not Vote
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	None	Do Not Vote
4	Amend Non-Employee Director Omnibus Stock Plan	G	Mgmt	None	Do Not Vote

Hasbro, Inc.

Meeting Date: 21/05/2025 Country: USA Ticker: HAS
Record Date: 27/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Hope F. Cochran	G	Mgmt	For	For
1.2	Elect Director Christian P. Cocks	G	Mgmt	For	For
1.3	Elect Director Lisa Gersh	G	Mgmt	For	For
1.4	Elect Director Frank D. Gibeau	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
1.5	Elect Director Elizabeth Hamren	G	Mgmt	For	For
1.6	Elect Director Darin S. Harris	G	Mgmt	For	For
1.7	Elect Director Owen Mahoney	G	Mgmt	For	For
1.8	Elect Director Laurel J. Richie	G	Mgmt	For	For
1.9	Elect Director Richard S. Stoddart	G	Mgmt	For	For
1.10	Elect Director Mary Beth West	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

HASEKO Corp.

Meeting Date: 27/06/2025 Country: Japan Ticker: 1808
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 45	G	Mgmt	For	For
2.1	Elect Director Tsuji, Noriaki	G	Mgmt	For	For
2.2	Elect Director Ikegami, Kazuo	G	Mgmt	For	For
2.3	Elect Director Kumano, Satoshi	G	Mgmt	For	For
2.4	Elect Director Naraoka, Shoji	G	Mgmt	For	For
2.5	Elect Director Mimori, Kuniyoshi	G	Mgmt	For	For
2.6	Elect Director Yamaguchi, Toru	G	Mgmt	For	For
2.7	Elect Director Yoshimura, Naoko	G	Mgmt	For	For
2.8	Elect Director Ichimura, Kazuhiko	G	Mgmt	For	For
2.9	Elect Director Nagasaki, Mami	G	Mgmt	For	For
2.10	Elect Director Ogura, Toshikatsu	G	Mgmt	For	For
2.11	Elect Director Fujii, Shinsuke	G	Mgmt	For	For
2.12	Elect Director Fujii, Takeshi	G	Mgmt	For	For
3	Appoint Statutory Auditor Iijima, Nobuyuki	G	Mgmt	For	For
4	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

Hawaiian Electric Industries, Inc.

Meeting Date: 12/05/2025 **Country:** USA **Ticker:** HE
Record Date: 07/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas B. Fargo	G	Mgmt	For	For
1b	Elect Director Celeste A. Connors	G	Mgmt	For	For
1c	Elect Director Elisia K. Flores	G	Mgmt	For	For
1d	Elect Director Peggy Y. Fowler	G	Mgmt	For	For
1e	Elect Director Micah A. Kane	G	Mgmt	For	For
1f	Elect Director William James Scilacci, Jr.	G	Mgmt	For	For

Hawaiian Electric Industries, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Scott W. H. Seu	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Increase Authorized Common Stock	G	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

HCA Healthcare, Inc.

Meeting Date: 24/04/2025 **Country:** USA **Ticker:** HCA

Record Date: 24/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas F. Frist, III	G	Mgmt	For	For
1b	Elect Director Samuel N. Hazen	G	Mgmt	For	For
1c	Elect Director Robert J. Dennis	G	Mgmt	For	For
1d	Elect Director Nancy-Ann DeParle	G	Mgmt	For	For
1e	Elect Director William R. Frist	G	Mgmt	For	For
1f	Elect Director Hugh F. Johnston	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1g	Elect Director Michael W. Michelson	G	Mgmt	For	For
1h	Elect Director Wayne J. Riley	G	Mgmt	For	For
1i	Elect Director Andrea B. Smith	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	G	Mgmt	For	For
6	Submit Severance Agreement to Shareholder Vote	G	SH	Against	Against

Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.

HCA Healthcare, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Amend Patient Safety and Quality of Care Committee Charter	S	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					
8	Report on Healthcare Consequences of Acquisition Strategy	S	SH	Against	Against
<i>Blended Rationale: 1- [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company2- [SF-S4578-108] Corporate policy decisions are best left to the board absent demonstrable harm to shareholders by prior board action or inaction. The board can be held accountable for its decisions through the election of directors.</i>					

Healthcare Realty Trust Incorporated

Meeting Date: 20/05/2025 **Country:** USA **Ticker:** HR
Record Date: 27/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nancy H. Agee	G	Mgmt	For	For
1.2	Elect Director Thomas N. Bohjalian	G	Mgmt	For	For
1.3	Elect Director Ajay Gupta	G	Mgmt	For	For
1.4	Elect Director David B. Henry	G	Mgmt	For	For
1.5	Elect Director James J. Kilroy	G	Mgmt	For	For
1.6	Elect Director Jay P. Leupp	G	Mgmt	For	For
1.7	Elect Director Peter F. Lyle, Sr.	G	Mgmt	For	For
1.8	Elect Director Constance B. Moore	G	Mgmt	For	For
1.9	Elect Director Glenn J. Rufrano	G	Mgmt	For	For
1.10	Elect Director Christann M. Vasquez	G	Mgmt	For	For
1.11	Elect Director Donald C. Wood	G	Mgmt	For	For
2	Ratify BDO USA, P.C. as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Healthcare Services Group, Inc.

Meeting Date: 27/05/2025 **Country:** USA **Ticker:** HCSG
Record Date: 31/03/2025 **Meeting Type:** Annual

Healthcare Services Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Diane S. Casey	G	Mgmt	For	For
1b	Elect Director Daniela Castagnino	G	Mgmt	For	For
1c	Elect Director Laura K. Grant	G	Mgmt	For	For
1d	Elect Director John J. McFadden	G	Mgmt	For	For
1e	Elect Director Dino D. Ottaviano	G	Mgmt	For	For
1f	Elect Director Kurt Simmons, Jr.	G	Mgmt	For	For
1g	Elect Director Jude Visconto	G	Mgmt	For	For
1h	Elect Director Theodore Wahl	G	Mgmt	For	For
1i	Elect Director Thomas G. Whalen	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For

HealthEquity, Inc.

Meeting Date: 26/06/2025 **Country:** USA **Ticker:** HQY
Record Date: 07/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Robert Selander	G	Mgmt	For	For
1b	Elect Director Scott Cutler	G	Mgmt	For	For
1c	Elect Director Stephen Neeleman	G	Mgmt	For	For
1d	Elect Director Adrian Dillon	G	Mgmt	For	For
1e	Elect Director Evelyn Dilsaver	G	Mgmt	For	For
1f	Elect Director Debra McCowan	G	Mgmt	For	For
1g	Elect Director Rajesh Natarajan	G	Mgmt	For	For
1h	Elect Director Stuart Parker	G	Mgmt	For	For
1i	Elect Director Gayle Wellborn	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

HealthEquity, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Healthpeak Properties, Inc.

Meeting Date: 24/04/2025 **Country:** USA **Ticker:** DOC
Record Date: 04/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Scott M. Brinker	G	Mgmt	For	For
1b	Elect Director Katherine M. Sandstrom	G	Mgmt	For	For
1c	Elect Director John T. Thomas	G	Mgmt	For	For
1d	Elect Director Brian G. Cartwright	G	Mgmt	For	For
1e	Elect Director James B. Connor	G	Mgmt	For	For
1f	Elect Director R. Kent Griffin, Jr.	G	Mgmt	For	For
1g	Elect Director Pamela J. Kessler	G	Mgmt	For	For
1h	Elect Director Sara G. Lewis	G	Mgmt	For	For
1i	Elect Director Ava E. Lias-Booker	G	Mgmt	For	For
1j	Elect Director Tommy G. Thompson	G	Mgmt	For	For
1k	Elect Director Richard A. Weiss	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Nonqualified Employee Stock Purchase Plan	G	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Hecla Mining Company

Meeting Date: 21/05/2025 **Country:** USA **Ticker:** HL
Record Date: 26/03/2025 **Meeting Type:** Annual

Hecla Mining Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Charles B. Stanley	G	Mgmt	For	For
1b	Elect Director Alice Wong	G	Mgmt	For	For
1c	Elect Director Jill Satre	G	Mgmt	For	For
2	Ratify BDO USA, P.C. as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Increase Authorized Common Stock	G	Mgmt	For	For

Heidelberg Materials AG

Meeting Date: 15/05/2025

Country: Germany

Ticker: HEI

Record Date: 23/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 3.30 per Share	G	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Dominik von Achten for Fiscal Year 2024	G	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Rene Aldach for Fiscal Year 2024	G	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Katharina Beumelburg for Fiscal Year 2024	G	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Roberto Callieri for Fiscal Year 2024	G	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Axel Conrads for Fiscal Year 2024	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Heidelberg Materials AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.6	Approve Discharge of Management Board Member Kevin Gluskie for Fiscal Year 2024	G	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Hakan Gurdal for Fiscal Year 2024	G	Mgmt	For	For
3.8	Approve Discharge of Management Board Member Nicola Kimm for Fiscal Year 2024	G	Mgmt	For	For
3.9	Approve Discharge of Management Board Member Dennis Lentz for Fiscal Year 2024	G	Mgmt	For	For
3.10	Approve Discharge of Management Board Member Jon Morrish for Fiscal Year 2024	G	Mgmt	For	For
3.11	Approve Discharge of Management Board Member Chris Ward for Fiscal Year 2024	G	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Bernd Scheifele for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>					
4.2	Approve Discharge of Supervisory Board Member Werner Schraeder for Fiscal Year 2024	G	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Barbara Breuninger for Fiscal Year 2024	G	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Gunnar Groebler for Fiscal Year 2024	G	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Birgit Jochens for Fiscal Year 2024	G	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Katja Karcher for Fiscal Year 2024	G	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Ludwig Merckle for Fiscal Year 2024	G	Mgmt	For	For

Heidelberg Materials AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.8	Approve Discharge of Supervisory Board Member Luka Mucic for Fiscal Year 2024	G	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Markus Oleynik for Fiscal Year 2024	G	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Ines Ploss for Fiscal Year 2024	G	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Peter Riedel for Fiscal Year 2024	G	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Heinz Schmitt for Fiscal Year 2024	G	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2024	G	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Sopna Sury for Fiscal Year 2024	G	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Anna Toborek-Kacar for Fiscal Year 2024	G	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Marion Weissenberger-Eibl for Fiscal Year 2024	G	Mgmt	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	G	Mgmt	For	For
5.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Approve Supervisory Board Remuneration Policy	G	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
9	Approve Creation of EUR 98.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	G	Mgmt	For	For

Heidelberg Materials AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For
11	Authorize Use of Financial Derivatives when Repurchasing Shares	G	Mgmt	For	For

Heidrick & Struggles International, Inc.

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** HSII
Record Date: 27/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Elizabeth L. Axelrod	G	Mgmt	For	For
1.2	Elect Director Mary E. G. Bear	G	Mgmt	For	For
1.3	Elect Director John L. Berisford	G	Mgmt	For	For
1.4	Elect Director Timothy L. Carter	G	Mgmt	For	For
1.5	Elect Director Vijaya V. Kaza	G	Mgmt	For	For
1.6	Elect Director Thomas L. Monahan, III	G	Mgmt	For	For
1.7	Elect Director Stacey Rauch	G	Mgmt	For	For
1.8	Elect Director Adam Warby	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify RSM US LLP as Auditors	G	Mgmt	For	For

Heineken NV

Meeting Date: 17/04/2025 **Country:** Netherlands **Ticker:** HEIA
Record Date: 20/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1.a	Receive Report of Executive Board (Non-Voting)	G	Mgmt		
1.b	Approve Remuneration Report	G	Mgmt	For	For

Heineken NV

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

Heiwa Real Estate Co., Ltd.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 8803

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Tsuchimoto, Kiyoyuki	G	Mgmt	For	For
1.2	Elect Director Tomita, Akehiko	G	Mgmt	For	For

Heiwa Real Estate Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Aoyama, Takahisa	G	Mgmt	For	For
1.4	Elect Director Kobayashi, Daisuke	G	Mgmt	For	For
1.5	Elect Director Moriguchi, Takahiro	G	Mgmt	For	For
1.6	Elect Director Utsunomiya, Junko	G	Mgmt	For	For
1.7	Elect Director Yamada, Eiji	G	Mgmt	For	For
1.8	Elect Director Yamaguchi, Mitsunobu	G	Mgmt	For	For
1.9	Elect Director Ito, Tomoko	G	Mgmt	For	For

Hektas Ticaret TAS

Meeting Date: 23/05/2025

Country: Turkey

Ticker: HEKTS.E

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting and Elect Presiding Council of Meeting	G	Mgmt	For	For
2	Authorize Presiding Council to Sign Minutes of Meeting	G	Mgmt	For	For
3	Accept Board Report	G	Mgmt	For	For
4	Accept Audit Reports	G	Mgmt	For	For
5	Accept Financial Statements	G	Mgmt	For	For
6	Approve Discharge of Board	G	Mgmt	For	For
7	Approve Allocation of Income	G	Mgmt	For	For
8	Elect Directors	G	Mgmt	For	For
9	Approve Director Remuneration	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
10	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	G	Mgmt	For	For
11	Ratify External Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Hektas Ticaret TAS

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	G	Mgmt		
13	Receive Information on Donations Made in 2024 and Approve Upper Limit of Donations for 2025	S	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
14	Receive Information on Disclosure Policy	G	Mgmt		
15	Close Meeting	G	Mgmt		

Helios Technologies, Inc.

Meeting Date: 04/06/2025 **Country:** USA **Ticker:** HLIO
Record Date: 09/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Doug Britt	G	Mgmt	For	For
1.2	Elect Director Diana Sacchi	G	Mgmt	For	For
1.3	Elect Director Sean Bagan	G	Mgmt	For	For
2	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Helix Energy Solutions Group, Inc.

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** HLX
Record Date: 18/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director T. Mitch Little	G	Mgmt	For	For
1b	Elect Director John V. Lovoi	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Hellenic Telecommunications Organization SA

Meeting Date: 23/06/2025

Country: Greece

Ticker: HTO

Record Date: 17/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Approve Financial Statements, Statutory Reports and Income Allocation	G	Mgmt	For	For
2	Receive Audit Committee's Activity Report	G	Mgmt		
3	Approve Management of Company and Grant Discharge to Auditors	G	Mgmt	For	For
4	Ratify Auditors	G	Mgmt	For	For
5	Amend Article 9: Board-Related	G	Mgmt	For	For
6	Amend Remuneration Policy	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
7	Approve Remuneration of Directors and Members of Committees	G	Mgmt	For	For
8	Approve Remuneration of Executive Board Members	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
9	Approve Profit Distribution to Company Executives	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
10	Advisory Vote on Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [SD-M0550-005] Termination payments have the potential to be excessive.</i></p>					
11	Approve Incentive Bonus Plan	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Hellenic Telecommunications Organization SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Approve Draft Demerger Plan and Related Formalities	G	Mgmt	For	For
13	Approve Director/Officer Liability and Indemnification	G	Mgmt	For	For
14	Approve Reduction in Issued Share Capital via Cancellation of Treasury Shares	G	Mgmt	For	For
15	Authorize Share Repurchase Program	G	Mgmt	For	For
16	Receive Information on Related Party Transactions	G	Mgmt		
17	Receive Report of Independent Non-Executive Directors	G	Mgmt		
18	Other Business	G	Mgmt		

HelloFresh SE

Meeting Date: 06/06/2025

Country: Germany

Ticker: HFG

Record Date: 15/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	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	G	Mgmt	For	For
5.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For

HelloFresh SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.1	Elect John Rittenhouse to the Supervisory Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
6.2	Elect Michael Roth to the Supervisory Board	G	Mgmt	For	For
6.3	Elect Arjan Dijk to the Supervisory Board	G	Mgmt	For	For
6.4	Elect Florian Schuhbauer to the Supervisory Board	G	Mgmt	For	For
6.5	Elect Oliver Tant to the Supervisory Board	G	Mgmt	For	For
7	Approve Increase in Size of Board to Six Members	G	Mgmt	For	For
8	Elect Melissa Eamer to the Supervisory Board, if Item 7 is Approved	G	Mgmt	For	For
9	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
10	Approve Remuneration Policy	G	Mgmt	For	For
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For
12	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For

Helvetia Holding AG

Meeting Date: 25/04/2025

Country: Switzerland

Ticker: HELN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Remuneration Report	G	Mgmt	For	For
1.3	Approve Non-Financial Report	E, S	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Helvetia Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of CHF 6.70 per Share	G	Mgmt	For	For
4.1	Reelect Thomas Schmuckli as Director and Board Chair	G	Mgmt	For	For
4.2.1	Reelect Hans Kuenzle as Director	G	Mgmt	For	For
4.2.2	Reelect Rene Cotting as Director	G	Mgmt	For	For
4.2.3	Reelect Beat Fellmann as Director	G	Mgmt	For	For
4.2.4	Reelect Ivo Furrer as Director	G	Mgmt	For	For
4.2.5	Reelect Luigi Lubelli as Director	G	Mgmt	For	For
4.2.6	Reelect Gabriela Payer as Director	G	Mgmt	For	For
4.2.7	Reelect Regula Wallimann as Director	G	Mgmt	For	For
4.2.8	Reelect Yvonne Macus as Director	G	Mgmt	For	For
4.3.1	Reappoint Hans Kuenzle as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
4.3.2	Reappoint Gabriela Payer as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
4.3.3	Appoint Yvonne Macus as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
4.3.4	Reappoint Regula Wallimann as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.3 Million	G	Mgmt	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 8.8 Million	G	Mgmt	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 7.3 Million	G	Mgmt	For	For
6	Designate Walter Wagner as Independent Proxy	G	Mgmt	For	For
7	Ratify KPMG AG as Auditors	G	Mgmt	For	For
8	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Meeting Date: 23/05/2025

Country: Switzerland

Ticker: HELN

Record Date:

Meeting Type: Extraordinary
Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Change Location of Registered Office/Headquarters to Basel, Switzerland	G	Mgmt	For	For
2	Approve Merger by Absorption of Baloise Holding AG	G	Mgmt	For	For
3	Approve Creation of Capital Band within the Upper Limit of CHF 2 Million without Preemptive Rights in Connection with Acquisition of Baloise Holding AG	G	Mgmt	For	For
4	Change Company Name to Helvetia Baloise Holding AG	G	Mgmt	For	For
5.1	Approve Creation of CHF 238,765.64 Pool of Conditional Capital for Bonds or Similar Debt Instruments	G	Mgmt	For	For
5.2	Amend Articles Re: Registration in the Share Register	G	Mgmt	For	For
5.3	Amend Articles Re: Threshold to Submit Items to the Agenda	G	Mgmt	For	For
5.4	Approve Increase in Maximum Size of Board to 14 Members	G	Mgmt	For	For
6.1	Elect Thomas von Planta as Director and Board Chair	G	Mgmt	For	For
6.2.1	Elect Guido Fuerer as Director	G	Mgmt	For	For
6.2.2	Elect Christoph Maeder as Director	G	Mgmt	For	For
6.2.3	Elect Markus Neuhaus as Director	G	Mgmt	For	For
6.2.4	Elect Vincent Vandendael as Director	G	Mgmt	For	For
6.2.5	Elect Marie-Noelle Venturi Zen-Ruffinen as Director	G	Mgmt	For	For
6.3.1	Appoint Christoph Maeder as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
6.3.2	Appoint Marie-Noelle Venturi Zen-Ruffinen as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
7	Approve Fixed Remuneration of Directors in the Amount of CHF 4.5 Million	G	Mgmt	For	For

Helvetia Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Henderson Land Development Company Limited

Meeting Date: 03/06/2025 **Country:** Hong Kong **Ticker:** 12
Record Date: 28/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3.1	Elect Lam Ko Yin, Colin as Director	G	Mgmt	For	For
3.2	Elect Kwok Ping Ho as Director	G	Mgmt	For	For
3.3	Elect Wong Ho Ming, Augustine as Director	G	Mgmt	For	For
3.4	Elect Kwong Che Keung, Gordon as Director	G	Mgmt	For	Against

Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent. [HK-M0201-007] Chair of Audit Committee not independent [SF-M0201-019] Nominee serves on a number of public company boards which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.

3.5	Elect Wu King Cheong as Director	G	Mgmt	For	Against
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Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent. [HK-M0201-012] Chair of Remuneration Committee not independent [SF-S0250-013] Chair of the Nomination Committee is not independent.

3.6	Elect Au Siu Kee, Alexander as Director	G	Mgmt	For	For
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Henderson Land Development Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5A	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
5B	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
5C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					

Hengan International Group Company Limited

Meeting Date: 20/05/2025 **Country:** Cayman Islands **Ticker:** 1044
Record Date: 14/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Hui Ching Chi as Director	G	Mgmt	For	For
3b	Elect Li Wai Leung as Director	G	Mgmt	For	For
3c	Elect Theil Paul Marin as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent. [SF-M0201-034] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related investment risks and opportunities.</i>					
3d	Elect Chen Chuang as Director	G	Mgmt	For	For
3e	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

Hengan International Group Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					

Hengdian Group DMEGC Magnetics Co., Ltd.

Meeting Date: 15/04/2025 **Country:** China **Ticker:** 002056
Record Date: 08/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution Plan	G	Mgmt	For	For
6	Approve to Appoint Auditor	G	Mgmt	For	For
7	Approve Remuneration of Directors	G	Mgmt	For	For
8	Approve Remuneration of Supervisors	G	Mgmt	For	For
9	Approve Provision of Financial Assistance	G	Mgmt	For	For

Hengli Petrochemical Co., Ltd.

Meeting Date: 08/05/2025 **Country:** China **Ticker:** 600346
Record Date: 28/04/2025 **Meeting Type:** Annual

Hengli Petrochemical Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Remuneration of Directors and Directors Concurrently Serving as Senior Management Members	G	Mgmt	For	For
7	Approve Remuneration of Supervisors	G	Mgmt	For	For
8	Approve Daily Related Party Transaction	G	Mgmt	For	For
9	Approve Foreign Exchange Derivatives Trading Business	G	Mgmt	For	For
10	Approve Guarantee Plan	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i></p>					
11	Approve Application of Credit Lines	G	Mgmt	For	For
12	Approve to Appoint Auditor	G	Mgmt	For	For

Henkel AG & Co. KGaA

Meeting Date: 28/04/2025 **Country:** Germany **Ticker:** HEN
Record Date: 04/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2024	G	Mgmt	For	For
2	Approve Allocation of Income and Dividends of EUR 2.02 per Ordinary Share and EUR 2.04 per Preferred Share	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Henkel AG & Co. KGaA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
5	Approve Discharge of Shareholders' Committee for Fiscal Year 2024	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
6.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	G	Mgmt	For	For
6.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
7	Elect Sabrina Soussan to the Shareholders' Committee	G	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
9	Approve Remuneration Report	G	Mgmt	For	For
10	Approve Creation of EUR 81.6 Million Pool of Capital with Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3500-001] Proposal would result in excessive dilution.</i>					

Henry Schein, Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: HSIC

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mohamad Ali	G	Mgmt	For	For
1b	Elect Director Stanley M. Bergman	G	Mgmt	For	For
1c	Elect Director Deborah Derby	G	Mgmt	For	For
1d	Elect Director Carole T. Faig	G	Mgmt	For	For
1e	Elect Director Joseph L. Herring	G	Mgmt	For	For
1f	Elect Director Robert J. Hombach	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Henry Schein, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Kurt P. Kuehn	G	Mgmt	For	For
1h	Elect Director Philip A. Laskawy	G	Mgmt	For	For
1i	Elect Director Anne H. Margulies	G	Mgmt	For	For
1j	Elect Director Scott Serota	G	Mgmt	For	For
1k	Elect Director Bradley T. Sheares	G	Mgmt	For	For
1l	Elect Director Reed V. Tuckson	G	Mgmt	For	For
2	Elect Director Max Lin	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3	Elect Director William K. "Dan" Daniel	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
5	Ratify BDO USA, P.C. as Auditor	G	Mgmt	For	For

Hera SpA

Meeting Date: 30/04/2025

Country: Italy

Ticker: HER

Record Date: 17/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business		Mgmt		
1	Amend Company Bylaws Re: Article 29	G	Mgmt	For	For
	Ordinary Business		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income and Dividend Distribution	G	Mgmt	For	For
3	Approve Remuneration Policy	G	Mgmt	For	For
4	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
5	Adjust Remuneration of External Auditors	G	Mgmt	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Herbalife Ltd.

Meeting Date: 23/04/2025

Country: Cayman Islands

Ticker: HLF

Record Date: 25/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael O. Johnson	G	Mgmt	For	For
1.2	Elect Director Richard H. Carmona	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.3	Elect Director Lynda Cloud	G	Mgmt	For	For
1.4	Elect Director Celine Del Genes	G	Mgmt	For	For
1.5	Elect Director Sophie L'Helias	G	Mgmt	For	For
1.6	Elect Director Michael J. Levitt	G	Mgmt	For	For
1.7	Elect Director Rodica Macadrai	G	Mgmt	For	For
1.8	Elect Director Juan Miguel Mendoza	G	Mgmt	For	For
1.9	Elect Director Perkins Miller	G	Mgmt	For	For
1.10	Elect Director Don Mulligan	G	Mgmt	For	For
1.11	Elect Director Maria Otero	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-002] Remuneration arrangements and remuneration committee are poorly structured.</i>					
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Herc Holdings Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: HRI

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Patrick D. Campbell	G	Mgmt	For	For
1b	Elect Director Lawrence H. Silber	G	Mgmt	For	For
1c	Elect Director James H. Browning	G	Mgmt	For	For
1d	Elect Director Shari L. Burgess	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Herc Holdings Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1e	Elect Director Jean K. Holley	G	Mgmt	For	For
1f	Elect Director Michael A. Kelly	G	Mgmt	For	For
1g	Elect Director Rakesh Sachdev	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Hermes International SCA

Meeting Date: 30/04/2025 Country: France Ticker: RMS
Record Date: 28/04/2025 Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Discharge of General Managers	G	Mgmt	For	For
4	Approve Allocation of Income and Dividends of EUR 26 per Share	G	Mgmt	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>					
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
7	Approve Compensation Report of Corporate Officers	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8	Approve Compensation of Axel Dumas, General Manager	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					

Hermes International SCA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Compensation of Emile Hermes SAS, General Manager	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
10	Approve Compensation of Éric de Seynes, Chairman of the Supervisory Board	G	Mgmt	For	For
11	Approve Remuneration Policy of General Managers	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
12	Approve Remuneration Policy of Supervisory Board Members	G	Mgmt	For	For
13	Reelect Charles-Eric Bauer as Supervisory Board Member	G	Mgmt	For	For
14	Reelect Estelle Brachlianoff as Supervisory Board Member	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
15	Reelect Julie Guerrand as Supervisory Board Member	G	Mgmt	For	For
16	Elect Cécile Béliot-Zind as Supervisory Board Member	G	Mgmt	For	For
17	Elect Jean-Laurent Bonnafé as Supervisory Board Member	G	Mgmt	For	For
18	Elect Bernard Emié as Supervisory Board Member	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
20	Authorize Capitalization of Reserves of up to 40 Percent of Issued Capital for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	G	Mgmt	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 40 Percent of Issued Capital	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For

Hermes International SCA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to 20 Percent of Issued Capital	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
26	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to 10 Percent of Issued Capital	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
27	Delegate Powers to the Management Board to Decide on Merger, Spin-Off Agreement and Acquisition	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
28	Delegate Powers to the Management Board to Issue Shares up to 40 Percent of Issued Capital in Connection with Item 27 Above	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
29	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Hertz Global Holdings, Inc.

Meeting Date: 21/05/2025 **Country:** USA **Ticker:** HTZ
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Francis S. Blake	G	Mgmt	For	For
1b	Elect Director Vincent J. Intrieri	G	Mgmt	For	For
1c	Elect Director Michael Gregory O'Hara	G	Mgmt	For	For
1d	Elect Director Thomas Wagner	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Hertz Global Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against

Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.

Hewlett Packard Enterprise Company

Meeting Date: 02/04/2025 **Country:** USA **Ticker:** HPE
Record Date: 03/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Pamela L. Carter	G	Mgmt	For	For
1b	Elect Director Frank A. D'Amelio	G	Mgmt	For	For
1c	Elect Director Regina E. Dugan	G	Mgmt	For	For
1d	Elect Director Jean M. Hobby	G	Mgmt	For	For
1e	Elect Director Raymond J. Lane	G	Mgmt	For	For
1f	Elect Director Ann M. Livermore	G	Mgmt	For	For
1g	Elect Director Bethany J. Mayer	G	Mgmt	For	For
1h	Elect Director Antonio F. Neri	G	Mgmt	For	For
1i	Elect Director Charles H. Noski	G	Mgmt	For	For
1j	Elect Director Raymond E. Ozzie	G	Mgmt	For	For
1k	Elect Director Gary M. Reiner	G	Mgmt	For	For
1l	Elect Director Patricia F. Russo	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
6	Report on Lobbying Payments and Policy	S	SH	Against	Against

Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.

Meeting Date: 05/05/2025

Country: Sweden

Ticker: HEXA.B

Record Date: 24/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive President's Report	G	Mgmt		
8a	Receive Financial Statements and Statutory Reports	G	Mgmt		
8b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	G	Mgmt		
8c	Receive the Board's Dividend Proposal	G	Mgmt		
9a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9b	Approve Allocation of Income and Dividends of EUR 0.14 Per Share	G	Mgmt	For	For
9c.1	Approve Discharge of Ola Rollen	G	Mgmt	For	For
9c.2	Approve Discharge of Gun Nilsson	G	Mgmt	For	For
9c.3	Approve Discharge of Marta Schorling Andreen	G	Mgmt	For	For
9c.4	Approve Discharge of John Brandon	G	Mgmt	For	For
9c.5	Approve Discharge of Sofia Schorling Hogberg	G	Mgmt	For	For
9c.6	Approve Discharge of Brett Watson	G	Mgmt	For	For
9c.7	Approve Discharge of Erik Huggers	G	Mgmt	For	For
9c.8	Approve Discharge of Annika Falkengren	G	Mgmt	For	For
9c.9	Approve Discharge of Ralph Haupter	G	Mgmt	For	For
9c.10	Approve Discharge of Paolo Guglielmini	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9c.11	Approve Discharge of Norbert Hanke	G	Mgmt	For	For
10	Determine Number of Members (9) and Deputy Members (0) of Board	G	Mgmt	For	For
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	G	Mgmt	For	For
11.2	Approve Remuneration of Auditors	G	Mgmt	For	For
12.1	Reelect Ola Rollen as Director	G	Mgmt	For	For
12.2	Reelect Marta Schorling Andreen as Director	G	Mgmt	For	For
12.3	Reelect Sofia Schorling Hogberg as Director	G	Mgmt	For	For
12.4	Reelect Gun Nilsson as Director	G	Mgmt	For	For
12.5	Reelect Erik Huggers as Director	G	Mgmt	For	For
12.6	Reelect Annika Falkengren as Director	G	Mgmt	For	For
12.7	Reelect Ralph Haupter as Director	G	Mgmt	For	For
12.8	Elect Bjorn Rosengren as New Director	G	Mgmt	For	For
12.9	Elect Tomas Eliasson as New Director	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
12.10	Reelect Ola Rollen as Board Chair	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
12.11	Elect Bjorn Rosengren as Vice Chair	G	Mgmt	For	For
12.12	Ratify PricewaterhouseCoopers AB as Auditors	G	Mgmt	For	For
13	Reelect Mikael Ekdahl (Chair), Jan Dworsky, Brett Watson and Daniel Kristiansson as Members of Nominating Committee	G	Mgmt	For	For
14	Approve Remuneration Report	G	Mgmt	For	For
15	Approve Performance Share Program 2025/2028 for Key Employees	G	Mgmt	For	For

Hexagon AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
17	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	G	Mgmt	For	For
18	Close Meeting	G	Mgmt		

Hexcel Corporation

Meeting Date: 08/05/2025

Country: USA

Ticker: HXL

Record Date: 13/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas C. Gentile, III	G	Mgmt	For	For
1b	Elect Director Jeffrey C. Campbell	G	Mgmt	For	For
1c	Elect Director James J. Cannon	G	Mgmt	For	For
1d	Elect Director Cynthia M. Egnotovich	G	Mgmt	For	For
1e	Elect Director Guy C. Hachey	G	Mgmt	For	For
1f	Elect Director Patricia A. Hubbard	G	Mgmt	For	For
1g	Elect Director David H. Li	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1h	Elect Director Nick L. Stanage	G	Mgmt	For	For
1i	Elect Director Catherine A. Suever	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For

HEXPOL AB

Meeting Date: 25/04/2025

Country: Sweden

Ticker: HPOL.B

Record Date: 15/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive President's Report	G	Mgmt		
8.a	Receive Financial Statements and Statutory Reports	G	Mgmt		
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	G	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9.b	Approve Allocation of Income and Dividends of SEK 4.20 Per Share	G	Mgmt	For	For
9c.1	Approve Discharge of Alf Goransson	G	Mgmt	For	For
9c.2	Approve Discharge of Kerstin Lindell	G	Mgmt	For	For
9c.3	Approve Discharge of Jan-Anders E. Manson	G	Mgmt	For	For
9c.4	Approve Discharge of Malin Persson	G	Mgmt	For	For
9c.5	Approve Discharge of Marta Schorling Andreen	G	Mgmt	For	For
9c.6	Approve Discharge of Nils-Johan Andersson	G	Mgmt	For	For
9c.7	Approve Discharge of Henrik Elmin	G	Mgmt	For	For
9c.8	Approve Discharge of Peter Rosen (Deputy CEO)	G	Mgmt	For	For
9c.9	Approve Discharge of Klas Dahlberg (CEO)	G	Mgmt	For	For
10	Determine Number of Members (7) and Deputy Members (0) of Board	G	Mgmt	For	For

HEXPOL AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11.1	Approve Remuneration of Directors in the Amount of SEK 1.3 Million for Chair, and SEK 515,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
11.2	Approve Remuneration of Auditors	G	Mgmt	For	For
12.1	Reelect Alf Goransson, Kerstin Lindell, Jan-Anders E. Manson, Malin Persson, Marta Schorling Andreen, Nils-Johan Andersson and Henrik Elmin as Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
12.2	Reelect Alf Goransson as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
13	Ratify Ernst & Young as Auditors; Ratify Peter Gunnarsson and Henrik Rosengren as Deputy Auditors	G	Mgmt	For	For
14	Reelect Mikael Ekdahl (Chair) and Jesper Wilgodt as Members of Nominating Committee; Elect Robin Nestor and Martin Nilsson as New Members of Nominating Committee	G	Mgmt	For	For
15	Approve Remuneration Report	G	Mgmt	For	For
16	Close Meeting	G	Mgmt		

Highwealth Construction Corp.

Meeting Date: 17/06/2025

Country: Taiwan

Ticker: 2542

Record Date: 18/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve the Issuance of New Shares by Capitalization of Profit	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Highwealth Construction Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Amendments to Articles of Association	G	Mgmt	For	For

Highwoods Properties, Inc.

Meeting Date: 13/05/2025 Country: USA Ticker: HIW
Record Date: 04/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Charles A. Anderson	G	Mgmt	For	For
1.2	Elect Director Carlos E. Evans	G	Mgmt	For	For
1.3	Elect Director David L. Gadis	G	Mgmt	For	For
1.4	Elect Director David J. Hartzell	G	Mgmt	For	For
1.5	Elect Director Theodore J. Klinck	G	Mgmt	For	For
1.6	Elect Director Anne H. Lloyd	G	Mgmt	For	For
1.7	Elect Director Candice W. Todd	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Restricted Stock Plan	G	Mgmt	For	For

Hikari Tsushin, Inc.

Meeting Date: 28/06/2025 Country: Japan Ticker: 9435
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Shigeta, Yasumitsu	G	Mgmt	For	Against
	<i>Blended Rationale: [R1-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i>				
1.2	Elect Director Wada, Hideaki	G	Mgmt	For	Against
	<i>Blended Rationale: [R1-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i>				

Hikari Tsushin, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Takahashi, Masato	G	Mgmt	For	For
1.4	Elect Director Yada, Naoko	G	Mgmt	For	For
1.5	Elect Director Yagishita, Yuki	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Watanabe, Masataka	G	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Takano, Ichiro	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
2.3	Elect Director and Audit Committee Member Niimura, Ken	G	Mgmt	For	For

Hikma Pharmaceuticals Plc

Meeting Date: 24/04/2025 **Country:** United Kingdom **Ticker:** HIK
Record Date: 22/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Resolutions for All Shareholders		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Reappoint PwC as Auditors	G	Mgmt	For	For
4	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
5	Re-elect Said Darwazah as Director	G	Mgmt	For	For
6	Re-elect Riad Mishlawi as Director	G	Mgmt	For	For
7	Re-elect Mazen Darwazah as Director	G	Mgmt	For	For
8	Re-elect Victoria Hull as Director	G	Mgmt	For	For
9	Re-elect Ali Al-Husry as Director	G	Mgmt	For	For
10	Re-elect Nina Henderson as Director	G	Mgmt	For	For
11	Re-elect Cynthia Flowers as Director	G	Mgmt	For	For

Hikma Pharmaceuticals Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Re-elect Douglas Hurt as Director	G	Mgmt	For	For
13	Re-elect Laura Balan as Director	G	Mgmt	For	For
14	Re-elect Deneen Vojta as Director	G	Mgmt	For	For
15	Approve Remuneration Report	G	Mgmt	For	For
16	Authorise Issue of Equity	G	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For
	Resolutions for Independent Shareholders Only		Mgmt		
21	Approve Waiver of Rule 9 of the Takeover Code	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
22	Approve Waiver of Rule 9 of the Takeover Code Pursuant to the 2026 Awards Grant	G	Mgmt	For	For

Hill & Smith Plc

Meeting Date: 22/05/2025 **Country:** United Kingdom **Ticker:** HILS
Record Date: 20/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For
4	Elect Rutger Helbing as Director	G	Mgmt	For	For
5	Elect Gillian Tomlinson as Director	G	Mgmt	For	For
6	Re-elect Alan Giddins as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Hill & Smith Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Re-elect Tony Quinlan as Director	G	Mgmt	For	For
8	Re-elect Pete Raby as Director	G	Mgmt	For	For
9	Re-elect Farrokh Batliwala as Director	G	Mgmt	For	For
10	Re-elect Carol Chesney as Director	G	Mgmt	For	For
11	Reappoint Ernst & Young LLP as Auditors	G	Mgmt	For	For
12	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
13	Authorise Issue of Equity	G	Mgmt	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
16	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
19	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	G	Mgmt	For	For

Hilton Grand Vacations Inc.

Meeting Date: 07/05/2025

Country: USA

Ticker: HGV

Record Date: 14/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mark D. Wang	G	Mgmt	For	For
1.2	Elect Director Leonard A. Potter	G	Mgmt	For	For
1.3	Elect Director Brenda J. Bacon	G	Mgmt	For	For
1.4	Elect Director Christine Cahill	G	Mgmt	For	For
1.5	Elect Director David W. Johnson	G	Mgmt	For	For
1.6	Elect Director Mark H. Lazarus	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Hilton Grand Vacations Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.7	Elect Director Gail L. Mandel	G	Mgmt	For	For
1.8	Elect Director Pamela H. Patsley	G	Mgmt	For	For
1.9	Elect Director David Sambur	G	Mgmt	For	For
1.10	Elect Director Paul W. Whetsell	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Hilton Worldwide Holdings Inc.

Meeting Date: 14/05/2025 Country: USA Ticker: HLT
 Record Date: 21/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Christopher J. Nassetta	G	Mgmt	For	For
1b	Elect Director Jonathan D. Gray	G	Mgmt	For	For
1c	Elect Director Charlene T. Begley	G	Mgmt	For	For
1d	Elect Director Chris Carr	G	Mgmt	For	For
1e	Elect Director Melanie L. Healey	G	Mgmt	For	For
1f	Elect Director Raymond E. Mabus, Jr.	G	Mgmt	For	For
1g	Elect Director Marissa A. Mayer	G	Mgmt	For	For
1h	Elect Director Elizabeth A. Smith	G	Mgmt	For	For
1i	Elect Director Douglas M. Steenland	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Eliminate Supermajority Vote Requirement	G	Mgmt	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Hims & Hers Health, Inc.

Meeting Date: 12/06/2025

Country: USA

Ticker: HIMS

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Andrew Dudum	G	Mgmt	For	For
1.2	Elect Director Deborah Autor	G	Mgmt	For	For
1.3	Elect Director Patrick Carroll	G	Mgmt	For	For
1.4	Elect Director Delos Cosgrove	G	Mgmt	For	For
1.5	Elect Director Anja Manuel	G	Mgmt	For	For
1.6	Elect Director Christopher Payne	G	Mgmt	For	For
1.7	Elect Director Christiane Pendarvis	G	Mgmt	For	For
1.8	Elect Director Andrea Perez	G	Mgmt	For	For
1.9	Elect Director Kåre Schultz	G	Mgmt	For	For
1.10	Elect Director David Wells	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Hino Motors, Ltd.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 7205

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ogiso, Satoshi	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.2	Elect Director Sato, Naoki	G	Mgmt	For	For
1.3	Elect Director Yoshida, Motokazu	G	Mgmt	For	For
1.4	Elect Director Muto, Koichi	G	Mgmt	For	For
1.5	Elect Director Nakajima, Masahiro	G	Mgmt	For	For
1.6	Elect Director Kimijima, Shoko	G	Mgmt	For	For
1.7	Elect Director Nagata, Jun	G	Mgmt	For	For

Hino Motors, Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Appoint Statutory Auditor Matsumoto, Chika	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Kambayashi, Hiyo	G	Mgmt	For	For

Hirogin Holdings, Inc.

Meeting Date: 24/06/2025 Country: Japan Ticker: 7337
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ikeda, Koji	G	Mgmt	For	For
1.2	Elect Director Heya, Toshio	G	Mgmt	For	For
1.3	Elect Director Kiyomune, Kazuo	G	Mgmt	For	For
1.4	Elect Director Yokomi, Shinichi	G	Mgmt	For	For
1.5	Elect Director Hiroe, Yuji	G	Mgmt	For	For
1.6	Elect Director Shimmen, Yoshinori	G	Mgmt	For	For
1.7	Elect Director Matsumura, Harumi	G	Mgmt	For	For
2	Elect Director and Audit Committee Member Aoki, Ryuichi	G	Mgmt	For	For
3	Approve Donation of Treasury Shares to Hiroshima Museum of Art	G	Mgmt	For	Against

Blended Rationale: [TK-M0000-001] AGAINST as the proposal is not in shareholders' best interests.

HIROSE ELECTRIC CO., LTD.

Meeting Date: 24/06/2025 Country: Japan Ticker: 6806
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 245	G	Mgmt	For	For
2	Amend Articles to Amend Provisions on Number of Directors	G	Mgmt	For	For

HIROSE ELECTRIC CO., LTD.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.1	Elect Director Ishii, Kazunori	G	Mgmt	For	For
3.2	Elect Director Kamagata, Shin	G	Mgmt	For	For
3.3	Elect Director Obara, Shu	G	Mgmt	For	For
3.4	Elect Director Sato, Hiroshi	G	Mgmt	For	For
3.5	Elect Director Gunji, Yoshihiro	G	Mgmt	For	For
3.6	Elect Director Matsunaga, Kosei	G	Mgmt	For	For
3.7	Elect Director Sang-Yeob Lee	G	Mgmt	For	For
3.8	Elect Director Motonaga, Tetsuji	G	Mgmt	For	For
3.9	Elect Director Nishimatsu, Masanori	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
3.10	Elect Director Sakata, Seiji	G	Mgmt	For	For
3.11	Elect Director Kagami, Yoko	G	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Mori, Satoshi	G	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Miura, Kentaro	G	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Takashima, Kenji	G	Mgmt	For	For
4.4	Elect Director and Audit Committee Member Ishida, Harumi	G	Mgmt	For	For

Hiscox Ltd.

Meeting Date: 15/05/2025

Country: Bermuda

Ticker: HSX

Record Date: 13/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Increase in the Maximum Aggregate Fees Payable to Directors	G	Mgmt	For	For
4	Approve Final Dividend	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Hiscox Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Scrip Dividend Scheme	G	Mgmt	For	For
6	Authorise the Directors to Capitalise Sums in Connection with the Scrip Dividend Scheme	G	Mgmt	For	For
7	Elect Lynne Biggar as Director	G	Mgmt	For	For
8	Elect June Yee Felix as Director	G	Mgmt	For	For
9	Elect Jane Guyett as Director	G	Mgmt	For	For
10	Re-elect Beth Boucher as Director	G	Mgmt	For	For
11	Re-elect Paul Cooper as Director	G	Mgmt	For	For
12	Re-elect Donna DeMaio as Director	G	Mgmt	For	For
13	Re-elect Michael Goodwin as Director	G	Mgmt	For	For
14	Re-elect Thomas Huerlimann as Director	G	Mgmt	For	For
15	Re-elect Hamayou Akbar Hussain as Director	G	Mgmt	For	For
16	Re-elect Colin Keogh as Director	G	Mgmt	For	For
17	Re-elect Constantinos Miranthis as Director	G	Mgmt	For	For
18	Re-elect Joanne Musselle as Director	G	Mgmt	For	For
19	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
20	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
21	Authorise Issue of Equity	G	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
24	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For

Hisense Home Appliances Group Co., Ltd.

Meeting Date: 25/06/2025

Country: China

Ticker: 921

Record Date: 17/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Annual Report and Its Summary	G	Mgmt	For	For
4	Approve Audited Consolidated Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution Proposal	G	Mgmt	For	For
6	Approve ShineWing Certified Public Accountants LLP as Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Approve Conducting Foreign Exchange Derivatives Business	G	Mgmt	For	For
8	Approve Entrusted Wealth Management of Idle Self-Owned Funds	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks.</i>					
9	Approve Purchase Liability Insurance for Directors, Supervisors and Senior Management	G	Mgmt	For	For
10	Approve Basic Annual Remuneration of the Chairman of the Board	G	Mgmt	For	For
11	Approve Company's Loan from Hisense Group Holdings Co., Ltd	G	Mgmt	For	For
12	Approve Expected Limits of Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
13	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
14	Approve Grant of General Mandate to Issue Debt Financing Instruments	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
15	Amend Articles of Association and Relevant Rules of Procedure	G	Mgmt	For	For

Hitachi Construction Machinery Co., Ltd.

Meeting Date: 23/06/2025

Country: Japan

Ticker: 6305

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ito, Masaaki	G	Mgmt	For	For
1.2	Elect Director Oka, Toshiko	G	Mgmt	For	For
1.3	Elect Director Okuhara, Kazushige	G	Mgmt	For	For
1.4	Elect Director Kikuchi, Kiyomi	G	Mgmt	For	For
1.5	Elect Director Joseph P. Schmelzeis, Jr	G	Mgmt	For	For
1.6	Elect Director Fujisawa, Takeshi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-031] AGAINST affiliated outsiders at board with three committee structure.</i>					
1.7	Elect Director Moe, Hidemi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-031] AGAINST affiliated outsiders at board with three committee structure.</i>					
1.8	Elect Director Shiojima, Keiichiro	G	Mgmt	For	For
1.9	Elect Director Senzaki, Masafumi	G	Mgmt	For	For
1.10	Elect Director Hirano, Kotaro	G	Mgmt	For	For

Hitachi Ltd.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 6501

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ihara, Katsumi	G	Mgmt	For	For
1.2	Elect Director Ravi Venkatesan	G	Mgmt	For	For
1.3	Elect Director Sakurai, Eriko	G	Mgmt	For	For
1.4	Elect Director Sugawara, Ikuro	G	Mgmt	For	For
1.5	Elect Director Isabelle Deschamps	G	Mgmt	For	For
1.6	Elect Director Nishijima, Takashi	G	Mgmt	For	For
1.7	Elect Director Joe Harlan	G	Mgmt	For	For
1.8	Elect Director Yamamoto, Takatoshi	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Hitachi Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.9	Elect Director Helmuth Ludwig	G	Mgmt	For	For
1.10	Elect Director Tokunaga, Toshiaki	G	Mgmt	For	For
1.11	Elect Director Nishiyama, Mitsuaki	G	Mgmt	For	For
1.12	Elect Director Higashihara, Toshiaki	G	Mgmt	For	For

HIWIN Technologies Corp.

Meeting Date: 28/05/2025

Country: Taiwan

Ticker: 2049

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect WEN-HEN CHUO, with SHAREHOLDER NO.0000024, as Non-Independent Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-008] Nominee serves as Chairman of the board and bears responsibility for lack of independence</i></p>					
4.2	Elect YONG-CAI CHUO, with SHAREHOLDER NO.0000002, as Non-Independent Director	G	Mgmt	For	For
4.3	Elect CHIN-TSAI CHEN, with SHAREHOLDER NO.0000011, as Non-Independent Director	G	Mgmt	For	For
4.4	Elect SHOU-YEU CHUO, with SHAREHOLDER NO.0000025, as Non-Independent Director	G	Mgmt	For	For
4.5	Elect HUI-CHIN TSAI, with SHAREHOLDER NO.0000003, as Non-Independent Director	G	Mgmt	For	For
4.6	Elect a Representative of SANXING INVESTMENT CO., LTD., with SHAREHOLDER NO.0001711, as Non-Independent Director	G	Mgmt	For	For

HIWIN Technologies Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.7	Elect CHENG-LUN LEE, with SHAREHOLDER NO.0000237, as Non-Independent Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					
4.8	Elect ZHENG-HE JIANG, with ID NO.F102570XXX, as Independent Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [HK-M0201-007] Chair of Audit Committee not independent [HK-M0201-012] Chair of Remuneration Committee not independent [SF-S0250-013] Chair of the Nomination Committee is not independent.</i>					
4.9	Elect CHENG-YUAN CHEN, with ID NO.G120077XXX, as Independent Director	G	Mgmt	For	For
4.10	Elect HUI-SHOW LI, with ID NO.R203134XXX, as Independent Director	G	Mgmt	For	For
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	G	Mgmt	For	For

HKT Trust and HKT Limited

Meeting Date: 15/05/2025 **Country:** Cayman Islands **Ticker:** 6823
Record Date: 09/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Distribution by HKT Trust and Final Dividend by the Company	G	Mgmt	For	For
3a	Elect Li Tzar Kai, Richard as Director and Trustee-Manager	G	Mgmt	For	For
3b	Elect Hui Hon Hing, Susanna as Director and Trustee-Manager	G	Mgmt	For	For
3c	Elect Peter Anthony Allen as Director and Trustee-Manager	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent.</i>					
3d	Elect Zhao Xingfu as Director and Trustee-Manager	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					

HKT Trust and HKT Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3e	Authorize Board and Trustee-Manager to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve PricewaterhouseCoopers as Auditor of the HKT Trust, the Company and the Trustee-Manager and Authorize Board and Trustee-Manager to Fix Their Remuneration	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					

HMS Networks AB

Meeting Date: 24/04/2025

Country: Sweden

Ticker: HMS

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7.a	Receive Financial Statements and Statutory Reports	G	Mgmt		
7.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	G	Mgmt		
7.c	Receive Board's Proposition According to Items 14-17	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

HMS Networks AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Receive CEO's Report	G	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9.b	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
9.c	Approve Discharge of Board and President	G	Mgmt	For	For
10	Determine Number of Members (6) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of SEK 875,000 for Chair and SEK 340,000 for Other Directors; Approve Remuneration for Audit Committee Work; Approve Remuneration of Auditor	G	Mgmt	For	For
12	Reelect Charlotte Brogren (Chair), Anders Morck, Cecilia Wachtmeister, Niklas Edling, Anna Kleine and Johan Stakeberg as Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>					
13	Ratify PricewaterhouseCoopers as Auditors	G	Mgmt	For	For
14	Approve Remuneration Report	G	Mgmt	For	For
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
16	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	G	Mgmt	For	For
17	Approve Performance Share Matching Plan for Key Employees	G	Mgmt	For	For
18	Close Meeting	G	Mgmt		

HNI Corporation

Meeting Date: 15/05/2025

Country: USA

Ticker: HNI

Record Date: 10/03/2025

Meeting Type: Annual

HNI Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jeffrey D. Lorenger	G	Mgmt	For	For
1.2	Elect Director Larry B. Porcellato	G	Mgmt	For	For
1.3	Elect Director David M. Roberts	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Hogy Medical Co., Ltd.

Meeting Date: 20/06/2025

Country: Japan

Ticker: 3593

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kawakubo, Hideki	G	Mgmt	For	For
1.2	Elect Director Fujita, Taisuke	G	Mgmt	For	For
2.1	Appoint Shareholder Director Nominee James B. Rosenwald III	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0250-002] AGAINST shareholder proposal as the proposed candidate is not likely to contribute to improvement of corporate governance of the company.</i>					
2.2	Appoint Shareholder Director Nominee Gifford Combs	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0250-002] AGAINST shareholder proposal as the proposed candidate is not likely to contribute to improvement of corporate governance of the company.</i>					
2.3	Appoint Shareholder Director Nominee Paul ffolkes Davis	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0250-002] AGAINST shareholder proposal as the proposed candidate is not likely to contribute to improvement of corporate governance of the company.</i>					

Holcim Ltd.

Meeting Date: 14/05/2025

Country: Switzerland

Ticker: HOLN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Remuneration Report	G	Mgmt	For	For
1.3	Approve Non-Financial Report	E, S	Mgmt	For	For
1.4	Approve Climate Report	E	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
3.1	Approve Special Distribution by Way of a Dividend in Kind to Effect the Spin-Off of Amrize Ltd	G	Mgmt	For	For
3.2	Approve Dividends of CHF 3.10 per Share from Capital Contribution Reserves	G	Mgmt	For	For
4	Approve CHF 24.5 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	G	Mgmt	For	For
5.1.1	Reelect Kim Fausing as Director and Board Chair	G	Mgmt	For	For
5.1.2	Reelect Philippe Block as Director	G	Mgmt	For	For
5.1.3	Reelect Leanne Geale as Director	G	Mgmt	For	For
5.1.4	Reelect Catrin Hinkel as Director	G	Mgmt	For	For
5.1.5	Reelect Naina Lal Kidwai as Director	G	Mgmt	For	For
5.1.6	Reelect Ilias Laeber as Director	G	Mgmt	For	For
5.1.7	Reelect Michael McGarry as Director	G	Mgmt	For	For
5.1.8	Reelect Claudia Ramirez as Director	G	Mgmt	For	For
5.2.1	Elect Adolfo Orive as Director	G	Mgmt	For	For
5.2.2	Elect Sven Schneider as Director	G	Mgmt	For	For
5.3.1	Reappoint Ilias Laeber as Member of the Nomination, Compensation and Governance Committee	G	Mgmt	For	For
5.3.2	Reappoint Michael McGarry as Member of the Nomination, Compensation and Governance Committee	G	Mgmt	For	For

Holcim Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.3.3	Reappoint Claudia Ramirez as Member of the Nomination, Compensation and Governance Committee	G	Mgmt	For	For
5.4.1	Appoint Leanne Geale as Member of the Nomination, Compensation and Governance Committee	G	Mgmt	For	For
5.5.1	Ratify Ernst & Young AG as Auditors	G	Mgmt	For	For
5.5.2	Designate Sabine Burkhalter as Independent Proxy	G	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 4.5 Million	G	Mgmt	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 32 Million	G	Mgmt	For	For
7	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Home BancShares, Inc.

Meeting Date: 17/04/2025 **Country:** USA **Ticker:** HOMB
Record Date: 07/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director John W. Allison	G	Mgmt	For	For
1.2	Elect Director Brian S. Davis	G	Mgmt	For	For
1.3	Elect Director Milburn Adams	G	Mgmt	For	For
1.4	Elect Director Robert H. Adcock, Jr.	G	Mgmt	For	For
1.5	Elect Director Mike D. Beebe	G	Mgmt	For	For
1.6	Elect Director Jack E. Engelkes	G	Mgmt	For	For
1.7	Elect Director Karen E. Garrett	G	Mgmt	For	For
1.8	Elect Director James G. Hinkle	G	Mgmt	For	For
1.9	Elect Director Alex R. Lieblong	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.10	Elect Director Thomas J. Longe	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Home BancShares, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.11	Elect Director Jim Rankin, Jr.	G	Mgmt	For	For
1.12	Elect Director Larry W. Ross	G	Mgmt	For	For
1.13	Elect Director Donna J. Townsell	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Increase Authorized Common Stock	G	Mgmt	For	For
4	Ratify Forvis Mazars, LLP as Auditors	G	Mgmt	For	For

Home Invest Belgium SA

Meeting Date: 06/05/2025 Country: Belgium Ticker: HOMI
 Record Date: 22/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Receive Directors' Reports (Non-Voting)	G	Mgmt		
2	Receive Auditors' Reports (Non-Voting)	G	Mgmt		
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	G	Mgmt		
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.02 per Share	G	Mgmt	For	For
5	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i></p>					
6	Approve Remuneration Policy	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
7	Ratify E&Y, Permanently Represented by Christophe Boschmans, as Auditors and Approve Auditors' Remuneration	G	Mgmt	For	For

Home Invest Belgium SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Discharge of Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [LN-M0201-007] As nomination committee member, responsible for lack of independence [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
9	Approve Discharge of Auditors	G	Mgmt	For	For
10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	G	Mgmt	For	For

Home Invest Belgium SA

Meeting Date: 06/05/2025

Country: Belgium

Ticker: HOMI

Record Date: 22/04/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda		Mgmt		
A.1	Approve Reduction in Share Capital by Cash Reimbursement and Distribution of Interim Dividends	G	Mgmt	For	For
A.2	Acknowledgment of the Effective Realization of the Capital Reduction	G	Mgmt		
B.3	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	G	Mgmt	For	For

Hon Hai Precision Industry Co., Ltd.

Meeting Date: 29/05/2025

Country: Taiwan

Ticker: 2317

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Hon Hai Precision Industry Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Amend Procedures for Lending Funds to Other Parties	G	Mgmt	For	For
5	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets, Trading Procedures Governing Derivatives Products and Procedures for Endorsement and Guarantees	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
6.1	Elect LIU YOUNG WAY with SHAREHOLDER NO.85378 as Non-independent Director	G	Mgmt	For	For
6.2	Elect CHANG CHING RAY with SHAREHOLDER NO.A129270XXX as Non-independent Director	G	Mgmt	For	For
6.3	Elect CHIANG SHANG YI, a Representative of Hon Jin International Investment Co., Ltd. with SHAREHOLDER NO.57132, as Non-independent Director	G	Mgmt	For	For
6.4	Elect Yee Ru Liu (Christina Yee-Ru Liu), a Representative of Hon Jin International Investment Co., Ltd. with SHAREHOLDER NO.57132, as Non-independent Director	G	Mgmt	For	For
6.5	Elect HWANG TSING YUAN with SHAREHOLDER NO.R101807XXX as Independent Director	G	Mgmt	For	For
6.6	Elect WANG KUO CHENG with SHAREHOLDER NO.F120591XXX as Independent Director	G	Mgmt	For	For
6.7	Elect LIU LEN YU with SHAREHOLDER NO.N120552XXX as Independent Director	G	Mgmt	For	For
6.8	Elect CHEN YUE MIN with SHAREHOLDER NO.A201846XXX as Independent Director	G	Mgmt	For	For
6.9	Elect HSU TZU MEI with SHAREHOLDER NO.N220379XXX as Independent Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Hon Hai Precision Industry Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	For

Honda Motor Co., Ltd.

Meeting Date: 19/06/2025 **Country:** Japan **Ticker:** 7267
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mibe, Toshihiro	G	Mgmt	For	For
1.2	Elect Director Kaihara, Noriya	G	Mgmt	For	For
1.3	Elect Director Inoue, Katsushi	G	Mgmt	For	For
1.4	Elect Director Fujimura, Eiji	G	Mgmt	For	For
1.5	Elect Director Suzuki, Asako	G	Mgmt	For	For
1.6	Elect Director Morisawa, Jiro	G	Mgmt	For	For
1.7	Elect Director Sakai, Kunihiko	G	Mgmt	For	For
1.8	Elect Director Kokubu, Fumiya	G	Mgmt	For	For
1.9	Elect Director Ogawa, Yoichiro	G	Mgmt	For	For
1.10	Elect Director Higashi, Kazuhiro	G	Mgmt	For	For
1.11	Elect Director Nagata, Ryoko	G	Mgmt	For	For
1.12	Elect Director Agatsuma, Mika	G	Mgmt	For	For

Hong Kong Exchanges and Clearing Limited

Meeting Date: 30/04/2025 **Country:** Hong Kong **Ticker:** 388
Record Date: 24/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Elect Peter Wilhelm Hubert Brien as Director	G	Mgmt	For	For
3	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Hong Kong Exchanges and Clearing Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
6	Adopt New Articles of Association	G	Mgmt	For	For

Hong Kong Technology Venture Company Limited

Meeting Date: 20/05/2025 **Country:** Hong Kong **Ticker:** 1137
Record Date: 14/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Special Dividend	G	Mgmt	For	For
3a	Elect Cheung Chi Kin, Paul as Director	G	Mgmt	For	For
3b	Elect Peh Jefferson Tun Lu as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent.</i></p>					
3c	Elect Mak Wing Sum, Alvin as Director	G	Mgmt	For	For
3d	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i></p>					
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i></p>					

Hongkong Land Holdings Ltd.

Meeting Date: 02/05/2025

Country: Bermuda

Ticker: H78

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Note the Retirement of Stuart Grant as Director	G	Mgmt		
4	Re-elect Lincoln Leong as Director	G	Mgmt	For	For
5	Elect Ming Mei as Director	G	Mgmt	For	For
6	Re-appoint Auditor and Authorise Their Remuneration	G	Mgmt	For	For
7	Approve Directors' Fees	G	Mgmt	For	For
8	Authorise Issue of Equity	G	Mgmt	For	For
9	Adopt New Bye-Laws	G	Mgmt	For	For

Hope Bancorp, Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: HOPE

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kevin S. Kim	G	Mgmt	For	For
1.2	Elect Director Dale S. Zuehls	G	Mgmt	For	For
1.3	Elect Director Steven S. Koh	G	Mgmt	For	For
1.4	Elect Director Donald D. Byun	G	Mgmt	For	For
1.5	Elect Director Jinho Doo	G	Mgmt	For	For
1.6	Elect Director Daisy Y. Ha	G	Mgmt	For	For
1.7	Elect Director Joon Kyung Kim	G	Mgmt	For	For
1.8	Elect Director Rachel H. Lee	G	Mgmt	For	For
1.9	Elect Director David P. Malone	G	Mgmt	For	For
1.10	Elect Director Lisa K. Pai	G	Mgmt	For	For
1.11	Elect Director Scott Yoon-Suk Whang	G	Mgmt	For	For
2	Ratify Crowe LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Hope Bancorp, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Horizon Robotics

Meeting Date: 10/06/2025 Country: Cayman Islands Ticker: 9660
Record Date: 04/06/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Elect Kai Yu as Director	G	Mgmt	For	For
3	Elect Chang Huang as Director	G	Mgmt	For	For
4	Elect Feiwen Tao as Director	G	Mgmt	For	For
5	Elect Jun Pu as Director	G	Mgmt	For	For
6	Elect Yingqiu Wu as Director	G	Mgmt	For	For
7	Elect Katherine Rong Xin as Director	G	Mgmt	For	For
8	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
9	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
10	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
11	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
12	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					
13	Amend Existing Articles of Association and Adopt Fifteenth Amended and Restated Memorandum of Association and Articles of Association and Related Transactions	G	Mgmt	For	For

Host Hotels & Resorts, Inc.

Meeting Date: 14/05/2025

Country: USA

Ticker: HST

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mary L. Baglivo	G	Mgmt	For	For
1.2	Elect Director Herman E. Bulls	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.3	Elect Director Diana M. Laing	G	Mgmt	For	For
1.4	Elect Director Richard E. Marriott	G	Mgmt	For	For
1.5	Elect Director Mary Hogan Preusse	G	Mgmt	For	For
1.6	Elect Director Walter C. Rakowich	G	Mgmt	For	For
1.7	Elect Director James F. Risoleo	G	Mgmt	For	For
1.8	Elect Director Gordon H. Smith	G	Mgmt	For	For
1.9	Elect Director A. William Stein	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Hotai Motor Co., Ltd.

Meeting Date: 13/06/2025

Country: Taiwan

Ticker: 2207

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Amendments to Trading Procedures Governing Derivatives Products	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Hotai Motor Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.1	Elect HUANG, NAN KUANG, a Representative of CHUN YUNG INVESTMENT CO., LTD., with SHAREHOLDER NO.00074953, as Non-independent Directors	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-008] Nominee serves as Chairman of the board and bears responsibility for lack of independence</i>					
5.2	Elect LIN LI HUA, a Representative of CHUN YUNG INVESTMENT CO., LTD., with SHAREHOLDER NO.00074953, as Non-independent Directors	G	Mgmt	For	For
5.3	Elect HUANG CHIH CHENG, a Representative of CHUN YUNG INVESTMENT CO., LTD., with SHAREHOLDER NO.00074953, as Non-independent Directors	G	Mgmt	For	For
5.4	Elect HUANG WEN JUI, a Representative of CHUN YUNG INVESTMENT CO., LTD, with SHAREHOLDER NO.00074953, as Non-independent Directors	G	Mgmt	For	For
5.5	Elect SU, CHWEN SHING, a Representative of LI GANG ENTERPRISE CO., LTD., with SHAREHOLDER NO.00000134, as Non-independent Directors	G	Mgmt	For	For
5.6	Elect SU, JEAN, a Representative of LI GANG ENTERPRISE CO., LTD., with SHAREHOLDER NO.00000134, as Non-independent Directors	G	Mgmt	For	For
5.7	Elect KAZUO NAGANUMA, a Representative of TOYOTA MOTOR CORPORATION, with SHAREHOLDER NO.00001692, as Non-independent Directors	G	Mgmt	For	For
5.8	Elect SU, YI CHUNG, a Representative of YONG HUI DEVELOPMENT CO., LTD., with SHAREHOLDER NO.00081181, as Non-independent Directors	G	Mgmt	For	For
5.9	Elect SOO, LEON, a Representative of YONG HUI DEVELOPMENT CO., LTD., with SHAREHOLDER NO.00081181, as Non-independent Directors	G	Mgmt	For	For
5.10	Elect CHANG, SHIH YIENG, a Representative of GUI LONG INVESTMENT CO., LTD., with SHAREHOLDER NO.00055051, as Non-independent Directors	G	Mgmt	For	For
5.11	Elect KO, JUNN YUAN, a Representative of YUAN TUO INVESTMENT CO., LTD., with SHAREHOLDER NO.00000136, as Non-independent Directors	G	Mgmt	For	For

Hotai Motor Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.12	Elect SU, CHIN HUO, with SHAREHOLDER NO.S101678XXX as Independent Director	G	Mgmt	For	For
5.13	Elect TIAN, TIAN MING, with SHAREHOLDER NO.R100578XXX as Independent Director	G	Mgmt	For	For
5.14	Elect XIAO JIN QUAN, with SHAREHOLDER NO.L102436XXX as Independent Director	G	Mgmt	For	For
6	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	For

House Foods Group, Inc.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 2810

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 24	G	Mgmt	For	For
2.1	Elect Director Urakami, Hiroshi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i>					
2.2	Elect Director Osawa, Yoshiyuki	G	Mgmt	For	For
2.3	Elect Director Kawasaki, Kotaro	G	Mgmt	For	For
2.4	Elect Director Miyaoku, Yoshiyuki	G	Mgmt	For	For
2.5	Elect Director Yamaguchi, Tatsumi	G	Mgmt	For	For
2.6	Elect Director Sakuma, Atsushi	G	Mgmt	For	For
2.7	Elect Director Okamoto, Yuichi	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Kubota, Tsuneo	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Okajima, Atsuko	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Sekine, Fukuichi	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

House Foods Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.4	Elect Director and Audit Committee Member Kawasaki, Yasuyuki	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
3.5	Elect Director and Audit Committee Member Yamada, Miwa	G	Mgmt	For	For

Howden Joinery Group Plc

Meeting Date: 01/05/2025 **Country:** United Kingdom **Ticker:** HWDN
Record Date: 29/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i>					
3	Approve Remuneration Policy	G	Mgmt	For	For
4	Approve Final Dividend	G	Mgmt	For	For
5	Elect Roisin Currie as Director	G	Mgmt	For	For
6	Elect Tim Lodge as Director	G	Mgmt	For	For
7	Elect Suzy Neubert as Director	G	Mgmt	For	For
8	Re-elect Louis Eperjesi as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
9	Re-elect Louise Fowler as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
10	Re-elect Paul Hayes as Director	G	Mgmt	For	For
11	Re-elect Andrew Livingston as Director	G	Mgmt	For	For
12	Re-elect Vanda Murray as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
13	Re-elect Peter Ventress as Director	G	Mgmt	For	For

Howden Joinery Group Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Reappoint KPMG LLP as Auditors	G	Mgmt	For	For
15	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
17	Authorise Issue of Equity	G	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Howmet Aerospace Inc.

Meeting Date: 28/05/2025

Country: USA

Ticker: HWM

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director James F. Albaugh	G	Mgmt	For	For
1b	Elect Director Amy E. Alving	G	Mgmt	For	For
1c	Elect Director Sharon R. Barner	G	Mgmt	For	For
1d	Elect Director Joseph S. Cantie	G	Mgmt	For	For
1e	Elect Director Robert F. Leduc	G	Mgmt	For	For
1f	Elect Director David J. Miller *Withdrawn Resolution*	G	Mgmt		
1g	Elect Director Jody G. Miller	G	Mgmt	For	For
1h	Elect Director John C. Plant	G	Mgmt	For	For
1i	Elect Director Ulrich R. Schmidt	G	Mgmt	For	For
1j	Elect Director Gunner S. Smith	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

HOYA Corp.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 7741

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Yoshihara, Hiroaki	G	Mgmt	For	For
1.2	Elect Director Abe, Yasuyuki	G	Mgmt	For	For
1.3	Elect Director Hasegawa, Takayo	G	Mgmt	For	For
1.4	Elect Director Nishimura, Mika	G	Mgmt	For	For
1.5	Elect Director Sato, Mototsugu	G	Mgmt	For	For
1.6	Elect Director Ikeda, Eiichiro	G	Mgmt	For	For
1.7	Elect Director Hiroka, Ryo	G	Mgmt	For	For

Hoymiles Power Electronics, Inc.

Meeting Date: 03/04/2025

Country: China

Ticker: 688032

Record Date: 28/03/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Use of Excess Raised Funds to Replenish Working Capital	G	Mgmt	For	For

Hoymiles Power Electronics, Inc.

Meeting Date: 20/05/2025

Country: China

Ticker: 688032

Record Date: 15/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Hoymiles Power Electronics, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Remuneration of Directors and Senior Management Members	G	Mgmt	For	For
7	Approve Remuneration of Supervisors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
8	Approve to Appoint Auditor	G	Mgmt	For	For
9	Approve Provision of Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
10	Approve Foreign Exchange Hedging	G	Mgmt	For	For
11	Approve Termination of Raised Funds Investment Projects and Use of Excess Raised Funds to Replenish Working Capital	G	Mgmt	For	For

HP Inc.

Meeting Date: 14/04/2025 **Country:** USA **Ticker:** HPQ
Record Date: 20/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Chip Bergh	G	Mgmt	For	For
1b	Elect Director Bruce Broussard	G	Mgmt	For	For
1c	Elect Director Stacy Brown-Philpot	G	Mgmt	For	For
1d	Elect Director Stephanie A. Burns	G	Mgmt	For	For
1e	Elect Director Mary Anne Citrino	G	Mgmt	For	For
1f	Elect Director Richard L. Clemmer	G	Mgmt	For	For
1g	Elect Director Fama Francisco	G	Mgmt	For	For
1h	Elect Director Enrique J. Lores	G	Mgmt	For	For
1i	Elect Director David Meline	G	Mgmt	For	For
1j	Elect Director Judith "Jami" Miscik	G	Mgmt	For	For
1k	Elect Director Gianluca Pettiti	G	Mgmt	For	For
1l	Elect Director Kim K.W. Rucker	G	Mgmt	For	For
1m	Elect Director Songyee Yoon	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

HP Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

HSBC Holdings Plc

Meeting Date: 02/05/2025

Country: United Kingdom

Ticker: HSBA

Record Date: 01/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Remuneration Policy	G	Mgmt	For	For
4a	Elect Manveen Kaur as Director	G	Mgmt	For	For
4b	Re-elect Geraldine Buckingham as Director	G	Mgmt	For	For
4c	Re-elect Rachel Duan as Director	G	Mgmt	For	For
4d	Re-elect Georges Elhedery as Director	G	Mgmt	For	For
4e	Re-elect Dame Carolyn Fairbairn as Director	G	Mgmt	For	For
4f	Re-elect James Forese as Director	G	Mgmt	For	For
4g	Re-elect Ann Godbehere as Director	G	Mgmt	For	For
4h	Re-elect Steven Guggenheimer as Director	G	Mgmt	For	For
4i	Re-elect Jose Antonio Meade Kuribrena as Director	G	Mgmt	For	For
4j	Re-elect Kalpana Morparia as Director	G	Mgmt	For	For
4k	Re-elect Eileen Murray as Director	G	Mgmt	For	For
4l	Re-elect Brendan Nelson as Director	G	Mgmt	For	For
4m	Re-elect Swee Lian Teo as Director	G	Mgmt	For	For
4n	Re-elect Sir Mark Tucker as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

HSBC Holdings Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
6	Authorise the Group Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
7	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
8	Authorise Issue of Equity	G	Mgmt	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
11	Authorise Directors to Allot Any Repurchased Shares	G	Mgmt	For	For
12	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
13	Approve Share Repurchase Contract	G	Mgmt	For	For
14	Authorise Issue of Equity in Relation to Contingent Convertible Securities	G	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	G	Mgmt	For	For
16	Approve Scrip Dividend Alternative	G	Mgmt	For	For
17	Approve Amendment to the Rules of HSBC Share Plan 2011	G	Mgmt	For	For
18	Approve Cancellation of Share Premium Account and Capital Redemption Reserve	G	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	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	S, G	SH	Against	Against

Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.

Hua Hong Semiconductor Limited

Meeting Date: 08/05/2025

Country: Hong Kong

Ticker: 1347

Record Date: 30/04/2025

Meeting Type: Annual

Hua Hong Semiconductor Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Profit Distribution Plan	G	Mgmt	For	For
3	Elect Jun Ye as Director	G	Mgmt	For	For
4	Elect Guodong Sun as Director	G	Mgmt	For	For
5	Elect Stephen Tso Tung Chang as Director	G	Mgmt	For	For
6	Elect Peng Bai as Director	G	Mgmt	For	For
7	Elect Bo Chen as Director	G	Mgmt	For	For
8	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
9	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
10	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
11	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>				
12	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>				
13	Approve Amendments to the Articles of Association and Adopt the New Articles of Association	G	Mgmt	For	For

Hua Nan Financial Holdings Co., Ltd.

Meeting Date: 13/06/2025 **Country:** Taiwan **Ticker:** 2880
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Hua Nan Financial Holdings Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	G	Mgmt	For	For
5	Approve the Issuance of New Shares by Capitalization of Profit	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
6.1	Elect FEN-LAN CHEN, a Representative of MINISTRY OF FINANCE with Shareholder No. 00000002, as Non-independent Director	G	Mgmt	For	For
6.2	Elect YAO-CHING LI, a Representative of MINISTRY OF FINANCE with Shareholder No. 00000002, as Non-independent Director	G	Mgmt	For	For
6.3	Elect CHEN-FANG LEE, a Representative of BANK OF TAIWAN CO., LTD. with Shareholder No. 00000003, as Non-independent Director	G	Mgmt	For	For
6.4	Elect CHIEN-HUNG LEE, a Representative of BANK OF TAIWAN CO., LTD. with Shareholder No. 00000003, as Non-independent Director	G	Mgmt	For	For
6.5	Elect SHIH-CHING JENG, a Representative of BANK OF TAIWAN CO., LTD. with Shareholder No. 00000003, as Non-independent Director	G	Mgmt	For	For
6.6	Elect YU-HUI WU, a Representative of BANK OF TAIWAN CO., LTD. with Shareholder No. 00000003, as Non-independent Director	G	Mgmt	For	For
6.7	Elect T. LIN, a Representative of THE MEMORIAL SCHOLARSHIP FOUNDATION TO LIN HSIUNG-CHEN with Shareholder No. 00007899, as Non-independent Director	G	Mgmt	For	For

Hua Nan Financial Holdings Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.8	Elect CHIH-YU LIN, a Representative of THE MEMORIAL SCHOLARSHIP FOUNDATION TO LIN HSIUNG-CHEN with Shareholder No. 00007899, as Non-independent Director	G	Mgmt	For	For
6.9	Elect CHIH-YANG LIN, a Representative of THE MEMORIAL SCHOLARSHIP FOUNDATION TO LIN HSIUNG-CHEN with Shareholder No. 00007899, as Non-independent Director	G	Mgmt	For	For
6.10	Elect AN-LAN HSU CHEN, a Representative of HE QUAN INVESTMENT CO., LTD. with Shareholder No. 00372640, as Non-independent Director	G	Mgmt	For	For
6.11	Elect YUAN-LIN LI HSU, a Representative of HE QUAN INVESTMENT CO., LTD. with Shareholder No. 00372640, as Non-independent Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
6.12	Elect JUI-CHIA LIN, with Shareholder No. N123728XXX, as Independent Director	G	Mgmt	For	For
6.13	Elect E-DAWN CHEN, with Shareholder No. U200237XXX, as Independent Director	G	Mgmt	For	For
6.14	Elect CHENG-YU YAN, with Shareholder No. S120537XXX, as Independent Director	G	Mgmt	For	For
6.15	Elect SAN-CHIEN TU, with Shareholder No. A101721XXX, as Independent Director	G	Mgmt	For	For
6.16	Elect MING-HSIEN YANG, with Shareholder No. P101133XXX, as Independent Director	G	Mgmt	For	For
6.17	Elect SUNG-TUNG CHEN, with Shareholder No. H101275XXX, as Independent Director	G	Mgmt	For	For
7	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	G	Mgmt	For	For

Hua Xia Bank Co., Ltd.

Meeting Date: 13/05/2025

Country: China

Ticker: 600015

Record Date: 06/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Financial Budget Report	G	Mgmt	For	For
6	Approve to Appoint Auditors and to Fix Their Remuneration	G	Mgmt	For	For
7	Approve Implementation of Related Party Transaction Management System and Related Party Transaction Report	G	Mgmt	For	For
	APPROVE DAILY RELATED PARTY TRANSACTION		Mgmt		
8.1	Approve Related Party Transactions with Shougang Group Co., Ltd. and Its Affiliated Companies	G	Mgmt	For	For
8.2	Approve Related Party Transactions with State Grid Yingda International Holdings Group Co., Ltd. and Its Affiliated Companies	G	Mgmt	For	For
8.3	Approve Related Party Transactions with PICC Property and Casualty Co., Ltd. and Its Affiliated Companies	G	Mgmt	For	For
8.4	Approve Related Party Transactions with Beijing Infrastructure Investment Co., Ltd. and Its Affiliated Companies	G	Mgmt	For	For
8.5	Approve Related Party Transactions with Yunnan Hehe (Group) Co., Ltd. and Its Affiliated Companies	G	Mgmt	For	For
8.6	Approve Related Party Transaction with Huaxia Financial Leasing Co., Ltd.	G	Mgmt	For	For

Hua Xia Bank Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.7	Approve Related Party Transaction with Huaxia Financial Management Co., Ltd.	G	Mgmt	For	For
9	Approve Loan Reduction and Exemption of Approval Authorization	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.</i>					
10	Approve Dismissal of Supervisory Board	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
11	Amend Articles of Association	G	SH	For	Against
<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>					
12	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	SH	For	Against
<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>					
13	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	SH	For	Against
<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>					

Hualan Biological Engineering, Inc.

Meeting Date: 25/04/2025 **Country:** China **Ticker:** 002007
Record Date: 18/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Use of Funds to Invest in Financial Products	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks.</i>					
7	Approve to Appoint Auditor	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Hualan Biological Engineering, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Repurchase and Cancellation of Performance Shares and Adjustment of Repurchase Price	G	Mgmt	For	For
9	Amend Articles of Association	G	Mgmt	For	For

Huatai Securities Co., Ltd.

Meeting Date: 20/06/2025 Country: China Ticker: 6886
Record Date: 12/06/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Work Report of the Board	G	Mgmt	For	For
2	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Final Financial Report	G	Mgmt	For	For
4	Approve Annual Report	G	Mgmt	For	For
5	Approve Profit Distribution Plan	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE ESTIMATED ORDINARY TRANSACTIONS WITH RELATED PARTIES		Mgmt		
6.1	Approve Ordinary Related-Party Transactions with Jiangsu Guoxin Investment Group Limited and Its Related Companies	G	Mgmt	For	For
6.2	Approve Ordinary Related-Party Transactions with Jiangsu Communications Holding Co., Ltd. and Its Related Companies	G	Mgmt	For	For
6.3	Approve Ordinary Related-Party Transactions with Govtor Capital Group Co., Ltd.	G	Mgmt	For	For
6.4	Approve Ordinary Related-Party Transactions with Jiangsu SOHO Holdings Group Co., Ltd.	G	Mgmt	For	For
6.5	Approve Ordinary Related-Party Transactions with Other Related Legal Persons	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Huatai Securities Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.6	Approve Ordinary Related-Party Transactions with Related Natural Persons	G	Mgmt	For	For
7	Approve Estimated Investment Amount for the Proprietary Business	G	Mgmt	For	For
8	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Audit Service Institute and Internal Control Auditor for A Share and Deloitte Touche Tohmatsu as Audit Service Institute for H Share and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
9	Approve Report on Performance of Duties of the Independent Non-Executive Directors	G	Mgmt	For	For
10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
11	Approve Repurchase and Cancellation of Part of the Restricted A Shares	G	Mgmt	For	For
	ELECT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
12.1	Elect Jin Yongfu as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
12.2	Elect Wang Ying as Director	G	Mgmt	For	For

Huatai Securities Co., Ltd.

Meeting Date: 20/06/2025

Country: China

Ticker: 6886

Record Date: 12/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Repurchase and Cancellation of Part of the Restricted A Shares	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Work Report of the Board	G	Mgmt	For	For
2	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Final Financial Report	G	Mgmt	For	For
4	Approve Annual Report	G	Mgmt	For	For
5	Approve Profit Distribution Plan	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE ESTIMATED ORDINARY TRANSACTIONS WITH RELATED PARTIES		Mgmt		
6.1	Approve Ordinary Related-Party Transactions with Jiangsu Guoxin Investment Group Limited and Its Related Companies	G	Mgmt	For	For
6.2	Approve Ordinary Related-Party Transactions with Jiangsu Communications Holding Co., Ltd. and Its Related Companies	G	Mgmt	For	For
6.3	Approve Ordinary Related-Party Transactions with Govtor Capital Group Co., Ltd.	G	Mgmt	For	For
6.4	Approve Ordinary Related-Party Transactions with Jiangsu SOHO Holdings Group Co., Ltd.	G	Mgmt	For	For
6.5	Approve Ordinary Related-Party Transactions with Other Related Legal Persons	G	Mgmt	For	For
6.6	Approve Ordinary Related-Party Transactions with Related Natural Persons	G	Mgmt	For	For
7	Approve Estimated Investment Amount for the Proprietary Business	G	Mgmt	For	For

Huatai Securities Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Audit Service Institute and Internal Control Auditor for A Share and Deloitte Touche Tohmatsu as Audit Service Institute for H Share and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
9	Approve Report on Performance of Duties of the Independent Non-Executive Directors	G	Mgmt	For	For
10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
11	Approve Repurchase and Cancellation of Part of the Restricted A Shares ELECT DIRECTORS VIA CUMULATIVE VOTING	G	Mgmt	For	For
12.1	Elect Jin Yongfu as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
12.2	Elect Wang Ying as Director	G	Mgmt	For	For

Huatai Securities Co., Ltd.

Meeting Date: 20/06/2025 **Country:** China **Ticker:** 6886
Record Date: 11/06/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	CLASS MEETING FOR HOLDERS OF A SHARES Approve Repurchase and Cancellation of Part of the Restricted A Shares	G	Mgmt	For	For

Hub Group, Inc.

Meeting Date: 13/05/2025 **Country:** USA **Ticker:** HUBG
Record Date: 17/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director David P. Yeager	G	Mgmt	For	For
1.2	Elect Director Phillip D. Yeager	G	Mgmt	For	For
1.3	Elect Director Peter B. McNitt	G	Mgmt	For	For
1.4	Elect Director Mary H. Boosalis	G	Mgmt	For	For
1.5	Elect Director Lisa Dykstra	G	Mgmt	For	For
1.6	Elect Director Michael E. Flannery	G	Mgmt	For	For
1.7	Elect Director James C. Kenny	G	Mgmt	For	For
1.8	Elect Director Jenell R. Ross	G	Mgmt	For	For
1.9	Elect Director Martin P. Slark	G	Mgmt	For	For
1.10	Elect Director Gary Yablon	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Hubbell Incorporated

Meeting Date: 06/05/2025 **Country:** USA **Ticker:** HUBB
Record Date: 07/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Gerben W. Bakker	G	Mgmt	For	For
1.2	Elect Director Carlos M. Cardoso	G	Mgmt	For	For
1.3	Elect Director Debra L. Dial	G	Mgmt	For	For
1.4	Elect Director Anthony J. Guzzi	G	Mgmt	For	For
1.5	Elect Director Rhett A. Hernandez	G	Mgmt	For	For
1.6	Elect Director Neal J. Keating	G	Mgmt	For	For
1.7	Elect Director Bonnie C. Lind	G	Mgmt	For	For
1.8	Elect Director John F. Malloy	G	Mgmt	For	For
1.9	Elect Director Jennifer M. Pollino	G	Mgmt	For	For

Hubbell Incorporated

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.10	Elect Director Garrick J. Rochow	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Adopt Majority Voting for Uncontested Election of Directors	G	Mgmt	For	For
5	Amend Omnibus Stock Plan	G	Mgmt	For	For

Hubei Jumpcan Pharmaceutical Co., Ltd.

Meeting Date: 16/05/2025

Country: China

Ticker: 600566

Record Date: 09/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Report of the Independent Directors	G	Mgmt	For	For
5	Approve Financial Statements	G	Mgmt	For	For
6	Approve Profit Distribution	G	Mgmt	For	For
7	Approve 2024 Remuneration of Directors and Supervisors	G	Mgmt	For	For
8	Approve 2025 Remuneration of Directors and Supervisors	G	Mgmt	For	For
9	Approve Draft and Summary on Employee Share Purchase Plan	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
10	Approve Management Method of Employee Share Purchase Plan	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					

Hubei Jumpcan Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Approve Authorization of the Board to Handle All Related Matters	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
12	Approve Use of Idle Raised Funds and Own Funds for Cash Management	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
13	Approve to Appoint Auditor	G	Mgmt	For	For

HubSpot, Inc.

Meeting Date: 04/06/2025 **Country:** USA **Ticker:** HUBS
Record Date: 15/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lorrie M. Norrington	G	Mgmt	For	For
1b	Elect Director Andrew Anagnost	G	Mgmt	For	For
1c	Elect Director Dharmesh Shah	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Declassify the Board of Directors	G	Mgmt	For	For
5	Eliminate Supermajority Vote Requirement	G	Mgmt	For	For
6	Adopt Simple Majority Vote	G	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					

Hudbay Minerals Inc.

Meeting Date: 20/05/2025 **Country:** Canada **Ticker:** HBM
Record Date: 31/03/2025 **Meeting Type:** Annual/Special

Hudbay Minerals Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director John E. F. Armstrong	G	Mgmt	For	For
1B	Elect Director Jeane L. Hull	G	Mgmt	For	For
1C	Elect Director Carin S. Knickel	G	Mgmt	For	For
1D	Elect Director Peter Kukielski	G	Mgmt	For	For
1E	Elect Director George E. Lafond	G	Mgmt	For	For
1F	Elect Director Stephen A. Lang	G	Mgmt	For	For
1G	Elect Director Colin Osborne	G	Mgmt	For	For
1H	Elect Director Paula C. Rogers	G	Mgmt	For	For
1I	Elect Director David S. Smith	G	Mgmt	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Hudson Pacific Properties, Inc.

Meeting Date: 14/05/2025

Country: USA

Ticker: HPP

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Victor J. Coleman	G	Mgmt	For	For
1.2	Elect Director Theodore R. Antenucci	G	Mgmt	For	For
1.3	Elect Director Ebs Burnough	G	Mgmt	For	For
1.4	Elect Director Jonathan M. Glaser	G	Mgmt	For	For
1.5	Elect Director Robert L. Harris, II	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
1.6	Elect Director Christy Haubegger	G	Mgmt	For	For
1.7	Elect Director Mark D. Linehan	G	Mgmt	For	For
1.8	Elect Director Michael Nash	G	Mgmt	For	For
1.9	Elect Director Barry A. Sholem	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Hudson Pacific Properties, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.10	Elect Director Andrea Wong	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against

Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.

HUGO BOSS AG

Meeting Date: 15/05/2025

Country: Germany

Ticker: BOSS

Record Date: 08/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.40 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
5.a	Elect Iris Epple-Righi to the Supervisory Board	G	Mgmt	For	For
5.b	Elect Andreas Kurali to the Supervisory Board	G	Mgmt	For	For
5.c	Elect Luca Marzotto to the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>					
5.d	Elect Michael Murray to the Supervisory Board	G	Mgmt	For	For
5.e	Elect Christina Rosenberg to the Supervisory Board	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5.f	Elect Stephan Sturm to the Supervisory Board	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

HUGO BOSS AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
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	G	Mgmt	For	For
6.b	Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
7	Approve Remuneration Report	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. Remuneration arrangements are poorly structured.</i>					[LN-M0550-001]
8	Approve Remuneration Policy	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
9	Approve Creation of EUR 14.1 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	G	Mgmt	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	G	Mgmt	For	For
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For
12	Authorize Use of Financial Derivatives when Repurchasing Shares	G	Mgmt	For	For
13	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
14	Amend Articles Re: Supervisory Board Term of Office	G	Mgmt	For	For

Huhtamaki Oyj

Meeting Date: 24/04/2025 **Country:** Finland **Ticker:** HUH1V
Record Date: 10/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Call the Meeting to Order	G	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt		
5	Prepare and Approve List of Shareholders	G	Mgmt		
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 1.10 Per Share	G	Mgmt	For	For
9	Approve Discharge of Board and President	G	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of EUR 180,000 for Chair, EUR 84,000 for Vice Chair and EUR 69,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	G	Mgmt	For	For
12	Fix Number of Directors at Nine	G	Mgmt	For	For
13	Reelect Mercedes Alonso, Doug Baillie, Robert K. Beckler, Anja Korhonen, Pauline Lindwall, Kerttu Tuomas (Vice Chair) and Pekka Vauramo (Chair) as Directors; Elect Essimari Kairisto and Johann Christoph Michalski as New Directors	G	Mgmt	For	For
14	Approve Remuneration of Auditor	G	Mgmt	For	For
15	Ratify KPMG OY Ab as Auditor	G	Mgmt	For	For
16	Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
17	Appoint KPMG Oy Ab as Auditor for Sustainability Reporting	G	Mgmt	For	For
18	Authorize Share Repurchase Program	G	Mgmt	For	For
19	Approve Issuance of up to 10 Million Shares without Preemptive Rights	G	Mgmt	For	For
20	Close Meeting	G	Mgmt		

Huizhou Desay SV Automotive Co., Ltd.

Meeting Date: 08/04/2025

Country: China

Ticker: 002920

Record Date: 01/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Financial Statements	G	Mgmt	For	For
3	Approve Report of the Board of Directors	G	Mgmt	For	For
4	Approve Report of the Board of Supervisors	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Application of Bank Credit Lines	G	Mgmt	For	For
7	Approve Remuneration of Directors, Supervisors	G	Mgmt	For	For

Huizhou Desay SV Automotive Co., Ltd.

Meeting Date: 09/06/2025

Country: China

Ticker: 002920

Record Date: 03/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Draft and Summary of Employee Share Purchase Plan	G	Mgmt	For	For
2	Approve Management Method of Employee Share Purchase Plan	G	Mgmt	For	For
3	Approve Authorization of the Board to Handle All Matters Related to Employee Share Purchase Plan	G	Mgmt	For	For
4	Approve Draft and Summary of Stock Option Incentive Plan	G	Mgmt	For	For
5	Approve Methods to Assess the Performance of Plan Participants	G	Mgmt	For	For
6	Approve Authorization of the Board to Handle All Matters Related to Stock Option Incentive Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Hulic Reit, Inc.

Meeting Date: 28/05/2025

Country: Japan

Ticker: 3295

Record Date: 28/02/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Set Upper Limit for Number of Directors - Amend Permitted Investment Types	G	Mgmt	For	For
2	Elect Executive Director Chokki, Kazuaki	G	Mgmt	For	For
3	Elect Alternate Executive Director Machiba, Hiroshi	G	Mgmt	For	For
4.1	Elect Supervisory Director Nakamura, Rika	G	Mgmt	For	For
4.2	Elect Supervisory Director Tomioka, Takayuki	G	Mgmt	For	For
4.3	Elect Supervisory Director Kinoshita, Noriko	G	Mgmt	For	For

Humana Inc.

Meeting Date: 17/04/2025

Country: USA

Ticker: HUM

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Raquel C. Bono	G	Mgmt	For	For
1b	Elect Director Frank A. D'Amelio	G	Mgmt	For	For
1c	Elect Director David T. Feinberg	G	Mgmt	For	For
1d	Elect Director Wayne A. I. Frederick	G	Mgmt	For	For
1e	Elect Director John W. Garratt	G	Mgmt	For	For
1f	Elect Director Kurt J. Hilzinger	G	Mgmt	For	For
1g	Elect Director Karen W. Katz	G	Mgmt	For	For
1h	Elect Director Marcy S. Klevorn	G	Mgmt	For	For
1i	Elect Director Jorge S. Mesquita	G	Mgmt	For	For
1j	Elect Director James A. Rehtin	G	Mgmt	For	For
1k	Elect Director Gordon Smith	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Humana Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Hundsun Technologies, Inc.

Meeting Date: 22/04/2025 Country: China Ticker: 600570
Record Date: 15/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Internal Control Self-Evaluation Report	G	Mgmt	For	For
6	Approve Profit Distribution	G	Mgmt	For	For
7	Approve to Appoint Auditors and to Fix Their Remuneration	G	Mgmt	For	For
8	Approve the Overall Plan for Corporate Securities Investment and Entrusted Financial Management	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks</i>					
9	Amend Articles of Association	G	Mgmt	For	For
	APPROVE SHARE REPURCHASE PLAN		Mgmt		
10.1	Approve Purpose and Use	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
10.2	Approve Type	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
10.3	Approve Manner of Share Repurchase	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
10.4	Approve Repurchase Period	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Hundsun Technologies, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10.5	Approve Price Range of the Share Repurchase	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.6	Approve Total Capital and Capital Source Used for the Share Repurchase	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.7	Approve Number and Proportion of the Total Share Repurchase	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.8	Approve Relevant Arrangements for Legal Cancellation or Transfer After Repurchase of Shares, and Relevant Arrangements for Preventing Infringement of the Interests of Creditors	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.9	Approve Specific Authorization to Repurchase Shares	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
11.1	Elect Han Xinyi as Director	G	Mgmt	For	For
11.2	Elect Ji Gang as Director	G	Mgmt	For	For
11.3	Elect Zhu Chao as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence</i>				
11.4	Elect Chen Zhijie as Director	G	Mgmt	For	For
11.5	Elect Peng Zhenggang as Director	G	Mgmt	For	For
11.6	Elect Fan Jingwu as Director	G	Mgmt	For	For
11.7	Elect Jiang Jiansheng as Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
12.1	Elect Wang Xiangyao as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence</i>				
12.2	Elect Zhou Chun as Director	G	Mgmt	For	For
12.3	Elect Song Yan as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Hundsun Technologies, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12.4	Elect Tian Suhua as Director	G	Mgmt	For	For
	ELECT SUPERVISORS VIA CUMULATIVE VOTING		Mgmt		
13.1	Elect Tu Haiyan as Supervisor	G	Mgmt	For	For
13.2	Elect Bi Mingqiang as Supervisor	G	Mgmt	For	For

Huntington Bancshares Incorporated

Meeting Date: 16/04/2025 **Country:** USA **Ticker:** HBAN
Record Date: 18/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ann B. (Tanny) Crane	G	Mgmt	For	For
1.2	Elect Director Rafael Andres Diaz-Granados	G	Mgmt	For	For
1.3	Elect Director John C. (Chris) Inglis	G	Mgmt	For	For
1.4	Elect Director Katherine M. A. (Allie) Kline	G	Mgmt	For	For
1.5	Elect Director Richard W. Neu	G	Mgmt	For	For
1.6	Elect Director Kenneth J. Phelan	G	Mgmt	For	For
1.7	Elect Director David L. Porteous	G	Mgmt	For	For
1.8	Elect Director Teresa H. Shea	G	Mgmt	For	For
1.9	Elect Director Roger J. Sit	G	Mgmt	For	For
1.10	Elect Director Stephen D. Steinour	G	Mgmt	For	For
1.11	Elect Director Jeffrey L. Tate	G	Mgmt	For	For
1.12	Elect Director Gary Torgow	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Huntsman Corporation

Meeting Date: 30/04/2025 **Country:** USA **Ticker:** HUN
Record Date: 07/03/2025 **Meeting Type:** Annual

Huntsman Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Peter R. Huntsman	G	Mgmt	For	For
1b	Elect Director Cynthia L. Egan	G	Mgmt	For	For
1c	Elect Director Mary C. Beckerle	G	Mgmt	For	For
1d	Elect Director Sonia Dulá	G	Mgmt	For	For
1e	Elect Director Curtis E. Espeland	G	Mgmt	For	For
1f	Elect Director Daniele Ferrari	G	Mgmt	For	For
1g	Elect Director Jeanne McGovern	G	Mgmt	For	For
1h	Elect Director José Antonio Muñoz Barcelo	G	Mgmt	For	For
1i	Elect Director David B. Sewell	G	Mgmt	For	For
1j	Elect Director Jan E. Tighe	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For

Husqvarna AB

Meeting Date: 29/04/2025

Country: Sweden

Ticker: HUSQ.B

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8b	Approve Allocation of Income and Dividends of SEK 1.00 Per Share	G	Mgmt	For	For
8c.1	Approve Discharge of Tom Johnstone	G	Mgmt	For	For
8c.2	Approve Discharge of Ingrid Bonde	G	Mgmt	For	For
8c.3	Approve Discharge of Torbjorn Loof	G	Mgmt	For	For
8c.4	Approve Discharge of Katarina Martinson	G	Mgmt	For	For
8c.5	Approve Discharge of Bertrand Neuschwander	G	Mgmt	For	For
8c.6	Approve Discharge of Daniel Nodhall	G	Mgmt	For	For
8c.7	Approve Discharge of Lars Pettersson	G	Mgmt	For	For
8c.8	Approve Discharge of Christine Robins	G	Mgmt	For	For
8c.9	Approve Discharge of CEO Pavel Hajman	G	Mgmt	For	For
9a	Determine Number of Members (9) and Deputy Members (0) of Board	G	Mgmt	For	For
9b	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
10	Approve Remuneration of Directors in the Amount of SEK 2.4 Million to Chair and SEK 695,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	G	Mgmt	For	For
11a.1	Elect Claes Boustedt as New Director	G	Mgmt	For	For
11a.2	Elect Marlies Gebetsberger as New Director	G	Mgmt	For	For
11a.3	Elect Magnus Jarlegren as New Director	G	Mgmt	For	For
11a.4	Reelect Ingrid Bonde as Director	G	Mgmt	For	For
11a.5	Reelect Pavel Hajman as Director	G	Mgmt	For	For
11a.6	Reelect Torbjorn Loof as Director	G	Mgmt	For	Against

Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.

Husqvarna AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11a.7	Reelect Katarina Martinson as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
11a.8	Reelect Daniel Nodhall as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
11a.9	Reelect Christine Robins as Director	G	Mgmt	For	For
11b	Elect Torbjorn Loof as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
12a	Ratify KPMG as Auditors	G	Mgmt	For	For
12b	Approve Remuneration of Auditors	G	Mgmt	For	For
13	Approve Remuneration Report	G	Mgmt	For	For
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
15	Approve Performance Share Incentive Program LTI 2025	G	Mgmt	For	For
16	Approve Equity Plan Financing	G	Mgmt	For	For
17	Approve Issuance of up to 10 Percent of the Company's Share Capital without Preemptive Rights	G	Mgmt	For	For
18	Close Meeting	G	Mgmt		

Hutchison Telecommunications Hong Kong Holdings Ltd.

Meeting Date: 14/05/2025 **Country:** Cayman Islands **Ticker:** 215
Record Date: 08/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Fok Kin Ning, Canning as Director	G	Mgmt	For	For

Hutchison Telecommunications Hong Kong Holdings Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3b	Elect Woo Chiu Man, Cliff as Director	G	Mgmt	For	For
3c	Elect Edith Shih as Director	G	Mgmt	For	For
3d	Elect Chan Tze Leung as Director	G	Mgmt	For	For
3e	Elect Im Man Ieng as Director	G	Mgmt	For	For
4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

Hutchmed (China) Limited

Meeting Date: 13/05/2025

Country: Cayman Islands

Ticker: 13

Record Date: 07/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2A	Elect Dan Eldar as Director	G	Mgmt	For	For
2B	Elect Weiguo Su as Director	G	Mgmt	For	For
2C	Elect Cheng Chig Fung, Johnny as Director	G	Mgmt	For	For
2D	Elect Edith Shih as Director	G	Mgmt	For	For
2E	Elect Ling Yang as Director	G	Mgmt	For	For
2F	Elect Renu Bhatia as Director	G	Mgmt	For	For
2G	Elect Chaohong Hu as Director	G	Mgmt	For	For
2H	Elect Mok Shu Kam, Tony as Director	G	Mgmt	For	For
2I	Elect Wong Tak Wai as Director	G	Mgmt	For	For

Hutchmed (China) Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve PricewaterhouseCoopers and PricewaterhouseCoopers Zhong Tian LLP as Auditors for Hong Kong Financial Reporting and US Financial Reporting Purposes, Respectively and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

Hyatt Hotels Corporation

Meeting Date: 21/05/2025 **Country:** USA **Ticker:** H
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Paul D. Ballew	G	Mgmt	For	For
1.2	Elect Director Mark S. Hoplamazian	G	Mgmt	For	For
1.3	Elect Director Cary D. McMillan	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.4	Elect Director Tracey T. Travis	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Eliminate Multi-class Share Structure	G	SH	Against	For
<i>Blended Rationale: [SF-S4578-110] The Company's dual class share structure currently lacks sunset provisions.</i>					
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Hydro One Limited

Meeting Date: 24/06/2025 **Country:** Canada **Ticker:** H
Record Date: 28/04/2025 **Meeting Type:** Annual/Special

Hydro One Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Decrease in the Minimum Number of Directors from Ten to Eight	G	Mgmt	For	For
2A	Elect Director David Hay	G	Mgmt	For	For
2B	Elect Director David Lebeter	G	Mgmt	For	For
2C	Elect Director Stacey Mowbray	G	Mgmt	For	For
2D	Elect Director Mitch Panciuk	G	Mgmt	For	For
2E	Elect Director Mark Podlasly	G	Mgmt	For	For
2F	Elect Director Helga Reidel	G	Mgmt	For	For
2G	Elect Director Melissa Sonberg	G	Mgmt	For	For
2H	Elect Director Brian Vaasjo	G	Mgmt	For	For
2I	Elect Director Susan Wolburgh Jenah	G	Mgmt	For	For
3	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Hygeia Healthcare Holdings Co., Limited

Meeting Date: 27/06/2025

Country: Cayman Islands

Ticker: 6078

Record Date: 23/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Elect Zhang Wenshan as Director	G	Mgmt	For	For
3	Elect Ye Changqing as Director	G	Mgmt	For	For
4	Elect Zhao Chun as Director	G	Mgmt	For	For
5	Elect Zhang Guozhong as Director	G	Mgmt	For	For
6	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
7	Approve Deloitte Touche Tohmatsu as Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Hygeia Healthcare Holdings Co., Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
8B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
8C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					

Hygon Information Technology Co., Ltd.

Meeting Date: 21/05/2025

Country: China

Ticker: 688041

Record Date: 13/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Financial Statements and Financial Budget Report	G	Mgmt	For	For
4	Approve Daily Related Party Transactions	G	Mgmt	For	For
5	Approve to Appoint Auditor	G	Mgmt	For	For
6	Approve Remuneration of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
7	Approve Report of the Board of Supervisors	G	Mgmt	For	For
8	Approve Shareholder Dividend Return Plan	G	Mgmt	For	For
9	Approve Abolition of the Supervisory Board and Amendments to Articles of Association	G	Mgmt	For	For
	AMEND SOME OF THE CORPORATE GOVERNANCE SYSTEMS		Mgmt		
10.1	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Hygon Information Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10.2	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
10.3	Amend Working System for Independent Directors	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
10.4	Amend Related-Party Transaction Management System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
10.5	Amend Code of Conduct for Major Shareholders	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
10.6	Amend Implementing Rules for Cumulative Voting System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
10.7	Amend Remuneration Management System for Directors and Senior Management Members	G	Mgmt	For	For

Hypoport SE

Meeting Date: 03/06/2025

Country: Germany

Ticker: HYQ

Record Date: 27/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Ronald Slabke for Fiscal Year 2024	G	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Stephan Gawarecki for Fiscal Year 2024	G	Mgmt	For	For

Hypoport SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.1	Approve Discharge of Supervisory Board Member Dieter Pfeiffenberger for Fiscal Year 2024	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0201-010] As chairman of the board, responsible for lack of diversity.</i>					
4.2	Approve Discharge of Supervisory Board Member Roland Adams for Fiscal Year 2024	G	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Martin Krebs for Fiscal Year 2024	G	Mgmt	For	For
5	Ratify Roedl & Partner GmbH as Auditors for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
7	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 280 Million; Approve Creation of EUR 687,216 Pool of Capital to Guarantee Conversion Rights	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

Hysan Development Company Limited

Meeting Date: 05/06/2025

Country: Hong Kong

Ticker: 14

Record Date: 30/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2.1	Elect Churchouse Frederick Peter as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent.</i>					
2.2	Elect Young Elaine Carole as Director	G	Mgmt	For	For
2.3	Elect Zhang Yong as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Hysan Development Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.4	Elect Lee Anthony Hsien Pin as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence</i>					
2.5	Elect Lee Tze Hau Michael as Director	G	Mgmt	For	For
3	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

iA Financial Corporation Inc.

Meeting Date: 08/05/2025

Country: Canada

Ticker: IAG

Record Date: 11/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director William F. Chinery	G	Mgmt	For	For
1.2	Elect Director Benoit Daignault	G	Mgmt	For	For
1.3	Elect Director Martin Gagnon	G	Mgmt	For	For
1.4	Elect Director Alka Gautam	G	Mgmt	For	For
1.5	Elect Director Emma K. Griffin	G	Mgmt	For	For
1.6	Elect Director Ginette Maille	G	Mgmt	For	For
1.7	Elect Director Jacques Martin	G	Mgmt	For	For
1.8	Elect Director Marc Poulin	G	Mgmt	For	For
1.9	Elect Director Suzanne Rancourt	G	Mgmt	For	For
1.10	Elect Director Denis Ricard	G	Mgmt	For	For
1.11	Elect Director Ouma Sananikone	G	Mgmt	For	For
1.12	Elect Director Rebecca Schechter	G	Mgmt	For	For
1.13	Elect Director Ludwig W. Willisch	G	Mgmt	For	For
2	Ratify Deloitte LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

iA Financial Corporation Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	SP 1: Advisory Vote on Environmental Policies	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					
5	SP 2: Account for Environmental and Climate Change Expertise in Directors' Skills Matrix	G	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					
6	SP 3: Disclosure of Language Fluency of Employees	G	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					

IAC Inc.

Meeting Date: 18/06/2025 **Country:** USA **Ticker:** IAC
Record Date: 30/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Tor R. Braham	G	Mgmt	For	For
1b	Elect Director Chelsea Clinton	G	Mgmt	For	For
1c	Elect Director Barry Diller	G	Mgmt	For	For
1d	Elect Director Michael D. Eisner	G	Mgmt	For	For
1e	Elect Director Bonnie S. Hammer	G	Mgmt	For	For
1f	Elect Director Victor A. Kaufman	G	Mgmt	For	For
1g	Elect Director Bryan Lourd	G	Mgmt	For	For
1h	Elect Director David Rosenblatt	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board.</i>					
1i	Elect Director Maria Seferian	G	Mgmt	For	For
1j	Elect Director Alan G. Spoon	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1k	Elect Director Alexander von Furstenberg	G	Mgmt	For	For
1l	Elect Director Richard F. Zannino	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

IAC Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

IAMGOLD Corporation

Meeting Date: 06/05/2025 **Country:** Canada **Ticker:** IMG
Record Date: 01/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Renaud Adams	G	Mgmt	For	For
1.2	Elect Director Christiane Bergevin	G	Mgmt	For	For
1.3	Elect Director Ann K. Masse	G	Mgmt	For	For
1.4	Elect Director Lawrence Peter O'Hagan	G	Mgmt	For	For
1.5	Elect Director Kevin P. O'Kane	G	Mgmt	For	For
1.6	Elect Director David S. Smith	G	Mgmt	For	For
1.7	Elect Director Murray P. Suey	G	Mgmt	For	For
1.8	Elect Director Anne Marie Toutant	G	Mgmt	For	For
1.9	Elect Director Audra Walsh	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Iberdrola SA

Meeting Date: 30/05/2025 **Country:** Spain **Ticker:** IBE
Record Date: 23/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For

Iberdrola SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Consolidated and Standalone Management Reports	G	Mgmt	For	For
3	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
4	Approve Discharge of Board	G	Mgmt	For	For
5.1	Amend Articles Re: Corporate Organization and Governance	G	Mgmt	For	For
5.2	Amend Articles Re: Technical Improvements and Update	G	Mgmt	For	For
6.1	Include Preamble in the General Meeting Regulations	G	Mgmt	For	For
6.2	Include Title I in the General Meeting Regulations	G	Mgmt	For	For
6.3	Include Title II in the General Meeting Regulations	G	Mgmt	For	For
6.4	Include Title III in the General Meeting Regulations	G	Mgmt	For	For
6.5	Include Titles IV and V in the General Meeting Regulations	G	Mgmt	For	For
6.6	Include Titles VI, VII, VIII, IX and X in the General Meeting Regulations	G	Mgmt	For	For
6.7	Include Title XI in the General Meeting Regulations	G	Mgmt	For	For
6.8	Include Title XII in the General Meeting Regulations	G	Mgmt	For	For
7	Approve Engagement Dividend	G	Mgmt	For	For
8	Approve Allocation of Income and Dividends	G	Mgmt	For	For
9	Approve Scrip Dividends	G	Mgmt	For	For
10	Approve Scrip Dividends	G	Mgmt	For	For
11	Approve Reduction in Share Capital via Cancellation of Treasury Shares	G	Mgmt	For	For
12	Advisory Vote on Remuneration Report	G	Mgmt	For	For
13	Reelect Angel Jesus Acebes Paniagua as Director	G	Mgmt	For	For
14	Reelect Juan Manuel Gonzalez Serna as Director	G	Mgmt	For	For
15	Ratify Appointment of and Elect Ana Colonques Garcia-Planas as Director	G	Mgmt	For	For
16	Fix Number of Directors at 14	G	Mgmt	For	For

Iberdrola SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
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	G	Mgmt	For	For
18	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

IBIDEN Co., Ltd.

Meeting Date: 20/06/2025 Country: Japan Ticker: 4062
 Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Aoki, Takeshi	G	Mgmt	For	For
1.2	Elect Director Kawashima, Koji	G	Mgmt	For	For
1.3	Elect Director Suzuki, Ayumi	G	Mgmt	For	For
1.4	Elect Director Kato, Hisashi	G	Mgmt	For	For
1.5	Elect Director Koike, Toshikazu	G	Mgmt	For	For
1.6	Elect Director Asai, Noriko	G	Mgmt	For	For
1.7	Elect Director Maruyama, Haruya	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Noda, Yukihiko	G	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Matsubayashi, Koji	G	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Horie, Masaki	G	Mgmt	For	For
2.4	Elect Director and Audit Committee Member Yabu, Yukiko	G	Mgmt	For	For
2.5	Elect Director and Audit Committee Member Goto, Moyuru	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3	Elect Alternate Director and Audit Committee Member Komori, Shogo	G	Mgmt	For	For

Meeting Date: 13/05/2025

Country: France

Ticker: ICAD

Record Date: 09/05/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Treatment of Losses and Dividends of EUR 4.31 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	For
5	Renew Appointment of Forvis Mazars as Auditor	G	Mgmt	For	For
6	Renew Appointment of Forvis Mazars as Auditor for Sustainability Reporting	G	Mgmt	For	For
7	Appoint PricewaterhouseCoopers Audit as Auditor for Sustainability Reporting	G	Mgmt	For	For
8	Ratify Appointment of Audrey Girard as Director	G	Mgmt	For	For
9	Ratify Appointment of Florence Habib-Deloncle as Director	G	Mgmt	For	For
10	Reelect Dorothée Clouzot as Director	G	Mgmt	For	For
11	Reelect Olivier Mareuse as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					
12	Reelect Bernard Spitz as Director	G	Mgmt	For	For
13	Approve Remuneration Policy of Directors	G	Mgmt	For	For
14	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
15	Approve Remuneration Policy of CEO and/or Executive Corporate Officers	G	Mgmt	For	For
16	Approve Compensation Report	G	Mgmt	For	For
17	Approve Compensation of Frédéric Thomas, Chairman of the Board	G	Mgmt	For	For

Icade SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
18	Approve Compensation of Nicolas Joly, CEO	G	Mgmt	For	For
19	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	G	Mgmt	For	For
20	Approve Company's Climate Transition Plan	E	Mgmt	For	For
21	Approve Company's Biodiversity Transition Plan	E	Mgmt	For	For
22	Change Location of Registered Office to 1, avenue du Général de Gaulle, 92800 Puteaux and Amend Article 3 of Bylaws Accordingly	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
24	Authorize Capitalization of Reserves of Up to EUR 15 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
25	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	G	Mgmt	For	For
26	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 25	G	Mgmt	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
28	Amend Article 10 of Bylaws Re: Virtual Participation and Written Consultation	G	Mgmt	For	For
29	Amend Article 15 of Bylaws to Incorporate Legal Changes	G	Mgmt	For	For
	Ordinary Business		Mgmt		
30	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

ICF International, Inc.

Meeting Date: 04/06/2025

Country: USA

Ticker: ICFI

Record Date: 10/04/2025

Meeting Type: Annual

ICF International, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Caroline Angoorly	G	Mgmt	For	For
1b	Elect Director Srikant M. Datar	G	Mgmt	For	For
1c	Elect Director John M. Wasson	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For

Ichor Holdings, Ltd.

Meeting Date: 14/05/2025 **Country:** Cayman Islands **Ticker:** ICHR
Record Date: 17/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas Rohrs	G	Mgmt	For	For
1b	Elect Director Jeffrey Andreson	G	Mgmt	For	For
1c	Elect Director Iain MacKenzie	G	Mgmt	For	For
1d	Elect Director Laura Black	G	Mgmt	For	For
1e	Elect Director John Kispert	G	Mgmt	For	For
1f	Elect Director Jorge Titinger	G	Mgmt	For	For
1g	Elect Director Yuval Wasserman	G	Mgmt	For	For
1h	Elect Director Wendy Arienzo	G	Mgmt	For	For
1i	Elect Director Marc Haugen	G	Mgmt	For	For
2	Approve Omnibus Stock Plan	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

ICU Medical, Inc.

Meeting Date: 13/05/2025 **Country:** USA **Ticker:** ICUI
Record Date: 20/03/2025 **Meeting Type:** Annual

ICU Medical, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Vivek Jain	G	Mgmt	For	For
1.2	Elect Director David C. Greenberg	G	Mgmt	For	For
1.3	Elect Director Elisha W. Finney	G	Mgmt	For	For
1.4	Elect Director David F. Hoffmeister	G	Mgmt	For	For
1.5	Elect Director Donald M. Abbey	G	Mgmt	For	For
1.6	Elect Director Laurie Hernandez	G	Mgmt	For	For
1.7	Elect Director Kolleen T. Kennedy	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
5	Adopt Simple Majority Vote	G	SH	Against	For

Blended Rationale: [SF-S0311-001] Supermajority vote requirement serves as an entrenchment device for management.

IDACORP, Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: IDA

Record Date: 26/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Odette C. Bolano	G	Mgmt	For	For
1.2	Elect Director Annette G. Elg	G	Mgmt	For	For
1.3	Elect Director Lisa A. Grow	G	Mgmt	For	For
1.4	Elect Director Judith A. Johansen	G	Mgmt	For	For
1.5	Elect Director Dennis L. Johnson	G	Mgmt	For	For
1.6	Elect Director Nate R. Jorgensen	G	Mgmt	For	For
1.7	Elect Director Michael J. Kennedy	G	Mgmt	For	For
1.8	Elect Director Scott W. Madison	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

IDACORP, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.9	Elect Director Susan D. Morris	G	Mgmt	For	For
1.10	Elect Director Mark T. Peters	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

IDEX Corporation

Meeting Date: 08/05/2025 **Country:** USA **Ticker:** IEX
Record Date: 13/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Eric D. Ashleman	G	Mgmt	For	For
1b	Elect Director Stephanie J. Disher	G	Mgmt	For	For
1c	Elect Director Matthijs Glastra	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	S	SH	Against	Against

Blended Rationale: [SF-54578-106] Company already has policies in place to address these issues.

IDEXX Laboratories, Inc.

Meeting Date: 07/05/2025 **Country:** USA **Ticker:** IDXX
Record Date: 10/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Stuart M. Essig	G	Mgmt	For	For
1b	Elect Director Jonathan J. Mazelsky	G	Mgmt	For	For
1c	Elect Director M. Anne Szostak	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

IDEXX Laboratories, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Eliminate Supermajority Vote Requirement	G	Mgmt	For	For
5	Amend Certificate of Incorporation to Allow the Exculpation of Officers	G	Mgmt	For	For
6	Declassify the Board of Directors	G	SH	None	For

Blended Rationale: [SF-S0201-002] Directors should be elected annually to discourage entrenchment and allow shareholders sufficient opportunity to exercise their oversight of the board.

Iflytek Co., Ltd.

Meeting Date: 12/05/2025

Country: China

Ticker: 002230

Record Date: 06/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Remuneration of Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
6	Approve Related Party Transaction	G	Mgmt	For	For
7	Approve Annual Report and Summary	G	Mgmt	For	For
8	Approve to Appoint Auditor	G	Mgmt	For	For
9	Approve Provision of Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
10	Amend Articles of Association	G	Mgmt	For	For

IG Group Holdings plc

Meeting Date: 29/05/2025

Country: United Kingdom

Ticker: IGG

Record Date: 27/05/2025

Meeting Type: Special

IG Group Holdings plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Capital Reduction	G	Mgmt	For	For

IGD SIIQ SpA

Meeting Date: 16/04/2025 **Country:** Italy **Ticker:** IGD
Record Date: 07/04/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Treatment of Net Loss and Dividend Distribution	G	Mgmt	For	For
3	Approve Remuneration Policy	G	Mgmt	For	For
4	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
5	Amend Regulations on General Meetings	G	Mgmt	For	Against

Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws

	Extraordinary Business		Mgmt		
1	Adopt Double Voting Rights for Long-Term Registered Shareholders	G	Mgmt	For	Against

Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws

2	Amend Company Bylaws Re: Designated Representative	G	Mgmt	For	Against
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Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws

3	Amend Company Bylaws Re: Articles 11, 18, 19, and 22	G	Mgmt	For	For
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iHeartMedia, Inc.

Meeting Date: 13/05/2025 **Country:** USA **Ticker:** IHRT
Record Date: 20/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert W. Pittman	G	Mgmt	For	For
1.2	Elect Director James A. Rasulo	G	Mgmt	For	For
1.3	Elect Director Richard J. Bressler	G	Mgmt	For	For
1.4	Elect Director Samuel E. Englehardt	G	Mgmt	For	For
1.5	Elect Director Robert B. Millard	G	Mgmt	For	For
1.6	Elect Director Cheryl Mills	G	Mgmt	For	For
1.7	Elect Director Graciela Monteagudo	G	Mgmt	For	For
1.8	Elect Director Kamakshi Sivaramakrishnan	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

IHH Healthcare Berhad

Meeting Date: 28/05/2025 **Country:** Malaysia **Ticker:** 5225
Record Date: 21/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Mehmet Ali Aydinlar as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence</i>					
2	Elect Tomo Nagahiro as Director	G	Mgmt	For	For
3	Elect Lim Tsin-Lin as Director	G	Mgmt	For	For
4	Elect Nik Norzrul Thani Bin N. Hassan Thani as Director	G	Mgmt	For	For
5	Elect Chua Bin Hwee as Director	G	Mgmt	For	For
6	Approve Directors' Fees and Other Benefits	G	Mgmt	For	For

IHH Healthcare Berhad

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Directors' Fees and Other Benefits by the Company's Subsidiaries	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.[LN-M0550-001] Design of remuneration arrangements does not sufficiently align with long-term shareholder economic interests.</i>					
8	Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
10	Authorize Share Repurchase Program	G	Mgmt	For	For

IHI Corp.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 7013

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	G	Mgmt	For	For
2.1	Elect Director Mitsuoka, Tsugio	G	Mgmt	For	For
2.2	Elect Director Ide, Hiroshi	G	Mgmt	For	For
2.3	Elect Director Morita, Hideo	G	Mgmt	For	For
2.4	Elect Director Kobayashi, Jun	G	Mgmt	For	For
2.5	Elect Director Seo, Akihiro	G	Mgmt	For	For
2.6	Elect Director Sato, Atsushi	G	Mgmt	For	For
2.7	Elect Director Nakanishi, Yoshiyuki	G	Mgmt	For	For
2.8	Elect Director Matsuda, Chieko	G	Mgmt	For	For
2.9	Elect Director Usui, Minoru	G	Mgmt	For	For
2.10	Elect Director Uchiyama, Toshihiro	G	Mgmt	For	For
2.11	Elect Director Tanaka, Yayoi	G	Mgmt	For	For
2.12	Elect Director Yoshida, Kenichiro	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Fukumoto, Yasuaki	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Waseda, Yumiko	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

IHI Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Compensation Ceiling for Directors	G	Mgmt	For	For
5	Approve Restricted Stock Plan	G	Mgmt	For	For

Iida Group Holdings Co., Ltd.

Meeting Date: 26/06/2025 Country: Japan Ticker: 3291
 Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 45	G	Mgmt	For	For
2.1	Elect Director Nishino, Hiroshi	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.2	Elect Director Horiguchi, Tadayoshi	G	Mgmt	For	For
2.3	Elect Director Kanei, Masashi	G	Mgmt	For	For
2.4	Elect Director Matsubayashi, Shigeyuki	G	Mgmt	For	For
2.5	Elect Director Kodera, Kazuhiro	G	Mgmt	For	For
2.6	Elect Director Sato, Chihiro	G	Mgmt	For	For
2.7	Elect Director Tsukiji, Shigehiko	G	Mgmt	For	For
2.8	Elect Director Murata, Nanako	G	Mgmt	For	For
2.9	Elect Director Sasaki, Shinichi	G	Mgmt	For	Against
<i>Blended Rationale: [TK-M0201-025] AGAINST directors responsible for compensation due to issues with compensation-related disclosure and governance.</i>					
2.10	Elect Director Imai, Takaya	G	Mgmt	For	For
2.11	Elect Director Nakajima, Kenichi	G	Mgmt	For	For
2.12	Elect Director Honda, Norie	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Ishimaru, Ikuko	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Fujita, Koji	G	Mgmt	For	For
3.3	Appoint Statutory Auditor Obata, Hiroyuki	G	Mgmt	For	For
3.4	Appoint Statutory Auditor Homma, Shuhei	G	Mgmt	For	For

Iino Kaiun Kaisha, Ltd.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 9119

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 33	G	Mgmt	For	For
2.1	Elect Director Otani, Yusuke	G	Mgmt	For	For
2.2	Elect Director Fushida, Osamu	G	Mgmt	For	For
2.3	Elect Director Fujimura, Seiichi	G	Mgmt	For	For
2.4	Elect Director Yasuki, Yuji	G	Mgmt	For	For
2.5	Elect Director Miyoshi, Mari	G	Mgmt	For	For
2.6	Elect Director Nonomura, Tomonori	G	Mgmt	For	For
2.7	Elect Director Takahashi, Shizuyo	G	Mgmt	For	For
2.8	Elect Director Himeno, Takeshi	G	Mgmt	For	For
3	Appoint Statutory Auditor Shimizu, Norikazu	G	Mgmt	For	For
4	Approve Takeover Defense Plan (Poison Pill)	G	Mgmt	For	Against

Blended Rationale: [RJ-M0609-007] AGAINST as other defense measures are in place.[RJ-M0609-009] AGAINST as there is concern of management entrenchment.

Illimity Bank SpA

Meeting Date: 29/04/2025

Country: Italy

Ticker: ILTY

Record Date: 16/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements, Statutory Reports, and Treatment of Net Loss	G	Mgmt	For	For
2	Approve Postponement of the Discussion of and Decision on the Items on the Agenda Relating to the Appointment of the Corporate Bodies	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.</i>				
3.1	Fix Number of Directors	G	Mgmt	For	For
	Appoint Directors (Slate Election)		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

illimity Bank SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.2	Slate 1 Submitted by Tetis SpA, Corrado Passera, Tensile - Metis Holdings Sarl, Fidim SpA, AMC Metis Sarl, AMC Metis Sarl, Alisei Forinvestments Srl, and Buenafortuna Capital Srl	G	SH	None	For
	<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>				
	Appoint Members of Management Control Committee (Slate Election)		Mgmt		
3.3	Slate 1 Submitted by Tetis SpA, Corrado Passera, Tensile - Metis Holdings Sarl, Fidim SpA, AMC Metis Sarl, AMC Metis Sarl, Alisei Forinvestments Srl, and Buenafortuna Capital Srl	G	SH	None	For
	<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>				
3.4	Approve Remuneration of Directors	G	Mgmt	For	For
3.5	Approve Remuneration of Members of Management Control Committee	G	Mgmt	For	For
4.1	Approve Deloitte & Touche SpA as External Auditors	G	Mgmt	For	For
4.2	Appoint Deloitte & Touche SpA as Auditor for Sustainability Reporting	G	Mgmt	For	For
5	Approve Remuneration Policy	G	Mgmt	For	For
6	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
7	Approve MBO Plan	G	Mgmt	For	For

Illinois Tool Works Inc.

Meeting Date: 02/05/2025 **Country:** USA **Ticker:** ITW
Record Date: 03/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Daniel J. Brutto	G	Mgmt	For	For
1b	Elect Director Susan Crown	G	Mgmt	For	For
1c	Elect Director Darrell L. Ford	G	Mgmt	For	For
1d	Elect Director Kelly J. Grier	G	Mgmt	For	For
1e	Elect Director James W. Griffith	G	Mgmt	For	For

Illinois Tool Works Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Jay L. Henderson	G	Mgmt	For	For
1g	Elect Director Jaime Irick	G	Mgmt	For	For
1h	Elect Director Richard H. Lenny	G	Mgmt	For	For
1i	Elect Director Christopher A. O'Herlihy	G	Mgmt	For	For
1j	Elect Director E. Scott Santi	G	Mgmt	For	For
1k	Elect Director David B. Smith, Jr.	G	Mgmt	For	For
1l	Elect Director Pamela B. Strobel	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Submit Severance Agreement to Shareholder Vote	G	SH	Against	Against

Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.

Illumina, Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: ILMN

Record Date: 26/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Frances Arnold	G	Mgmt	For	For
1B	Elect Director Caroline D. Dorsa	G	Mgmt	For	For
1C	Elect Director Robert S. Epstein	G	Mgmt	For	For
1D	Elect Director Scott Gottlieb	G	Mgmt	For	For
1E	Elect Director Gary S. Guthart	G	Mgmt	For	For
1F	Elect Director Keith A. Meister	G	Mgmt	For	For
1G	Elect Director Anna Richo	G	Mgmt	For	For
1H	Elect Director Philip W. Schiller	G	Mgmt	For	For
1I	Elect Director Susan E. Siegel	G	Mgmt	For	For
1J	Elect Director Jacob Thaysen	G	Mgmt	For	For
1K	Elect Director Scott B. Ullem	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

illumina, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

IMCD NV

Meeting Date: 25/04/2025 **Country:** Netherlands **Ticker:** IMCD
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		
2a	Receive Report of Management Board (Non-Voting)	G	Mgmt		
2b	Approve Remuneration Report	G	Mgmt	For	For
3a	Receive Auditor's Report (Non-Voting)	G	Mgmt		
3b	Adopt Financial Statements	G	Mgmt	For	For
3c	Receive Explanation on Company's Reserves and Dividend Policy	G	Mgmt		
3d	Approve Dividends	G	Mgmt	For	For
4a	Approve Discharge of Management Board	G	Mgmt	For	For
4b	Approve Discharge of Supervisory Board	G	Mgmt	For	For
5a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	G	Mgmt	For	For
5b	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
5c	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
6	Appoint Ernst & Young Accountants LLP as Auditor for Sustainability Reporting	G	Mgmt	For	For
7	Close Meeting	G	Mgmt		

Meeting Date: 13/05/2025

Country: France

Ticker: NK

Record Date: 09/05/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.45 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	For
5	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
6	Approve Remuneration Policy of CEO	G	Mgmt	For	For
7	Approve Remuneration Policy of Directors	G	Mgmt	For	For
8	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
9	Approve Compensation of Chairman of the Board	G	Mgmt	For	For
10	Approve Compensation of CEO	G	Mgmt	For	For
11	Reelect Ian Gallienne as Director	G	Mgmt	For	For
12	Reelect Lucile Ribot as Director	G	Mgmt	For	For
13	Elect Nicolas Gheysens as Director	G	Mgmt	For	For
14	Elect Martin Doyen as Director	G	Mgmt	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 75 Million	G	Mgmt	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Million	G	Mgmt	For	For

Imerys SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
18	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 10 Percent of Issued Capital	G	Mgmt	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	G	Mgmt	For	For
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
21	Authorize Capitalization of Reserves of Up to EUR 75 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
22	Set Total Limit for Capital Increase to Result from Issuance Requests at EUR 75 Million Under Items 16-21	G	Mgmt	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
24	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	G	Mgmt	For	For
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
26	Amend Article 15 of Bylaws to Incorporate Legal Changes	G	Mgmt	For	For
27	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Impinj, Inc.

Meeting Date: 05/06/2025

Country: USA

Ticker: PI

Record Date: 16/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Daniel Gibson	G	Mgmt	For	For
1.2	Elect Director Umesh Padval	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
1.3	Elect Director Steve Sanghi	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Impinj, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Meera Rao	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.5	Elect Director Chris Diorio	G	Mgmt	For	For
1.6	Elect Director Miron Washington	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Imugene Limited

Meeting Date: 26/06/2025 **Country:** Australia **Ticker:** IMU
Record Date: 24/06/2025 **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Share Consolidation	G	Mgmt	For	For
2	Approve Issuance of New Shares to Placement Subscribers	G	Mgmt	For	For

Inchcape Plc

Meeting Date: 15/05/2025 **Country:** United Kingdom **Ticker:** INCH
Record Date: 13/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i>				
3	Approve Final Dividend	G	Mgmt	For	For
4	Re-elect Nayantara Bali as Director	G	Mgmt	For	For

Inchcape Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Re-elect Jerry Buhlmann as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
6	Re-elect Juan Pablo Del Rio Goudie as Director	G	Mgmt	For	For
7	Re-elect Byron Grote as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
8	Re-elect Alex Jensen as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
9	Re-elect Adrian Lewis as Director	G	Mgmt	For	For
10	Re-elect Alison Platt as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
11	Re-elect Stuart Rowley as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
12	Re-elect Duncan Tait as Director	G	Mgmt	For	For
13	Reappoint Deloitte LLP as Auditors	G	Mgmt	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
15	Authorise Issue of Equity	G	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Incyte Corporation

Meeting Date: 10/06/2025

Country: USA

Ticker: INCY

Record Date: 15/04/2025

Meeting Type: Annual

Incyte Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Julian C. Baker	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
1.2	Elect Director Jean-Jacques Bienaimé	G	Mgmt	For	For
1.3	Elect Director Otis W. Brawley	G	Mgmt	For	For
1.4	Elect Director Paul J. Clancy	G	Mgmt	For	For
1.5	Elect Director Jacquelyn A. Fouse	G	Mgmt	For	For
1.6	Elect Director Edmund P. Harrigan	G	Mgmt	For	For
1.7	Elect Director Katherine A. High	G	Mgmt	For	For
1.8	Elect Director Hervé Hoppenot	G	Mgmt	For	For
1.9	Elect Director Susanne Schaffert	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For
5	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Independence Realty Trust, Inc.

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** IRT
Record Date: 17/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Scott F. Schaeffer	G	Mgmt	For	For
1.2	Elect Director Stephen R. Bowie	G	Mgmt	For	For
1.3	Elect Director Ned W. Brines	G	Mgmt	For	For
1.4	Elect Director Richard D. Gebert	G	Mgmt	For	For
1.5	Elect Director Melinda H. McClure	G	Mgmt	For	For
1.6	Elect Director James J. Sebra	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Independence Realty Trust, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.7	Elect Director Ana Marie del Rio	G	Mgmt	For	For
1.8	Elect Director DeForest B. Soaries, Jr.	G	Mgmt	For	For
1.9	Elect Director Lisa Washington	G	Mgmt	For	For
1.10	Elect Director Craig Macnab	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Independent Bank Corp.

Meeting Date: 15/05/2025 **Country:** USA **Ticker:** INDB
Record Date: 21/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael P. Hogan	G	Mgmt	For	For
1.2	Elect Director Eileen C. Miskell	G	Mgmt	For	For
1.3	Elect Director Gerard F. Nadeau	G	Mgmt	For	For
1.4	Elect Director Susan Perry O'Day	G	Mgmt	For	For
1.5	Elect Director Thomas R. Venables	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Indra Sistemas SA

Meeting Date: 25/06/2025 **Country:** Spain **Ticker:** IDR
Record Date: 20/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For

Indra Sistemas SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
3	Approve Allocation of Income and Dividends	G	Mgmt	For	For
4	Approve Discharge of Board	G	Mgmt	For	For
5	Renew Appointment of Deloitte as Auditor and Appoint Deloitte as Verifiers for Sustainability Reporting for FY 2025	G	Mgmt	For	For
6	Appoint PricewaterhouseCoopers as Auditor and as Verifiers for Sustainability Reporting for FY 2026, 2027 and 2028	G	Mgmt	For	For
7.1	Ratify Appointment of and Elect Angel Escribano Ruiz as Director	G	Mgmt	For	For
7.2	Elect Eva Maria Fernandez Gongora as Director	G	Mgmt	For	For
7.3	Elect Josep Oriol Pina Salomo as Director	G	Mgmt	For	For
7.4	Reelect Jokin Aperribay Bedialauneta as Director	G	Mgmt	For	For
7.5	Reelect Antonio Cuevas Delgado as Director	G	Mgmt	For	For
7.6	Reelect Miguel Sebastian Gascon as Director	G	Mgmt	For	For
8	Authorize Company to Call EGM with 21 Days' Notice	G	Mgmt	For	For
9	Amend Remuneration Policy	G	Mgmt	For	For
10	Amend Article 2 Re: Corporate Purpose	G	Mgmt	For	For
11	Authorize Share Repurchase Program	G	Mgmt	For	For
12	Advisory Vote on Remuneration Report	G	Mgmt	For	For
13	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
14	Receive Amendments to Board of Directors Regulations	G	Mgmt		

Industrial and Commercial Bank of China Limited

Meeting Date: 27/06/2025

Country: China

Ticker: 1398

Record Date: 23/06/2025

Meeting Type: Annual

Industrial and Commercial Bank of China Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Audited Accounts	G	Mgmt	For	For
2	Approve Profit Distribution Plan	G	Mgmt	For	For
3	Approve Fixed Asset Investment Budget	G	Mgmt	For	For
4	Approve Ernst & Young Hua Ming LLP as Domestic External Auditor and Ernst & Young as International External Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Approve Work Report of the Board of Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-034] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related investment risks and opportunities.[DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
6	Approve Work Report of the Board of Supervisors	G	Mgmt	For	For
7	Elect Dong Yang as Director	G	Mgmt	For	For
8	Approve Limit for External Donations	S	Mgmt	For	For
9	Approve Issuance of Capital Instruments and Total Loss-Absorbing Capacity Eligible Non-Capital Debt Instruments	G	Mgmt	For	For
10	Approve Reviewing the Articles of Association and Matters Related to the Dissolution of the Board of Supervisors	G	Mgmt	For	For
11	Approve Reviewing the Rules of Procedures for the Shareholders' Meeting	G	Mgmt	For	For
12	Approve Reviewing the Rules of Procedures for the Board of Directors	G	Mgmt	For	For

Industrial and Commercial Bank of China Limited

Meeting Date: 27/06/2025

Country: China

Ticker: 1398

Record Date: 23/06/2025

Meeting Type: Annual

Industrial and Commercial Bank of China Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Audited Accounts	G	Mgmt	For	For
2	Approve Profit Distribution Plan	G	Mgmt	For	For
3	Approve Fixed Asset Investment Budget	G	Mgmt	For	For
4	Approve Ernst & Young Hua Ming LLP as Domestic External Auditor and Ernst & Young as International External Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Approve Work Report of the Board of Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-034] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related investment risks and opportunities.[DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
6	Approve Work Report of the Board of Supervisors	G	Mgmt	For	For
7	Elect Dong Yang as Director	G	Mgmt	For	For
8	Approve Limit for External Donations	S	Mgmt	For	For
9	Approve Issuance of Capital Instruments and Total Loss-Absorbing Capacity Eligible Non-Capital Debt Instruments	G	Mgmt	For	For
10	Approve Reviewing the Articles of Association and Matters Related to the Dissolution of the Board of Supervisors	G	Mgmt	For	For
11	Approve Reviewing the Rules of Procedures for the Shareholders' Meeting	G	Mgmt	For	For
12	Approve Reviewing the Rules of Procedures for the Board of Directors	G	Mgmt	For	For

Industrial Bank Co., Ltd.

Meeting Date: 29/05/2025

Country: China

Ticker: 601166

Record Date: 23/05/2025

Meeting Type: Annual

Industrial Bank Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements and Financial Budget Plan	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Capital Management Plan	G	Mgmt	For	For
7	Approve Issuance of Capital Bonds	G	Mgmt	For	For
8	Approve Issuance of Financial Bonds	G	Mgmt	For	For
9	Approve to Appoint Auditor	G	Mgmt	For	For
10	Elect Yu Hua as Non-independent Director	G	SH	For	For

Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.

Industrial Logistics Properties Trust

Meeting Date: 28/05/2025

Country: USA

Ticker: ILPT

Record Date: 12/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Bruce M. Gans	G	Mgmt	For	For
1.2	Elect Director Lisa Harris Jones	G	Mgmt	For	For
1.3	Elect Director Joseph L. Morea	G	Mgmt	For	For
1.4	Elect Director Kevin C. Phelan	G	Mgmt	For	For
<p><i>Blended Rationale: .</i></p>					
1.5	Elect Director June S. Youngs	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Industrial Logistics Properties Trust

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.6	Elect Director Matthew P. Jordan	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.7	Elect Director Adam Portnoy	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Industrias Penoles SAB de CV

Meeting Date: 28/04/2025 **Country:** Mexico **Ticker:** PE&OLES
Record Date: 16/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Board's Report	G	Mgmt	For	For
1.2	Approve CEO's Report and Auditors' Opinion	G	Mgmt	For	For
1.3	Approve Individual and Consolidated Financial Statements	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
1.4	Approve Report on Principal Policies and Accounting Criteria and Information Followed in Preparation of Financial Information	G	Mgmt	For	For
1.5	Approve Audit and Corporate Practices Committee's Report	G	Mgmt	For	For
1.6	Present Report on Compliance with Fiscal Obligations	G	Mgmt	For	For
2	Resolutions on Allocation of Income	G	Mgmt	For	For
3	Set Aggregate Nominal Amount of Share Repurchase Reserve	G	Mgmt	For	For
4	Elect or Ratify Directors; Verify Director's Independence Classification; Approve Their Respective Remuneration	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

Industrias Penoles SAB de CV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Elect or Ratify Chair of Audit and Corporate Practices Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
6	Appoint Legal Representatives	G	Mgmt	For	For
7	Approve Minutes of Meeting	G	Mgmt	For	For

Industrivarden AB

Meeting Date: 10/04/2025 **Country:** Sweden **Ticker:** INDU.A
Record Date: 02/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7.a	Receive Financial Statements and Statutory Reports	G	Mgmt		
7.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	G	Mgmt		
7.c	Receive Board's Proposal on Allocation of Income and Dividends	G	Mgmt		
8	Receive President's Report	G	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9.b	Approve Allocation of Income and Dividends of SEK 8.25 Per Share	G	Mgmt	For	For
9c.1	Approve Discharge of Fredrik Lundberg	G	Mgmt	For	For
9c.2	Approve Discharge of Par Boman	G	Mgmt	For	For
9c.3	Approve Discharge of Christian Caspar	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Industrivarden AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9c.4	Approve Discharge of Marika Fredriksson	G	Mgmt	For	For
9c.5	Approve Discharge of Bengt Kjell	G	Mgmt	For	For
9c.6	Approve Discharge of Katarina Martinso	G	Mgmt	For	For
9c.7	Approve Discharge of Fredrik Persson	G	Mgmt	For	For
9c.8	Approve Discharge of Lars Pettersson	G	Mgmt	For	For
9c.9	Approve Discharge of Helena Stjernholm	G	Mgmt	For	For
9c.10	Approve Discharge of CEO Helena Stjernholm	G	Mgmt	For	For
10	Determine Number of Members (9) and Deputy Members (0) of Board	G	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of SEK 2.4 Million for Chair, SEK 1.5 Million for Vice Chair and SEK 740,000 for Other Directors	G	Mgmt	For	For
12.a	Reelect Par Boman as Director	G	Mgmt	For	For
12.b	Reelect Christian Caspar as Director	G	Mgmt	For	For
12.c	Reelect Marika Fredriksson as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
12.d	Reelect Bengt Kjell as Director	G	Mgmt	For	For
12.e	Reelect Fredrik Lundberg as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
12.f	Reelect Katarina Martinson as Director	G	Mgmt	For	For
12.g	Reelect Fredrik Persson as Director	G	Mgmt	For	For
12.h	Reelect Lars Pettersson as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
12.i	Reelect Helena Stjernholm as Director	G	Mgmt	For	For

Industrivarden AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12.j	Reelect Fredrik Lundberg as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
13	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
14	Approve Remuneration of Auditors	G	Mgmt	For	For
15	Ratify Deloitte as Auditors	G	Mgmt	For	For
16	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
17	Approve Performance Share Matching Plan	G	Mgmt	For	For
18	Close Meeting	G	Mgmt		

Indutrade AB

Meeting Date: 03/04/2025 **Country:** Sweden **Ticker:** INDT
Record Date: 26/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Board's and Board Committee's Reports	G	Mgmt		
8	Receive Financial Statements and Statutory Reports	G	Mgmt		
9	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	G	Mgmt		
10a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

Indutrade AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10b	Approve Allocation of Income and Dividends of SEK 3.00 Per Share	G	Mgmt	For	For
10c	Approve Record Date for Dividend Payment	G	Mgmt	For	For
10d.1	Approve Discharge of Bo Annvik (President)	G	Mgmt	For	For
10d.2	Approve Discharge of Pia Brantgarde Linder	G	Mgmt	For	For
10d.3	Approve Discharge of Susanna Campbell	G	Mgmt	For	For
10d.4	Approve Discharge of Anders Jernhall	G	Mgmt	For	For
10d.5	Approve Discharge of Kerstin Lindell	G	Mgmt	For	For
10d.6	Approve Discharge of Ulf Lundahl	G	Mgmt	For	For
10d.7	Approve Discharge of Katarina Martinson	G	Mgmt	For	For
10d.8	Approve Discharge of Krister Mellve	G	Mgmt	For	For
10d.9	Approve Discharge of Lars Pettersson	G	Mgmt	For	For
11.1	Determine Number of Directors (8) and Deputy Directors (0) of Board	G	Mgmt	For	For
11.2	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 960,000 for Chair and SEK 480,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
12.2	Approve Remuneration of Auditors	G	Mgmt	For	For
13.1a	Reelect Bo Annvik as Director	G	Mgmt	For	For
13.1b	Reelect Pia Brantgarde Linder as Director	G	Mgmt	For	For
13.1c	Reelect Anders Jernhall as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
13.1d	Reelect Kerstin Lindell as Director	G	Mgmt	For	For
13.1e	Reelect Ulf Lundahl as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					

Indutrade AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13.1f	Reelect Katarina Martinson as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>					
13.1g	Reelect Lars Pettersson as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>					
13.1h	Elect Martin Lindqvist as New Director	G	Mgmt	For	For
<p><i>Blended Rationale: .</i></p>					
13.2	Reelect Katarina Martinson as Board Chair	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>					
14	Ratify KPMG AB as Auditors	G	Mgmt	For	For
15	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
16.a	Approve Performance Share Incentive Plan LTIP 2025 for Key Employees	G	Mgmt	For	For
16.b	Approve Equity Plan Financing	G	Mgmt	For	For
17	Close Meeting	G	Mgmt		

Inficon Holding AG

Meeting Date: 08/04/2025 **Country:** Switzerland **Ticker:** IFCN
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Non-Financial Report	E, S	Mgmt	For	For
3	Approve Discharge of Board of Directors	G	Mgmt	For	For
4	Approve Allocation of Income and Dividends of CHF 21.00 per Share	G	Mgmt	For	For

Inficon Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.1	Reelect Beat Luethi as Director and Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
5.2	Reelect Vanessa Frey as Director	G	Mgmt	For	For
5.3	Reelect Beat Siegrist as Director	G	Mgmt	For	For
5.4	Reelect Reto Suter as Director	G	Mgmt	For	For
5.5	Reelect Lukas Winkler as Director	G	Mgmt	For	For
6.1	Reappoint Beat Siegrist as Member of the Compensation and HR Committee	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [SD-M0201-005] Nominee is not independent and serves on a key committee. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
6.2	Reappoint Reto Suter as Member of the Compensation and HR Committee	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
6.3	Reappoint Lukas Winkler as Member of the Compensation and HR Committee	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [SD-M0201-005] Nominee is not independent and serves on a key committee. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
7	Designate Baur Huerlimann AG as Independent Proxy	G	Mgmt	For	For
8	Ratify KPMG AG as Auditors	G	Mgmt	For	For
9	Approve Remuneration Report	G	Mgmt	For	For
10	Approve Remuneration of Directors in the Amount of CHF 800,000	G	Mgmt	For	For
11	Approve Remuneration of Executive Committee in the Amount of CHF 3 Million for Fiscal Year 2026	G	Mgmt	For	For
12	Approve 1:10 Stock Split	G	Mgmt	For	For
13	Transact Other Business (Voting)	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>					

Informa Plc

Meeting Date: 19/06/2025

Country: United Kingdom

Ticker: INF

Record Date: 17/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Maria Kyriacou as Director	G	Mgmt	For	For
2	Elect Catherine Levene as Director	G	Mgmt	For	For
3	Re-elect John Rishton as Director	G	Mgmt	For	For
4	Re-elect Stephen Carter as Director	G	Mgmt	For	For
5	Re-elect Louise Smalley as Director	G	Mgmt	For	For
6	Re-elect Gareth Wright as Director	G	Mgmt	For	For
7	Re-elect Gill Whitehead as Director	G	Mgmt	For	For
8	Re-elect Patrick Martell as Director	G	Mgmt	For	For
9	Re-elect Joanne Wilson as Director	G	Mgmt	For	For
10	Re-elect Zheng Yin as Director	G	Mgmt	For	For
11	Re-elect Andy Ransom as Director	G	Mgmt	For	For
12	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
13	Approve Remuneration Report	G	Mgmt	For	For
14	Approve Final Dividend	G	Mgmt	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
17	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
18	Authorise Issue of Equity	G	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
21	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Infosys Limited

Meeting Date: 25/06/2025

Country: India

Ticker: 500209

Record Date: 30/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Reelect Salil Parekh as Director	G	Mgmt	For	For
4	Approve Material Related Party Transactions with Stater N.V.	G	Mgmt	For	For
5	Approve Material Related Party Transactions with Stater Nederland B.V.	G	Mgmt	For	For
6	Approve Makarand M. Joshi & Co., Company Secretaries as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Infrastrutture Wireless Italiane SpA

Meeting Date: 15/04/2025

Country: Italy

Ticker: INW

Record Date: 04/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
	Management Proposals		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3	Approve Extraordinary Dividend Distribution	G	Mgmt	For	For
4	Approve Remuneration Policy	G	Mgmt	For	For
5	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
7	Adjust Remuneration of Auditors	G	Mgmt	For	For
8	Approve Climate Transition Plan	E	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Infrastrutture Wireless Italiane SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Appoint Directors (Slate Election) - Choose One of the Following Slates		Mgmt		
9.1	Slate Submitted by Central Tower Holding Company BV	G	SH	None	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
9.2	Slate Submitted by Daphne 3 SpA	G	SH	None	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
9.3	Slate Submitted by Institutional Investors (Assogestioni)	G	SH	None	For
	<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders</i>				
	Shareholder Proposals Submitted by Daphne 3 SpA		Mgmt		
9bis	Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	G	SH	None	Against
	<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				
10	Fix Board Terms for Directors	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
	Management Proposal		Mgmt		
11	Approve Remuneration of Directors	G	Mgmt	For	For

ING Groep NV

Meeting Date: 22/04/2025 **Country:** Netherlands **Ticker:** INGA
Record Date: 25/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		
2A	Receive Report of Executive Board (Non-Voting)	G	Mgmt		
2B	Receive Report of Supervisory Board (Non-Voting)	G	Mgmt		
2C	Approve Remuneration Report	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

ING Groep NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2D	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
3A	Receive Explanation on Company's Reserves and Dividend Policy	G	Mgmt		
3B	Approve Dividends	G	Mgmt	For	For
4A	Approve Discharge of Executive Board	G	Mgmt	For	For
4B	Approve Discharge of Supervisory Board	G	Mgmt	For	For
5	Appoint Deloitte Accountants B.V. as Assurance Provider for Sustainability Reporting	G	Mgmt	For	For
6A	Reelect Steven van Rijswijk to Executive Board	G	Mgmt	For	For
6B	Reelect Ljiljana Cortan to Executive Board	G	Mgmt	For	For
7A	Reelect Margarete Haase to Supervisory Board	G	Mgmt	For	For
7B	Reelect Lodewijk Hijmans van den Bergh to Supervisory Board	G	Mgmt	For	For
7C	Elect Petri Hofste to Supervisory Board	G	Mgmt	For	For
7D	Elect Stuart Graham to Supervisory Board	G	Mgmt	For	For
8A	Grant Board Authority to Issue Shares	G	Mgmt	For	For
8B	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
9	Authorize Repurchase of Shares	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
10	Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	G	Mgmt	For	For

Ingersoll Rand Inc.

Meeting Date: 12/06/2025

Country: USA

Ticker: IR

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Vicente Reynal	G	Mgmt	For	For

Ingersoll Rand Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director William P. Donnelly	G	Mgmt	For	For
1c	Elect Director Jennifer Hartsock	G	Mgmt	For	For
1d	Elect Director John Humphrey	G	Mgmt	For	For
1e	Elect Director Marc E. Jones	G	Mgmt	For	For
1f	Elect Director JoAnna L. Sohovich	G	Mgmt	For	For
1g	Elect Director Mark P. Stevenson	G	Mgmt	For	For
1h	Elect Director Michelle Swanenburg	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Ingevity Corporation

Meeting Date: 30/04/2025

Country: USA

Ticker: NGVT

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Management Nominee Director Jean S. Blackwell	G	Mgmt	For	For
1b	Elect Management Nominee Director Luis Fernandez-Moreno	G	Mgmt	For	For
1c	Elect Management Nominee Director Diane H. Gulyas	G	Mgmt	For	For
1d	Elect Management Nominee Director Bruce D. Hoechner	G	Mgmt	For	For
1e	Elect Management Nominee Director Frederick J. Lynch	G	Mgmt	For	For
1f	Elect Management Nominee Director Karen G. Narwold	G	Mgmt	For	For
1g	Elect Management Nominee Director Daniel F. Sansone	G	Mgmt	For	For
1h	Elect Management Nominee Director J. Kevin Willis	G	Mgmt	For	For
1i	Elect Management Nominee Director Benjamin G. (Shon) Wright	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Ingevity Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Dissident Nominee Director Julio C. Acero *Withdrawn Resolution*	G	Mgmt		
1k	Elect Dissident Nominee Director F. David Segal *Withdrawn Resolution*	G	Mgmt		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For

Ingredion Incorporated

Meeting Date: 21/05/2025

Country: USA

Ticker: INGR

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director David B. Fischer	G	Mgmt	For	For
1b	Elect Director Rhonda L. Jordan	G	Mgmt	For	For
1c	Elect Director Gregory B. Kenny	G	Mgmt	For	For
1d	Elect Director Charles V. Magro	G	Mgmt	For	For
1e	Elect Director Victoria J. Reich	G	Mgmt	For	For
1f	Elect Director Catherine A. Suever	G	Mgmt	For	For
1g	Elect Director Stephan B. Tanda	G	Mgmt	For	For
1h	Elect Director Jorge A. Uribe	G	Mgmt	For	For
1i	Elect Director Patricia Verduin	G	Mgmt	For	For
1j	Elect Director Dwayne A. Wilson	G	Mgmt	For	For
1k	Elect Director James P. Zallie	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Inmobiliaria Colonial SOCIMI SA

Meeting Date: 26/05/2025

Country: Spain

Ticker: COL

Record Date: 21/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Standalone Financial Statements	G	Mgmt	For	For
1.2	Approve Consolidated Financial Statements	G	Mgmt	For	For
2.1	Approve Allocation of Income	G	Mgmt	For	For
2.2	Approve Dividends	G	Mgmt	For	For
3	Approve Discharge of Board	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence</i>					
4	Approve Merger by Absorption of Societe Fonciere Lyonnaise by Company	G	Mgmt	For	For
5	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	G	Mgmt	For	For
6	Authorize Share Repurchase Program	G	Mgmt	For	For
7	Authorize Company to Call EGM with 15 Days' Notice	G	Mgmt	For	For
8	Amend Long-Term Incentive Plan	G	Mgmt	For	For
9	Advisory Vote on Remuneration Report	G	Mgmt	For	For
10	Receive Amendments to Board of Directors Regulations	G	Mgmt		
11	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

InMode Ltd.

Meeting Date: 15/05/2025

Country: Israel

Ticker: INMD

Record Date: 11/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Reelect Moshe Mizrahy as Director	G	Mgmt	For	For
1b	Reelect Michael Kreindel as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

InMode Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Reappoint Kesselman & Kesselman as Auditors	G	Mgmt	For	For
3	Approve Grant of RSUs to Certain Directors	G	Mgmt	For	For

Inner Mongolia Berun Chemical Co., Ltd.

Meeting Date: 27/06/2025 **Country:** China **Ticker:** 000683
Record Date: 20/06/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Provision of Loan Guarantee	G	Mgmt	For	For

Inner Mongolia Yuan Xing Energy Co., Ltd.

Meeting Date: 15/05/2025 **Country:** China **Ticker:** 000683
Record Date: 09/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Internal Control Evaluation Report	G	Mgmt	For	For
6	Approve Profit Distribution	G	Mgmt	For	For
7	Approve Provision for Asset Impairment, Recognition of Fair Value Change, Writing Off Assets and Provision for Estimated Liabilities	G	Mgmt	For	For
8	Approve Related Party Transaction	G	Mgmt	For	For
9	Approve Change of Company Name and Abbreviation of Securities	G	Mgmt	For	For

Inner Mongolia Yuan Xing Energy Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Repurchase and Cancellation of Performance Shares	G	Mgmt	For	For
11	Approve Amendments to Articles of Association	G	Mgmt	For	For
12	Elect Xing Zhanfei as Non-independent Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
13	Approve Provision of Guarantee	G	Mgmt	For	For

Innergex Renewable Energy Inc.

Meeting Date: 01/05/2025 **Country:** Canada **Ticker:** INE
Record Date: 21/03/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Holders of Common and Series A Preferred Shares		Mgmt		
	Agenda for Holders of Common and Series A Preferred Shares		Mgmt		
1	Approve Acquisition by Caisse de depot et placement du Quebec	G	Mgmt	For	
	Agenda for Holders of Common Shares		Mgmt		
2.1	Elect Director Marc-Andre Aube	G	Mgmt	For	
2.2	Elect Director Pierre G. Brodeur	G	Mgmt	For	
2.3	Elect Director Radha D. Curpen	G	Mgmt	For	
2.4	Elect Director Nathalie Francisci	G	Mgmt	For	
2.5	Elect Director Richard Gagnon	G	Mgmt	For	
2.6	Elect Director Jean-Hugues Lafleur	G	Mgmt	For	
2.7	Elect Director Michel Letellier	G	Mgmt	For	
2.8	Elect Director Patrick Loulou	G	Mgmt	For	
2.9	Elect Director Monique Mercier	G	Mgmt	For	
2.10	Elect Director Ouma Sananikone	G	Mgmt	For	
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Innergex Renewable Energy Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	

Innolux Corp.

Meeting Date: 07/05/2025 Country: Taiwan Ticker: 3481
Record Date: 07/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve Cash Distribution from Capital Surplus	G	Mgmt	For	For
5	Approve Application of Listing in Overseas Securities Market for CarUX Holding Limited	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
6.1	Elect HUNG, JIN-YANG, with SHAREHOLDER NO.00942119, as Non-Independent Director	G	Mgmt	For	For
6.2	Elect YANG, CHU-HSIANG, a REPRESENTATIVE of INNOLUX EDUCATION FOUNDATION, with SHAREHOLDER NO.00189994, as Non-Independent Director	G	Mgmt	For	For
6.3	Elect YANG, HUNG-WEN, with SHAREHOLDER NO.00000138, as Non-Independent Director	G	Mgmt	For	For
6.4	Elect HSIEH, CHI-CHIA, with ID NO.A110957XXX, as Non-Independent Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence[HK-M0201-012] Chair of Remuneration Committee not independent</i>					
6.5	Elect HSIEH, YONG-FEN, with ID NO.J220437XXX, as Independent Director	G	Mgmt	For	For
6.6	Elect WU, CHIH-I, with ID NO.A122724XXX, as Independent Director	G	Mgmt	For	For

Innolux Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.7	Elect WU, CHIH-WEI, with ID NO.H120573XXX, as Independent Director	G	Mgmt	For	For
6.8	Elect SHEN, SHIN-BEI, with ID NO.L222207XXX, as Independent Director	G	Mgmt	For	For
6.9	Elect CHANG, FENG-KAN, with ID NO.C120751XXX, as Independent Director	G	Mgmt	For	For
7	Approve Release of Restrictions on Competitive Activities of Newly Appointed Directors	G	Mgmt	For	For

Innospec Inc.

Meeting Date: 09/05/2025 **Country:** USA **Ticker:** IOSP
Record Date: 14/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director David F. Landless	G	Mgmt	For	For
1.2	Elect Director Lawrence J. Padfield	G	Mgmt	For	For
1.3	Elect Director Patrick S. Williams	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Innovative Industrial Properties, Inc.

Meeting Date: 11/06/2025 **Country:** USA **Ticker:** IIPR
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Alan Gold	G	Mgmt	For	For
1b	Elect Director Gary Kreitzer	G	Mgmt	For	For

Blended Rationale: .

Innovative Industrial Properties, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Scott Shoemaker	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1d	Elect Director Paul Smithers	G	Mgmt	For	For
1e	Elect Director David Boyle	G	Mgmt	For	For
2	Ratify BDO USA, P.C. as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Innovent Biologics, Inc.

Meeting Date: 25/06/2025 Country: Cayman Islands Ticker: 1801
Record Date: 19/06/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2.1	Elect De-Chao Michael Yu as Director	G	Mgmt	For	For
2.2	Elect Charles Leland Cooney as Director	G	Mgmt	For	For
2.3	Elect Gary Zieziula as Director	G	Mgmt	For	For
3	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>				
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>				

Innovent Biologics, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Grant of Restricted Shares to De-Chao Michael Yu	G	Mgmt	For	Against

Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.

Innoviva, Inc.

Meeting Date: 19/05/2025 **Country:** USA **Ticker:** INVA
Record Date: 21/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mark A. DiPaolo	G	Mgmt	For	For
1.2	Elect Director Jules Haimovitz	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.3	Elect Director Sarah J. Schlesinger	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.4	Elect Director Derek A. Small	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.5	Elect Director Pavel Raifeld	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

InPost SA

Meeting Date: 15/05/2025 **Country:** Luxembourg **Ticker:** INPST
Record Date: 01/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		
2	Receive Report of Management Board and Supervisory Board	G	Mgmt		
3.a	Approve Financial Statements	G	Mgmt	For	For

InPost SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.b	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
4	Approve Allocation of Income	G	Mgmt	For	For
5	Approve Discharge of Management Board (Bundled)	G	Mgmt	For	For
6	Approve Discharge of Supervisory Board (Bundled)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
7	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i></p>					
8	Renew Appointment of PricewaterhouseCoopers as Auditor	G	Mgmt	For	For
9	Amend Remuneration Policy	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
10	Reelect Marieke Bax as Supervisory Board Member	G	Mgmt	For	For
11	Reelect Ranjan Sen as Supervisory Board Member	G	Mgmt	For	For
12	Close Meeting	G	Mgmt		

InPost SA

Meeting Date: 15/05/2025

Country: Luxembourg

Ticker: INPST

Record Date: 01/05/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		

InPost SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Renewal of the Authorized Share Capital of the Company and Respective Amendment of the Articles of Association of the Company	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
3	Approve Grant Additional Supervisory Board Nomination Rights and Respective Amendment and Restatement of the Articles of Association	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0106-001] The company did not provide a rationale for the amendments.</i>					
4	Close Meeting	G	Mgmt		

Insight Enterprises, Inc.

Meeting Date: 13/05/2025 **Country:** USA **Ticker:** NSIT
Record Date: 17/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard E. Allen	G	Mgmt	For	For
1b	Elect Director Bruce W. Armstrong	G	Mgmt	For	For
1c	Elect Director Linda M. Breard	G	Mgmt	For	For
1d	Elect Director Catherine Courage	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1e	Elect Director Timothy A. Crown	G	Mgmt	For	For
1f	Elect Director Janet Foutty	G	Mgmt	For	For
1g	Elect Director Anthony A. Ibarguen	G	Mgmt	For	For
1h	Elect Director Joyce A. Mullen	G	Mgmt	For	For
1i	Elect Director Thomas Reichert	G	Mgmt	For	For
1j	Elect Director Girish Rishi	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Insmmed Incorporated

Meeting Date: 15/05/2025

Country: USA

Ticker: INSM

Record Date: 07/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Leo Lee	G	Mgmt	For	For
1.2	Elect Director William H. Lewis	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Insperty, Inc.

Meeting Date: 20/05/2025

Country: USA

Ticker: NSP

Record Date: 04/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Eli Jones	G	Mgmt	For	For
1.2	Elect Director Randall Mehl	G	Mgmt	For	For
1.3	Elect Director John M. Morphy	G	Mgmt	For	For
1.4	Elect Director Richard G. Rawson	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Inspire Medical Systems, Inc.

Meeting Date: 01/05/2025

Country: USA

Ticker: INSP

Record Date: 04/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Cynthia B. Burks	G	Mgmt	For	For

Inspire Medical Systems, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Timothy P. Herbert	G	Mgmt	For	For
1.3	Elect Director Shawn T McCormick	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Instalco AB

Meeting Date: 06/05/2025 **Country:** Sweden **Ticker:** INSTAL
Record Date: 25/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2.1	Elect Per Sjostrand as Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive President's Report	G	Mgmt		
8	Receive Financial Statements and Statutory Reports	G	Mgmt		
9	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 0.68 Per Share	G	Mgmt	For	For
11.a	Approve Discharge of Johnny Alvarsson	G	Mgmt	For	For
11.b	Approve Discharge of Carina Edblad	G	Mgmt	For	For
11.c	Approve Discharge of Per Leopoldsson	G	Mgmt	For	For
11.d	Approve Discharge of Carina Qvarngard	G	Mgmt	For	For
11.e	Approve Discharge of Per Sjostrand	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11.f	Approve Discharge of Ulf Wretskog	G	Mgmt	For	For
11.g	Approve Discharge of Camilla Oberg	G	Mgmt	For	For
11.h	Approve Discharge of Robin Boheman (CEO)	G	Mgmt	For	For
12	Determine Number of Members (7) and Deputy Members (0) of Board	G	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 680,000 for Chair and SEK 340,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
14.a	Reelect Johnny Alvarsson as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>					
14.b	Reelect Carina Edblad as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>					
14.c	Reelect Per Leopoldsson as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>					
14.d	Reelect Carina Qvarngard as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>					
14.e	Reelect Per Sjostrand as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>					
14.f	Reelect Ulf Wretskog as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>					

Instalco AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14.g	Reelect Camilla Oberg as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>					
14.h	Reelect Per Sjostrand as Board Chair	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
15	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
16	Approve Remuneration of Auditors	G	Mgmt	For	For
17.1	Ratify Grant Thornton Sweden AB as Auditors	G	Mgmt	For	For
18	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
19	Approve Warrant Plan for Key Employees	G	Mgmt	For	For
20	Approve Creation of up to 10 Percent Pool of Capital without Preemptive Rights	G	Mgmt	For	For
21	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
22	Close Meeting	G	Mgmt		

Installed Building Products, Inc.

Meeting Date: 20/05/2025 **Country:** USA **Ticker:** IBP
Record Date: 25/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jeffrey W. Edwards	G	Mgmt	For	For

Installed Building Products, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Lawrence A. Hilsheimer	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
1.3	Elect Director Janet E. Jackson	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Insulet Corporation

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** PODD
Record Date: 26/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jessica Hopfield	G	Mgmt	For	For
1.2	Elect Director Ashley A. McEvoy	G	Mgmt	For	For
1.3	Elect Director Elizabeth H. Weatherman	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For

Intact Financial Corporation

Meeting Date: 07/05/2025 **Country:** Canada **Ticker:** IFC
Record Date: 14/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Charles Brindamour	G	Mgmt	For	For
1.2	Elect Director Michael Katchen	G	Mgmt	For	For
1.3	Elect Director Stephani Kingsmill	G	Mgmt	For	For

Intact Financial Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Jane E. Kinney	G	Mgmt	For	For
1.5	Elect Director Robert G. Leary	G	Mgmt	For	For
1.6	Elect Director T. Michael Miller	G	Mgmt	For	For
1.7	Elect Director Sylvie Paquette	G	Mgmt	For	For
1.8	Elect Director Stuart J. Russell	G	Mgmt	For	For
1.9	Elect Director Indira V. Samarasekera	G	Mgmt	For	For
1.10	Elect Director Frederick Singer	G	Mgmt	For	For
1.11	Elect Director Carolyn A. Wilkins	G	Mgmt	For	For
1.12	Elect Director William L. Young	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Intea Fastigheter AB

Meeting Date: 05/05/2025

Country: Sweden

Ticker: INTEA.B

Record Date: 24/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7.a	Receive Financial Statements and Statutory Reports	G	Mgmt		
7.b	Receive Auditor's Report	G	Mgmt		
8	Receive CEO Report	G	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

Intea Fastigheter AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.b	Approve Allocation of Income and Dividends of SEK 0.50 Per Common Share of Series A and B and SEK 2.00 Per Common Share of Series D	G	Mgmt	For	For
9.c	Approve Discharge of Board and President	G	Mgmt	For	For
10	Determine Number of Members (8) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
11	Reelect Caesar Afors (Chair), Henrik Lindekrantz, Christian Haglund, Hakan Sandberg, Mattias Grahn and Pernilla Ramslov as Directors; Elect Carina Akerstrom and Jorgen Eriksson as New Directors; Ratify KPMG AB as Auditors	G	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of SEK 600,000 for Chair and SEK 350,000 for Other Directors; Approve Remuneration of Auditors	G	Mgmt	For	For
13	Approve Nomination Committee Procedures	G	Mgmt	For	For
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
15	Approve Remuneration Report	G	Mgmt	For	For
16	Approve Issuance of Class B and/or Class D Shares without Preemptive Rights	G	Mgmt	For	For
17	Close Meeting	G	Mgmt		

Integer Holdings Corporation

Meeting Date: 21/05/2025

Country: USA

Ticker: ITGR

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sheila Antrum	G	Mgmt	For	For
1.2	Elect Director Pamela G. Bailey	G	Mgmt	For	For
1.3	Elect Director Cheryl C. Capps	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Integer Holdings Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Joseph W. Dziedzic	G	Mgmt	For	For
1.5	Elect Director James F. Hinrichs	G	Mgmt	For	For
1.6	Elect Director Jean Hobby	G	Mgmt	For	For
1.7	Elect Director Alvin (Tyrone) Jeffers	G	Mgmt	For	For
1.8	Elect Director M. Craig Maxwell	G	Mgmt	For	For
1.9	Elect Director Filippo Passerini	G	Mgmt	For	For
1.10	Elect Director Donald J. Spence	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	G	Mgmt	For	For

Intel Corporation

Meeting Date: 06/05/2025

Country: USA

Ticker: INTC

Record Date: 10/03/2025

Meeting Type: Annual

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

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Intel Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Report on Ethical Impact Assessment	S	SH	Against	Against
<i>Blended Rationale: Company already has policies in place to address these issues</i>					
6	Report on Discrimination in Charitable Contributions	E, S	SH	Against	Against
<i>Blended Rationale: Company already has policies in place to address these issues</i>					
7	Provide Right to Act by Written Consent	G	SH	Against	Against
<i>Blended Rationale: The company already has policies in place to address the request being made by the proposal or is already enhancing its relevant policies.</i>					

Intellia Therapeutics, Inc.

Meeting Date: 11/06/2025 **Country:** USA **Ticker:** NTLA
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director William Chase	G	Mgmt	For	For
1b	Elect Director Georgia Keresty	G	Mgmt	For	For
1c	Elect Director John M. Leonard	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
<i>Blended Rationale: [SF-M0552-002] We believe that it is in the best interests of shareholders for issuers to hold votes on executive compensation every year.</i>					
5	Approve Omnibus Stock Plan	G	Mgmt	For	For

Interactive Brokers Group, Inc.

Meeting Date: 17/04/2025 **Country:** USA **Ticker:** IBKR
Record Date: 19/02/2025 **Meeting Type:** Annual

Interactive Brokers Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas Peterffy	G	Mgmt	For	For
1b	Elect Director Earl H. Nemser	G	Mgmt	For	For
1c	Elect Director Milan Galik	G	Mgmt	For	For
1d	Elect Director Paul J. Brody	G	Mgmt	For	For
1e	Elect Director Lawrence E. Harris	G	Mgmt	For	For
1f	Elect Director William Peterffy	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-006] Nominee has demonstrated a pattern of poor meeting attendance.</i>					
1g	Elect Director Nicole Yuen	G	Mgmt	For	For
1h	Elect Director Jill Bright	G	Mgmt	For	For
1i	Elect Director Richard Repetto	G	Mgmt	For	For
1j	Elect Director Lori Conkling	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Intercontinental Exchange, Inc.

Meeting Date: 16/05/2025 **Country:** USA **Ticker:** ICE
Record Date: 20/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sharon Y. Bowen	G	Mgmt	For	For
1b	Elect Director Shantella E. Cooper	G	Mgmt	For	For
1c	Elect Director Duriya M. Farooqui	G	Mgmt	For	For
1d	Elect Director The Right Hon. the Lord Hague of Richmond	G	Mgmt	For	For
1e	Elect Director Mark F. Mulhern	G	Mgmt	For	For
1f	Elect Director Thomas E. Noonan	G	Mgmt	For	For
1g	Elect Director Caroline L. Silver	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

Intercontinental Exchange, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Jeffrey C. Sprecher	G	Mgmt	For	For
1i	Elect Director Judith A. Sprieser	G	Mgmt	For	For
1j	Elect Director Martha A. Tirinnanzi	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Certificate of Incorporation to Extend Voting Limitations	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

InterContinental Hotels Group Plc

Meeting Date: 08/05/2025

Country: United Kingdom

Ticker: IHG

Record Date: 06/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Policy	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
3	Approve Remuneration Report	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
4	Approve Final Dividend	G	Mgmt	For	For
5a	Re-elect Graham Allan as Director	G	Mgmt	For	For
5b	Re-elect Arthur de Haast as Director	G	Mgmt	For	For
5c	Re-elect Duriya Farooqui as Director	G	Mgmt	For	For
5d	Re-elect Michael Glover as Director	G	Mgmt	For	For
5e	Re-elect Byron Grote as Director	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
5f	Re-elect Sir Ron Kalifa as Director	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				

InterContinental Hotels Group Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5g	Re-elect Elie Maalouf as Director	G	Mgmt	For	For
5h	Re-elect Deanna Oppenheimer as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
5i	Re-elect Angie Risley as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
5j	Re-elect Sharon Rothstein as Director	G	Mgmt	For	For
6	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
7	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
8	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
9	Authorise Issue of Equity	G	Mgmt	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
12	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

InterDigital, Inc.

Meeting Date: 11/06/2025 **Country:** USA **Ticker:** IDCC
Record Date: 16/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Derek K. Aberle	G	Mgmt	For	For
1b	Elect Director Samir Armaly	G	Mgmt	For	For
1c	Elect Director Lawrence (Liren) Chen	G	Mgmt	For	For
1d	Elect Director Joan H. Gillman	G	Mgmt	For	For
1e	Elect Director S. Douglas Hutcheson	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

InterDigital, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director John A. Kritzmacher	G	Mgmt	For	For
1g	Elect Director John D. Markley, Jr.	G	Mgmt	For	For
1h	Elect Director Jean F. Rankin	G	Mgmt	For	For
2	Approve Omnibus Stock Plan	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Interface, Inc.

Meeting Date: 15/05/2025 **Country:** USA **Ticker:** TILE
Record Date: 14/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director John P. Burke	G	Mgmt	For	For
1.2	Elect Director Dwight Gibson	G	Mgmt	For	For
1.3	Elect Director Daniel T. Hendrix	G	Mgmt	For	For
1.4	Elect Director Laurel M. Hurd	G	Mgmt	For	For
1.5	Elect Director Christopher G. Kennedy	G	Mgmt	For	For
1.6	Elect Director Joseph Keough	G	Mgmt	For	For
1.7	Elect Director Catherine M. Kilbane	G	Mgmt	For	For
1.8	Elect Director K. David Kohler	G	Mgmt	For	For
1.9	Elect Director Catherine Marcus	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.10	Elect Director Robert T. O'Brien	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

International Bancshares Corporation

Meeting Date: 19/05/2025 **Country:** USA **Ticker:** IBOC
Record Date: 01/04/2025 **Meeting Type:** Annual

International Bancshares Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Javier de Anda	G	Mgmt	For	For
1.2	Elect Director Douglas B. Howland	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.3	Elect Director Rudolph M. Miles	G	Mgmt	For	For
1.4	Elect Director Dennis E. Nixon	G	Mgmt	For	For
1.5	Elect Director Larry A. Norton	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.6	Elect Director Roberto R. Resendez	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.7	Elect Director Antonio R. Sanchez, Jr.	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.8	Elect Director Diana G. Zuniga	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Ratify RSM US LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

International Business Machines Corporation

Meeting Date: 29/04/2025

Country: USA

Ticker: IBM

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Marianne C. Brown	G	Mgmt	For	For
1b	Elect Director Thomas Buberl	G	Mgmt	For	For
1c	Elect Director David N. Farr	G	Mgmt	For	For
1d	Elect Director Alex Gorsky	G	Mgmt	For	For
1e	Elect Director Michelle J. Howard	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

International Business Machines Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Arvind Krishna	G	Mgmt	For	For
1g	Elect Director Andrew N. Liveris	G	Mgmt	For	For
1h	Elect Director Frederick William McNabb, III	G	Mgmt	For	For
1i	Elect Director Michael Miebach	G	Mgmt	For	For
1j	Elect Director Martha E. Pollack	G	Mgmt	For	For
1k	Elect Director Peter R. Voser	G	Mgmt	For	For
1l	Elect Director Frederick H. Waddell	G	Mgmt	For	For
1m	Elect Director Alfred W. Zollar	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Report on Lobbying Payments and Policy	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					
5	Report on Risks of Discriminating Based on Religious and Political Views	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					

International Container Terminal Services, Inc.

Meeting Date: 24/04/2025 **Country:** Philippines **Ticker:** ICT
Record Date: 19/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Minutes of the Annual Stockholders' Meeting	G	Mgmt	For	For
2	Approve Audited Financial Statements	G	Mgmt	For	For
3	Ratify Acts, Contracts, Investments and Resolutions of the Board of Directors and Management Since the Last Annual Stockholders' Meeting	G	Mgmt	For	For
	Elect 7 Directors by Cumulative Voting		Mgmt		
4.1	Elect Enrique K. Razon Jr. as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

International Container Terminal Services, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.2	Elect Cesar A. Buenaventura as Director	G	Mgmt	For	For
4.3	Elect Carlos C. Ejercito as Director	G	Mgmt	For	For
4.4	Elect Diosdado M. Peralta as Director	G	Mgmt	For	For
4.5	Elect Jose C. Ibazeta as Director	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0201-046] Vote AGAINST director due to concerns of gender-related diversity at the board level. Greater board diversity may lead to better risk management and identification of business opportunities, leading to better financial outcomes for shareholders. [SF-S0250-013] Chair of the Nomination Committee is not independent.</i>					
4.6	Elect Stephen A. Paradies as Director	G	Mgmt	For	Abstain
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence[SF-M0201-025] The nomination committee is not majority independent.</i>					
4.7	Elect Andres Soriano III as Director	G	Mgmt	For	Abstain
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence[HK-M0201-012] Chair of Remuneration Committee not independent</i>					
5	Appoint External Auditors	G	Mgmt	For	For

International Flavors & Fragrances Inc.

Meeting Date: 01/05/2025

Country: USA

Ticker: IFF

Record Date: 07/03/2025

Meeting Type: Annual

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

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

International Flavors & Fragrances Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

International Game Technology PLC

Meeting Date: 13/05/2025 Country: United Kingdom Ticker: IGT
Record Date: 09/05/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Elect Director Massimiliano (Max) Chiara	G	Mgmt	For	For
4	Elect Director Alberto Dessy	G	Mgmt	For	For
5	Elect Director Enrico Drago	G	Mgmt	For	For
6	Elect Director Ashley M. Hunter	G	Mgmt	For	For
7	Elect Director James F. McCann	G	Mgmt	For	For
8	Elect Director Heather J. McGregor	G	Mgmt	For	For
9	Elect Director Lorenzo Pellicoli	G	Mgmt	For	For
10	Elect Director Maria Pinelli	G	Mgmt	For	For
11	Elect Director Samantha F. Ravich	G	Mgmt	For	For
12	Elect Director Vincent (Vince) L. Sadusky	G	Mgmt	For	For
13	Elect Director Marco Sala	G	Mgmt	For	For
14	Elect Director Gianmario Tondato Da Ruos	G	Mgmt	For	For
15	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
16	Authorize Board to Fix Remuneration of Auditors	G	Mgmt	For	For
17	Authorize Political Donations and Expenditure	S	Mgmt	For	For
18	Authorize Issue of Equity	G	Mgmt	For	For
19	Authorize Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For

International Game Technology PLC

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
20	Authorize Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
21	Authorize Market Purchase of Ordinary Shares	G	Mgmt	For	For

International Paper Company

Meeting Date: 12/05/2025 Country: USA Ticker: IP
 Record Date: 14/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jamie A. Beggs	G	Mgmt	For	For
1b	Elect Director Christopher M. Connor	G	Mgmt	For	For
1c	Elect Director Ahmet C. Dorduncu	G	Mgmt	For	For
1d	Elect Director Anders Gustafsson	G	Mgmt	For	For
1e	Elect Director Jacqueline C. Hinman	G	Mgmt	For	For
1f	Elect Director Clinton A. Lewis, Jr.	G	Mgmt	For	For
1g	Elect Director David A. Robbie	G	Mgmt	For	For
1h	Elect Director Andrew K. Silvernail	G	Mgmt	For	For
1i	Elect Director Kathryn D. Sullivan	G	Mgmt	For	For
1j	Elect Director Scott A. Tozier	G	Mgmt	For	For
1k	Elect Director Anton V. Vincent	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Report on the Company's LGBTQ+ Equity and Inclusion Efforts	S	SH	Against	Against

Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.

International Petroleum Corporation

Meeting Date: 07/05/2025

Country: Canada

Ticker: IPCO

Record Date: 18/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Directors at Eight	G	Mgmt	For	For
2.1	Elect Director C. Ashley Heppenstall	G	Mgmt	For	For
2.2	Elect Director William Lundin	G	Mgmt	For	For
2.3	Elect Director Chris Bruijnzeels	G	Mgmt	For	For
2.4	Elect Director Donald Charter	G	Mgmt	For	For
2.5	Elect Director Lukas H. (Harry) Lundin	G	Mgmt	For	For
2.6	Elect Director Emily Moore	G	Mgmt	For	For
2.7	Elect Director Mike Nicholson	G	Mgmt	For	For
2.8	Elect Director Deborah Starkman	G	Mgmt	For	For
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Internet Initiative Japan, Inc.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 3774

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 17.5	G	Mgmt	For	For
2.1	Elect Director Suzuki, Koichi	G	Mgmt	For	For
2.2	Elect Director Taniwaki, Yasuhiko	G	Mgmt	For	For
2.3	Elect Director Murabayashi, Satoshi	G	Mgmt	For	For
2.4	Elect Director Kitamura, Koichi	G	Mgmt	For	For
2.5	Elect Director Watai, Akihisa	G	Mgmt	For	For
2.6	Elect Director Shimagami, Junichi	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Internet Initiative Japan, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.7	Elect Director Tsukamoto, Takashi	G	Mgmt	For	For
2.8	Elect Director Tsukuda, Kazuo	G	Mgmt	For	For
2.9	Elect Director Iwama, Yoichiro	G	Mgmt	For	For
2.10	Elect Director Okamoto, Atsushi	G	Mgmt	For	For
2.11	Elect Director Tonosu, Kaori	G	Mgmt	For	For
3	Appoint Statutory Auditor Tanaka, Masako	G	Mgmt	For	For

Interparfums

Meeting Date: 17/04/2025 **Country:** France **Ticker:** ITP
Record Date: 15/04/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.15 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning Ratification of One New Transaction	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-005] Termination payments have the potential to be excessive. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5	Renew Appointment of Forvis Mazars SA as Auditor	G	Mgmt	For	For
6	Appoint Grant Thornton as Auditor	G	Mgmt	For	For
7	Appoint Forvis Mazars SA as Auditor for Sustainability Reporting	G	Mgmt	For	For
8	Appoint Grant Thornton as Auditor for Sustainability Reporting	G	Mgmt	For	For
9	Acknowledge End of Mandate of Dominique Cyrot as Director and Decision Not to Renew and Replace	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Interparfums

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Acknowledge End of Mandate of Chantal Roos as Director and Decision Not to Renew and Replace	G	Mgmt	For	For
11	Approve Compensation of Philippe Benacin, Chairman and CEO	G	Mgmt	For	For
12	Approve Compensation Report	G	Mgmt	For	For
13	Approve Remuneration Policy of Chairman and CEO and/or Executive Corporate Officers	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
14	Approve Remuneration Policy of Directors	G	Mgmt	For	For
15	Authorize Repurchase of Up to 2.5 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
16	Authorize Capitalization of Reserves of Up to EUR 75 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
17	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
18	Amend Article 14 of Bylaws Re: Virtual Participation	G	Mgmt	For	For
19	Amend Article 14 of Bylaws Re: Written Consultation	G	Mgmt	For	For
20	Amend Article 19 of Bylaws Re: Participation to General Meetings	G	Mgmt	For	For
	Ordinary Business		Mgmt		
21	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Interpump Group SpA

Meeting Date: 29/04/2025

Country: Italy

Ticker: IP

Record Date: 16/04/2025

Meeting Type: Annual

Interpump Group SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-005] Termination payments have the potential to be excessive.</i>					
4	Approve Second Section of the Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5	Approve Remuneration of Directors	G	Mgmt	For	For
6	Approve 2025-2027 Incentive Plan	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For

Interroll Holding AG

Meeting Date: 06/06/2025

Country: Switzerland

Ticker: INRN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Non-Financial Report	E, S	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 32.00 per Share	G	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
4.1	Amend Articles Re: Restriction on Share Transferability	G	Mgmt	For	For
4.2	Amend Corporate Purpose	G	Mgmt	For	For
4.3	Amend Articles of Association	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Interroll Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.1	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p> <p><i>[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
5.2	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	G	Mgmt	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 5.8 Million	G	Mgmt	For	For
6.1	Reelect Paul Zumbuehl as Director and Board Chair	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
6.2	Reelect Stefano Mercurio as Director	G	Mgmt	For	For
6.3	Reelect Ingo Specht as Director	G	Mgmt	For	For
6.4	Reelect Elena Cortona as Director	G	Mgmt	For	For
6.5	Reelect Susanne Schreiber as Director	G	Mgmt	For	For
7.1	Appoint Susanne Schreiber as Member of the Compensation Committee	G	Mgmt	For	For
7.2	Reappoint Stefano Mercurio as Member of the Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p> <p><i>[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
8	Ratify PricewaterhouseCoopers AG as Auditors	G	Mgmt	For	For
9	Designate Francesco Adami as Independent Proxy	G	Mgmt	For	For
10	Transact Other Business (Voting)	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i></p>					

Meeting Date: 01/04/2025

Country: Switzerland

Ticker: ISN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
1.3	Approve Sustainability Report	E, S	Mgmt	For	For
2	Approve Allocation of Income and Ordinary Dividends of CHF 5.50 per Share	G	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
4.1.1	Reelect Ernst Schaufelberger as Director and Board Chair	G	Mgmt	For	For
4.1.2	Reelect Christoph Nater as Director	G	Mgmt	For	For
4.2	Elect Gabriela Theus as Director	G	Mgmt	For	For
4.3.1	Reappoint Ernst Schaufelberger as Member of the Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
4.3.2	Reappoint Christoph Nater as Member of the Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
4.4	Appoint Gabriela Theus as Member of the Compensation Committee	G	Mgmt	For	For
4.5	Designate BFMS Rechtsanwaelte as Independent Proxy	G	Mgmt	For	For
4.6	Ratify PricewaterhouseCoopers AG as Auditors	G	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 400,000	G	Mgmt	For	For

Intershop Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 2.7 Million	G	Mgmt	For	For
6	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Intertek Group Plc

Meeting Date: 22/05/2025 **Country:** United Kingdom **Ticker:** ITRK
Record Date: 20/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
3	Approve Remuneration Report	G	Mgmt	For	For
4	Approve Final Dividend	G	Mgmt	For	For
5	Elect Hilde Merete Aasheim as Director	G	Mgmt	For	For
6	Elect Robin Freestone as Director	G	Mgmt	For	For
7	Elect Steve Mogford as Director	G	Mgmt	For	For
8	Re-elect Andrew Martin as Director	G	Mgmt	For	For
9	Re-elect Andre Lacroix as Director	G	Mgmt	For	For
10	Re-elect Colm Deasy as Director	G	Mgmt	For	For
11	Re-elect Graham Allan as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
12	Re-elect Gurnek Bains as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
13	Re-elect Tamara Ingram as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

Intertek Group Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Re-elect Jez Maiden as Director	G	Mgmt	For	For
15	Re-elect Kawal Preet as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
16	Re-elect Apurvi Sheth as Director	G	Mgmt	For	For
17	Re-elect Jean-Michel Valette as Director	G	Mgmt	For	For
18	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
19	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
20	Authorise Issue of Equity	G	Mgmt	For	For
21	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
22	Amend Articles of Association to Increase the Aggregate Limit on Directors' Fees	G	Mgmt	For	For
23	Amend Long Term Incentive Plan	G	Mgmt	For	For
24	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
25	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
26	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
27	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Intesa Sanpaolo SpA

Meeting Date: 29/04/2025

Country: Italy

Ticker: ISP

Record Date: 16/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
	Management Proposals		Mgmt		
1a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1b	Approve Allocation of Income	G	Mgmt	For	For
	Shareholder Proposal Submitted by Banking Foundations		Mgmt		
2a	Fix Number of Directors	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
	Appoint Directors (Slate Election) - Choose One of the Following Slates		Mgmt		
2b.1	Slate 1 Submitted by Banking Foundations	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					
2b.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	G	SH	None	Against
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
	Shareholder Proposal Submitted by Banking Foundations		Mgmt		
2c	Elect Gian Maria Gros-Pietro as Board Chair and Paola Tagliavini as Deputy Chair	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
	Management Proposal		Mgmt		
3a	Approve Remuneration Policies in Respect of Board Members	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
	Shareholder Proposal Submitted by Banking Foundations		Mgmt		
3b	Approve Remuneration of Directors	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
	Management Proposals		Mgmt		
3c	Approve Remuneration Policy	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3d	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
3e	Approve Annual Incentive Plan	G	Mgmt	For	For
4a	Authorize Share Repurchase Program	G	Mgmt	For	For
4b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	G	Mgmt	For	For

Intesa Sanpaolo SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
1	Authorize Cancellation of Shares without Reduction of Share Capital; Amend Article 5	G	Mgmt	For	For

Intuitive Surgical, Inc.

Meeting Date: 01/05/2025 **Country:** USA **Ticker:** ISRG
Record Date: 03/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Craig H. Barratt	G	Mgmt	For	For
1b	Elect Director Joseph C. Beery	G	Mgmt	For	For
1c	Elect Director Lewis Chew	G	Mgmt	For	For
1d	Elect Director Gary S. Guthart	G	Mgmt	For	For
1e	Elect Director Amal M. Johnson	G	Mgmt	For	For
1f	Elect Director Sreelakshmi Kolli	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1g	Elect Director Amy L. Ladd	G	Mgmt	For	For
1h	Elect Director Keith R. Leonard, Jr.	G	Mgmt	For	For
1i	Elect Director Jami Dover Nachtsheim	G	Mgmt	For	For
1j	Elect Director Monica P. Reed	G	Mgmt	For	For
1k	Elect Director David J. Rosa	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Improve Executive Compensation Program	S, G	SH	Against	Against

Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.

Intuitive Surgical, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Submit Severance Agreement to Shareholder Vote	G	SH	Against	Against

Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.

Inventec Corp.

Meeting Date: 28/05/2025 **Country:** Taiwan **Ticker:** 2356
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Amend Procedures for Endorsement and Guarantees	G	Mgmt	For	For
5	Amend Procedures for Lending Funds to Other Parties	G	Mgmt	For	For
6	Approve Release of Restrictions of Competitive Activities of Directors YEH KUO-I, CHANG CHANG PANG, CHEN RUEY-LONG, WEA CHI LIN	G	Mgmt	For	For

InvenTrust Properties Corp.

Meeting Date: 06/05/2025 **Country:** USA **Ticker:** IVT
Record Date: 03/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Stuart W. Aitken	G	Mgmt	For	For
1b	Elect Director Amanda E. Black	G	Mgmt	For	For
1c	Elect Director Daniel J. Busch	G	Mgmt	For	For
1d	Elect Director Scott A. Nelson	G	Mgmt	For	For
1e	Elect Director Paula J. Saban	G	Mgmt	For	For
1f	Elect Director Smita N. Shah	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

InvenTrust Properties Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Julie M. Swinehart	G	Mgmt	For	For
1h	Elect Director Julian E. Whitehurst	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Invesco Ltd.

Meeting Date: 23/05/2025 **Country:** Bermuda **Ticker:** IVZ

Record Date: 14/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sarah E. Beshar	G	Mgmt	For	For
1.2	Elect Director Thomas M. Finke	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.3	Elect Director Thomas ("Todd") P. Gibbons	G	Mgmt	For	For
1.4	Elect Director William F. Glavin, Jr.	G	Mgmt	For	For
1.5	Elect Director Elizabeth S. Johnson	G	Mgmt	For	For
1.6	Elect Director Andrew R. Schlossberg	G	Mgmt	For	For
1.7	Elect Director Nigel Sheinwald	G	Mgmt	For	For
1.8	Elect Director Paula C. Tolliver	G	Mgmt	For	For
1.9	Elect Director G. Richard ("Rick") Wagoner, Jr.	G	Mgmt	For	For
1.10	Elect Director Christopher C. Womack	G	Mgmt	For	For
1.11	Elect Director Phoebe A. Wood	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Invesco Mortgage Capital Inc.

Meeting Date: 06/05/2025

Country: USA

Ticker: IVR

Record Date: 14/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director John S. Day	G	Mgmt	For	For
1.2	Elect Director Robert L. Fleshman	G	Mgmt	For	For
1.3	Elect Director Carolyn L. Gibbs	G	Mgmt	For	For
1.4	Elect Director Carolyn B. Handlon	G	Mgmt	For	For
1.5	Elect Director Katharine W. Kelley	G	Mgmt	For	For
1.6	Elect Director Don H. Liu	G	Mgmt	For	For
1.7	Elect Director W. Wesley ("Wes") McMullan	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Investment AB Oresund

Meeting Date: 29/04/2025

Country: Sweden

Ticker: ORES

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive President's Report	G	Mgmt		
8	Receive Financial Statements and Statutory Reports	G	Mgmt		
9.a	Accept Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Investment AB Oresund

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.b	Approve Allocation of Income and Dividends of SEK 7.20 Per Share	G	Mgmt	For	For
9.c	Approve Discharge of Board and President	G	Mgmt	For	For
10	Determine Number of Members (6) and Deputy Members of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of SEK 360,000 for Chair and Vice Chair and SEK 260,000 for Other Directors; Approve Remuneration of Auditors	G	Mgmt	For	For
12	Reelect Magnus Dybeck, Anna Engebretsen, Mats Qviberg, Douglas Roos and Par Roosvall Directors; Elect Petra von Rohr as New Director	G	Mgmt	For	For
13	Reelect Mats Qviberg as Board Chair; Reelect Magnus Dybeck as Vice Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
14	Ratify KPMG as Auditors	G	Mgmt	For	For
15	Approve Remuneration Report	G	Mgmt	For	For
16	Approve Performance Share Matching Plan for Key Employees	G	Mgmt	For	For
17	Authorize Syntehtic Share Repurchase Program	G	Mgmt	For	For
18	Close Meeting	G	Mgmt		

Investor AB

Meeting Date: 07/05/2025

Country: Sweden

Ticker: INVE.B

Record Date: 28/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chair of Meeting	G	Mgmt	For	For
2	Prepare and Approve List of Shareholders	G	Mgmt		
3	Approve Agenda of Meeting	G	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Investor AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Receive President's Report	G	Mgmt		
8	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
10.A	Approve Discharge of Katarina Berg	G	Mgmt	For	For
10.B	Approve Discharge of Gunnar Brock	G	Mgmt	For	For
10.C	Approve Discharge of Christian Cederholm	G	Mgmt	For	For
10.D	Approve Discharge of Johan Forssell	G	Mgmt	For	For
10.E	Approve Discharge of Magdalena Gerger	G	Mgmt	For	For
10.F	Approve Discharge of Tom Johnstone, CBE	G	Mgmt	For	For
10.G	Approve Discharge of Isabelle Kocher	G	Mgmt	For	For
10.H	Approve Discharge of Sven Nyman	G	Mgmt	For	For
10.I	Approve Discharge of Mats Rahmstrom	G	Mgmt	For	For
10.J	Approve Discharge of Grace Reksten Skaugen	G	Mgmt	For	For
10.K	Approve Discharge of Hans Straberg	G	Mgmt	For	For
10.L	Approve Discharge of Jacob Wallenberg	G	Mgmt	For	For
10.M	Approve Discharge of Marcus Wallenberg	G	Mgmt	For	For
10.N	Approve Discharge of Sara Ohrvall	G	Mgmt	For	For
11	Approve Allocation of Income and Dividends of SEK 5.20 Per Share	G	Mgmt	For	For
12.A	Determine Number of Members (13) and Deputy Members (0) of Board	G	Mgmt	For	For
12.B	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For

Investor AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
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	G	Mgmt	For	For
13.B	Approve Remuneration of Auditors	G	Mgmt	For	For
14.A	Reelect Katarina Berg as Director	G	Mgmt	For	For
14.B	Reelect Christian Cederholm as Director	G	Mgmt	For	For
14.C	Reelect Magdalena Gerger as Director	G	Mgmt	For	For
14.D	Reelect Tom Johnstone, CBE as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
14.E	Reelect Isabelle Kocher as Director	G	Mgmt	For	For
14.F	Reelect Sven Nyman as Director	G	Mgmt	For	For
14.G	Reelect Mats Rahmstrom as Director	G	Mgmt	For	For
14.H	Reelect Grace Reksten Skaugen as Director	G	Mgmt	For	For
14.I	Reelect Hans Straberg as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
14.J	Reelect Jacob Wallenberg as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
14.K	Reelect Marcus Wallenberg as Director	G	Mgmt	For	For
14.L	Reelect Sara Ohrvall as Director	G	Mgmt	For	For
14.M	Elect Fred Wallenberg as New Director	G	Mgmt	For	For
15	Reelect Jacob Wallenberg as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					

Investor AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16	Ratify Deloitte AB as Auditor	G	Mgmt	For	For
17.A	Approve Performance Share Matching Plan (LTVR) for Employees within Investor	G	Mgmt	For	For
17.B	Approve Performance Share Matching Plan (LTVR) for Employees within Patricia Industries	G	Mgmt	For	For
18.A	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
18.B	Approve Equity Plan (LTVR) Financing Through Transfer of Shares to Participants	G	Mgmt	For	For
19	Close Meeting	G	Mgmt		

Invitation Homes Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: INVH

Record Date: 20/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael D. Fascitelli	G	Mgmt	For	For
1.2	Elect Director Dallas B. Tanner	G	Mgmt	For	For
1.3	Elect Director Jana Cohen Barbe	G	Mgmt	For	For
1.4	Elect Director H. Wyman Howard, III	G	Mgmt	For	For
1.5	Elect Director Jeffrey E. Kelter	G	Mgmt	For	For
1.6	Elect Director Kellyn Smith Kenny	G	Mgmt	For	For
1.7	Elect Director Joseph D. Margolis	G	Mgmt	For	For
1.8	Elect Director John B. Rhea	G	Mgmt	For	For
1.9	Elect Director Frances Aldrich Sevilla-Sacasa	G	Mgmt	For	For
1.10	Elect Director Keith D. Taylor	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Invitation Homes Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Ionis Pharmaceuticals, Inc.

Meeting Date: 05/06/2025 **Country:** USA **Ticker:** IONS
Record Date: 07/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Allene M. Diaz	G	Mgmt	For	For
1b	Elect Director Michael Hayden	G	Mgmt	For	For
1c	Elect Director Joseph "Skip" Klein, III	G	Mgmt	For	For
1d	Elect Director Joseph Loscalzo	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

IonQ, Inc.

Meeting Date: 17/06/2025 **Country:** USA **Ticker:** IONQ
Record Date: 23/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Niccolo de Masi	G	Mgmt	For	For
1.2	Elect Director Inder M. Singh	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>					
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Iovance Biotherapeutics, Inc.

Meeting Date: 10/06/2025

Country: USA

Ticker: IOVA

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Iain Dukes	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
1b	Elect Director Athena Countouriotis	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0201-006] Nominee has demonstrated a pattern of poor meeting attendance.</i>				
1c	Elect Director Ryan D. Maynard	G	Mgmt	For	For
1d	Elect Director Wayne P. Rothbaum	G	Mgmt	For	For
1e	Elect Director Frederick G. Vogt	G	Mgmt	For	For
1f	Elect Director Michael Weiser	G	Mgmt	For	For
1g	Elect Director Wendy Yarno	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For

IPG Photonics Corporation

Meeting Date: 20/05/2025

Country: USA

Ticker: IPGP

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Gregory Beecher	G	Mgmt	For	For
1.2	Elect Director Jeanmarie Desmond	G	Mgmt	For	For
1.3	Elect Director Gregory Dougherty	G	Mgmt	For	For
1.4	Elect Director Mark Gitin	G	Mgmt	For	For
1.5	Elect Director Kolleen Kennedy	G	Mgmt	For	For
1.6	Elect Director Eric Meurice	G	Mgmt	For	For
1.7	Elect Director Natalia Pavlova	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

IPG Photonics Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director John Peeler	G	Mgmt	For	For
1.9	Elect Director Eugene A. Scherbakov	G	Mgmt	For	For
1.10	Elect Director Agnes Tang	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Ipsen SA

Meeting Date: 21/05/2025 **Country:** France **Ticker:** IPN
Record Date: 19/05/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.40 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G	Mgmt	For	For
5	Reelect David Loew as Director	G	Mgmt	For	For
6	Reelect Antoine Flochel as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
7	Reelect Margaret Liu as Director	G	Mgmt	For	For
8	Reelect Karen Witts as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
9	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.6 Million	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Remuneration Policy of Directors	G	Mgmt	For	For
11	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
12	Approve Remuneration Policy of CEO and Executive Corporate Officers	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
13	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
14	Approve Compensation of Marc de Garidel, Chairman of the Board	G	Mgmt	For	For
15	Approve Compensation of David Loew, CEO	G	Mgmt	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
17	Ratify Change Location of Registered Office to 70 rue Balard, 75015 Paris	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
19	Authorize Capitalization of Reserves of up to 20 Percent of Issued Share Capital for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 20 Percent of Issued Share Capital	G	Mgmt	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Share Capital	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i></p>					
22	Approve Issuance of up to 10 Percent of Issued Capital Per Year for a Private Placement	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i></p>					
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20 to 22	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i></p>					

Ipsen SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
26	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
27	Amend Article 16.2 of Bylaws Re: Written Consultation	G	Mgmt	For	For
28	Amend Article 16.3 of Bylaws Re: Virtual Participation	G	Mgmt	For	For
29	Amend Article 26.4 of Bylaws Re: General Meeting	G	Mgmt	For	For
	Ordinary Business		Mgmt		
30	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Ipsos SA

Meeting Date: 21/05/2025 **Country:** France **Ticker:** IPS
Record Date: 19/05/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.85 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	For
5	Acknowledge End of Mandate of Anne Marion-Bouchacourt as Director	G	Mgmt	For	For
6	Elect Armelle Carminati-Rabasse as Director	G	Mgmt	For	For
7	Elect Bpifrance Investissement as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Ipsos SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Remuneration of Directors in the Aggregate Amount of EUR 750,000	G	Mgmt	For	For
9	Approve Compensation of Ben Page, CEO	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [SD-M0550-006] Vesting conditions and performance hurdles are unsatisfactory.</i>					
10	Approve Compensation of Didier Truchot, Chairman of the Board	G	Mgmt	For	For
11	Approve Remuneration Policy of CEO	G	Mgmt	For	For
12	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
13	Approve Remuneration Policy of Directors	G	Mgmt	For	For
14	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
17	Amend Articles 15 and 20 of Bylaws to Incorporate Legal Changes	G	Mgmt	For	For
18	Amend Article 15 of Bylaws Re: Written Consultation	G	Mgmt	For	For
19	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

IQVIA Holdings Inc.

Meeting Date: 24/04/2025 **Country:** USA **Ticker:** IQV
Record Date: 24/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ari Bousbib	G	Mgmt	For	For
1b	Elect Director Carol J. Burt	G	Mgmt	For	For
1c	Elect Director John G. Danhaki	G	Mgmt	For	For
1d	Elect Director James A. Fasano	G	Mgmt	For	For

IQVIA Holdings Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1e	Elect Director Colleen A. Goggins	G	Mgmt	For	For
1f	Elect Director John M. Leonard	G	Mgmt	For	For
1g	Elect Director Leslie Wims Morris	G	Mgmt	For	For
1h	Elect Director Todd B. Sisitsky	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
1i	Elect Director Sheila A. Stamps	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	G	Mgmt	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	G	SH	Against	Against
<i>Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.</i>					

IR Japan Holdings Ltd.

Meeting Date: 17/06/2025 **Country:** Japan **Ticker:** 6035
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 10	G	Mgmt	For	For
2.1	Elect Director Terashita, Shiro	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.2	Elect Director Fujiwara, Yutaka	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Kimura, Akira	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Nomi, Kimikazu	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Ichie, Masahiko	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

IR Japan Holdings Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.4	Elect Director and Audit Committee Member Kodama, Kohei	G	Mgmt	For	For

iRay Technology Co., Ltd.

Meeting Date: 20/05/2025 **Country:** China **Ticker:** 688301
Record Date: 12/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Report on the Usage of Previously Raised Funds	G	Mgmt	For	For
6	Approve Profit Distribution and Capitalization of Capital Reserves	G	Mgmt	For	For
7	Approve to Appoint Auditor	G	Mgmt	For	For
8	Approve Remuneration of Directors	G	Mgmt	For	For
9	Approve Remuneration of Supervisors	G	Mgmt	For	For
10	Approve Extension of Resolution Validity Period of Share Issuance	G	Mgmt	For	For
11	Approve Authorization of Board to Handle All Related Matters	G	Mgmt	For	For
12	Approve Amendments to Articles of Association	G	Mgmt	For	For

iRay Technology Co., Ltd.

Meeting Date: 09/06/2025 **Country:** China **Ticker:** 688301
Record Date: 03/06/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve New Related Party Transaction	G	Mgmt	For	For
2	Approve Capital Injection as well as External Investment	G	Mgmt	For	For

Iren SpA

Meeting Date: 24/04/2025 **Country:** Italy **Ticker:** IRE
Record Date: 11/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
	Management Proposals		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
4	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates		Mgmt		
5.1	Slate 1 Submitted by Finanziaria Sviluppo Utilities Srl, FCT Holding SpA, Municipality of Reggio Emilia and Municipality of La Spezia	G	SH	None	Against
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
5.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					
	Shareholder Proposal Submitted by FCT Holding SpA		Mgmt		
6	Approve Remuneration of Directors	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					

Iress Limited

Meeting Date: 02/05/2025

Country: Australia

Ticker: IRE

Record Date: 30/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Michael Dwyer as Director	G	Mgmt	For	For
2	Elect Susan Forrester as Director	G	Mgmt	For	For
3	Elect Robert Mactier as Director	G	Mgmt	For	For
4	Approve Remuneration Report	G	Mgmt	For	For
5	Approve Grant of Share Appreciation Rights to Marcus Price	G	Mgmt	For	For

iRhythm Technologies, Inc.

Meeting Date: 28/05/2025

Country: USA

Ticker: IRTC

Record Date: 03/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director C. Noel Bairey Merz	G	Mgmt	For	For
1.2	Elect Director Quentin Blackford	G	Mgmt	For	For
1.3	Elect Director Bruce Bodaken	G	Mgmt	For	For
1.4	Elect Director Karen Ling	G	Mgmt	For	For
1.5	Elect Director Mark Rubash	G	Mgmt	For	For
1.6	Elect Director Ralph Snyderman	G	Mgmt	For	For
1.7	Elect Director Abhijit Talwalkar	G	Mgmt	For	For
1.8	Elect Director Brian Yoor	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Iridium Communications Inc.

Meeting Date: 14/05/2025

Country: USA

Ticker: IRDM

Record Date: 17/03/2025

Meeting Type: Annual

Iridium Communications Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert H. Niehaus	G	Mgmt	For	For
1.2	Elect Director Thomas C. Canfield	G	Mgmt	For	For
1.3	Elect Director Matthew J. Desch	G	Mgmt	For	For
1.4	Elect Director Thomas J. Fitzpatrick	G	Mgmt	For	For
1.5	Elect Director L. Anthony Frazier	G	Mgmt	For	For
1.6	Elect Director Alvin B. Krongard	G	Mgmt	For	For
1.7	Elect Director Suzanne E. McBride	G	Mgmt	For	For
1.8	Elect Director Eric T. Olson	G	Mgmt	For	For
1.9	Elect Director Kay N. Sears	G	Mgmt	For	For
1.10	Elect Director Jacqueline E. Yeane	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For

Irish Residential Properties REIT Plc

Meeting Date: 15/05/2025

Country: Ireland

Ticker: IRES

Record Date: 11/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2a	Re-elect Hugh Scott-Barrett as Director	G	Mgmt	For	For
2b	Re-elect Eddie Byrne as Director	G	Mgmt	For	For
2c	Re-elect Joan Garahy as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Irish Residential Properties REIT Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2d	Re-elect Amy Freedman as Director	G	Mgmt	For	For
2e	Re-elect Denise Turner as Director	G	Mgmt	For	For
2f	Re-elect Richard Nesbitt as Director	G	Mgmt	For	For
2g	Re-elect Stefanie Frensch as Director	G	Mgmt	For	For
2h	Re-elect Tom Kavanagh as Director	G	Mgmt	For	For
3	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For
4	Ratify KPMG as Auditors	G	Mgmt	For	For
5	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Authorise Issue of Equity	G	Mgmt	For	For
8a	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
8b	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
9	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
10	Authorise Reissuance of Treasury Shares	G	Mgmt	For	For
11	Amend Articles of Association	G	Mgmt	For	For

IRISO Electronics Co., Ltd.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 6908

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 100	G	Mgmt	For	For
2.1	Elect Director Suzuki, Hitoshi	G	Mgmt	For	For
2.2	Elect Director Takeda, Keiji	G	Mgmt	For	For
2.3	Elect Director Ohira, Akihiko	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

IRISO Electronics Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.4	Elect Director Shibata, Masahisa	G	Mgmt	For	For
2.5	Elect Director Oura, Shinichiro	G	Mgmt	For	For

iRobot Corporation

Meeting Date: 16/05/2025 **Country:** USA **Ticker:** IRBT
Record Date: 19/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Neal Goldman	G	Mgmt	For	For
1b	Elect Director Julien Mininberg	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Eliminate Supermajority Vote Requirement	G	Mgmt	For	For
4	Declassify the Board of Directors	G	Mgmt	For	For
5	Provide Right to Call Special Meeting	G	Mgmt	For	For
6	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For
7	Amend Omnibus Stock Plan	G	Mgmt	For	For
8	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Iron Mountain Incorporated

Meeting Date: 29/05/2025 **Country:** USA **Ticker:** IRM
Record Date: 01/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jennifer Allerton	G	Mgmt	For	For
1b	Elect Director Pamela M. Arway	G	Mgmt	For	For
1c	Elect Director Kent P. Dauten	G	Mgmt	For	For
1d	Elect Director June Y. Felix	G	Mgmt	For	For
1e	Elect Director Monte Ford	G	Mgmt	For	For

Iron Mountain Incorporated

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Robin L. Matlock	G	Mgmt	For	For
1g	Elect Director William L. Meaney	G	Mgmt	For	For
1h	Elect Director Walter C. Rakowich	G	Mgmt	For	For
1i	Elect Director Theodore R. Samuels	G	Mgmt	For	For
1j	Elect Director Doyle R. Simons	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Ironwood Pharmaceuticals, Inc.

Meeting Date: 10/06/2025

Country: USA

Ticker: IRWD

Record Date: 15/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mark Currie	G	Mgmt	For	For
1.2	Elect Director Alexander Denner	G	Mgmt	For	For
1.3	Elect Director Andrew Dreyfus	G	Mgmt	For	For
1.4	Elect Director Jon Duane	G	Mgmt	For	For
1.5	Elect Director Marla Kessler	G	Mgmt	For	For
1.6	Elect Director Thomas McCourt	G	Mgmt	For	For
1.7	Elect Director Julie McHugh	G	Mgmt	For	For
1.8	Elect Director Catherine Moukheibir	G	Mgmt	For	For
1.9	Elect Director Jay Shepard	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Isetan Mitsukoshi Holdings Ltd.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 3099

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	G	Mgmt	For	For
2.1	Elect Director Hosoya, Toshiyuki	G	Mgmt	For	For
2.2	Elect Director Ishizuka, Yuki	G	Mgmt	For	For
2.3	Elect Director Makino, Yoshinori	G	Mgmt	For	For
2.4	Elect Director Ando, Tomoko	G	Mgmt	For	For
2.5	Elect Director Ochi, Hitoshi	G	Mgmt	For	For
2.6	Elect Director Iwamoto, Toshio	G	Mgmt	For	For
2.7	Elect Director Sukeno, Kenji	G	Mgmt	For	For
2.8	Elect Director Matsuda, Chieko	G	Mgmt	For	For
2.9	Elect Director Fujita, Naosuke	G	Mgmt	For	For

ISS A/S

Meeting Date: 11/04/2025

Country: Denmark

Ticker: ISS

Record Date: 04/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	G	Mgmt		
2	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and of Dividends of DKK 3.1 Per Share	G	Mgmt	For	For
4	Approve Discharge of Management and Board	G	Mgmt	For	For
5	Authorize Share Repurchase Program	G	Mgmt	For	For
6	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
7	Approve Remuneration of Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
8.a	Reelect Niels Smedegaard as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

ISS A/S

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.b	Reelect Lars Petersson as Director	G	Mgmt	For	For
8.c	Reelect Kelly L. Kuhn as Director	G	Mgmt	For	For
8.d	Reelect Ben Stevens as Director	G	Mgmt	For	For
8.e	Reelect Reshma Ramachandran as Director	G	Mgmt	For	For
8.f	Reelect Henriette Hallberg Thygesen as Director	G	Mgmt	For	For
8.g	Elect Henrik Lind as New Director	G	Mgmt	For	For
8.h	Elect Jens Bjorn Andersen as New Director	G	Mgmt	For	For
9	Ratify PricewaterhouseCoopers as Auditors; Appoint PricewaterhouseCoopers as Auditors for Sustainability Reporting	G	Mgmt	For	For
10.a	Approve Reduction in Share Capital via Share Cancellation	G	Mgmt	For	For
11	Other Business	G	Mgmt		

Isuzu Motors Ltd.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 7202

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 46	G	Mgmt	For	For
2.1	Elect Director Katayama, Masanori	G	Mgmt	For	For
2.2	Elect Director Minami, Shinsuke	G	Mgmt	For	For
2.3	Elect Director Takahashi, Shinichi	G	Mgmt	For	For
2.4	Elect Director Yamaguchi, Naohiro	G	Mgmt	For	For
2.5	Elect Director Fujimori, Shun	G	Mgmt	For	For
2.6	Elect Director Shibata, Mitsuyoshi	G	Mgmt	For	For
2.7	Elect Director Miyai, Machiko	G	Mgmt	For	For
2.8	Elect Director Nakano, Tetsuya	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Isuzu Motors Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.1	Elect Director and Audit Committee Member Watanabe, Masao	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Sakuragi, Kimie	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Kawanami, Masato	G	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Abe, Hirotomo	G	Mgmt	For	For
3.5	Elect Director and Audit Committee Member Hosoi, Yumiko	G	Mgmt	For	For

Italgas SpA

Meeting Date: 10/04/2025

Country: Italy

Ticker: IG

Record Date: 01/04/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Employee Share Ownership Plan 2025-2027	G	Mgmt	For	For
2	Approve Stock Grant Plan	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i>					
	Extraordinary Business		Mgmt		
1	Approve Capital Increase with Preemptive Rights; Amend Company Bylaws Re: Article 5	G	Mgmt	For	For
2	Authorize Board to Increase Capital to Service the Employee Share Ownership Plan 2025-2027; Amend Company Bylaws Re: Article 5	G	Mgmt	For	For
3	Authorize Board to Increase Capital to Service the Stock Grant Plan; Amend Company Bylaws Re: Article 5	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i>					

Meeting Date: 13/05/2025

Country: Italy

Ticker: IG

Record Date: 02/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
	Management Proposals		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3.1	Approve Remuneration Policy	G	Mgmt	For	For
3.2	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
4.1	Fix Board Terms for Directors	G	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates		Mgmt		
4.2.1	Slate Submitted by CDP Reti SpA and Snam SpA	G	SH	None	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.2.2	Slate Submitted by Inarcassa	G	SH	None	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.2.3	Slate Submitted by Institutional Investors (Assogestioni)	G	SH	None	For
	<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>				
	Shareholder Proposal Submitted by CDP Reti SpA and Snam SpA		Mgmt		
4.3	Elect Paolo Ciocca as Board Chair	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
	Management Proposal		Mgmt		
4.4	Approve Remuneration of Directors	G	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates		Mgmt		
5.1.1	Slate Submitted by CDP Reti SpA	G	SH	None	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
5.1.2	Slate Submitted by Inarcassa	G	SH	None	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Italgas SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.1.3	Slate Submitted by Institutional Investors (Assogestioni)	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					
5.2	Appoint Chairman of Internal Statutory Auditors	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
	Management Proposal		Mgmt		
5.3	Approve Internal Auditors' Remuneration	G	Mgmt	For	For

Italmobiliare SpA

Meeting Date: 17/04/2025 **Country:** Italy **Ticker:** ITM
Record Date: 08/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income and Dividend Distribution	G	Mgmt	For	For
3	Approve Remuneration Policy	G	Mgmt	For	For
4	Approve Second Section of the Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For

Itau Unibanco Holding SA

Meeting Date: 17/04/2025 **Country:** Brazil **Ticker:** ITUB4
Record Date: **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Article 3 to Reflect Changes in Capital	G	Mgmt	For	For
2	Amend Article 8.2	G	Mgmt	For	For

Itau Unibanco Holding SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Consolidate Bylaws	G	Mgmt	For	For

Itau Unibanco Holding SA

Meeting Date: 17/04/2025 Country: Brazil Ticker: ITUB4
Record Date: Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024, with Reservations Regarding the Accounts of the Former Administrator Alexsandro Broedel Lopes	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i></p>					
2	Annul, with Full Legal Effect, the Approval of the Accounts of the Former Administrator Alexsandro Broedel Lopes for the Fiscal Years 2021, 2022, and 2023, Revoking Any Discharge that May Have Been Granted in His Favor	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends	G	Mgmt	For	For
4	Fix Number of Directors at 13	G	Mgmt	For	For
5	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<p><i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i></p>					
6	Elect Pedro Moreira Salles as Board Co-Chair	G	Mgmt	For	For
7	Elect Roberto Egydio Setubal as Board Co-Chair	G	Mgmt	For	For
8	Elect Ricardo Villela Marino as Board Vice-Chairman	G	Mgmt	For	For
9.1	Elect Alfredo Egydio Setubal as Director	G	Mgmt	For	For
<p><i>Blended Rationale: .</i></p>					
9.2	Elect Ana Lucia de Mattos Barretto Villela as Director	G	Mgmt	For	For

Itau Unibanco Holding SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.3	Elect Candido Botelho Bracher as Independent Director	G	Mgmt	For	For
9.4	Elect Cesar Nivaldo Gon as Independent Director	G	Mgmt	For	For
9.5	Elect Fabricio Bloisi Rocha as Independent Director	G	Mgmt	For	For
9.6	Elect Joao Moreira Salles as Director	G	Mgmt	For	For
9.7	Elect Marcos Marinho Lutz as Independent Director	G	Mgmt	For	For
9.8	Elect Maria Helena dos Santos Fernandes de Santana as Independent Director	G	Mgmt	For	For
9.9	Elect Paulo Antunes Veras as Independent Director	G	Mgmt	For	For
9.10	Elect Pedro Luiz Bodin de Moraes as Independent Director	G	Mgmt	For	For
	If Voting FOR on Item 10, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.		Mgmt		
10	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
11.1	Percentage of Votes to Be Assigned - Elect Alfredo Egydio Setubal as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
11.2	Percentage of Votes to Be Assigned - Elect Ana Lucia de Mattos Barretto Villela as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
11.3	Percentage of Votes to Be Assigned - Elect Candido Botelho Bracher as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					

Itau Unibanco Holding SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11.4	Percentage of Votes to Be Assigned - Elect Cesar Nivaldo Gon as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
11.5	Percentage of Votes to Be Assigned - Elect Fabricio Bloisi Rocha as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
11.6	Percentage of Votes to Be Assigned - Elect Joao Moreira Salles as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
11.7	Percentage of Votes to Be Assigned - Elect Marcos Marinho Lutz as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
11.8	Percentage of Votes to Be Assigned - Elect Maria Helena dos Santos Fernandes de Santana as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
11.9	Percentage of Votes to Be Assigned - Elect Paulo Antunes Veras as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
11.10	Percentage of Votes to Be Assigned - Elect Pedro Luiz Bodin de Moraes as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
12	Approve Classification of Independent Directors	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board</i>					
13	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					

Itau Unibanco Holding SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14.1	Elect Gilberto Frussa as Fiscal Council Member and Joao Costa as Alternate	G	Mgmt	For	For
14.2	Elect Eduardo Hiroyuki Miyaki as Fiscal Council Member and Leni Bernadete Torres da Silva Sansiviero as Alternate	G	Mgmt	For	For
15	Approve Remuneration of Company's Management	G	Mgmt	For	For
16	Approve Remuneration of Fiscal Council Members	G	Mgmt	For	For

Itau Unibanco Holding SA

Meeting Date: 17/04/2025 **Country:** Brazil **Ticker:** ITUB4
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Meeting for Preferred Shareholders As a Preferred Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
2	Elect Marcelo Maia Tavares de Araujo as Fiscal Council Member and Cristina Fontes Doherty as Alternate Appointed by Preferred Shareholder	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					

Itausa SA

Meeting Date: 30/04/2025 **Country:** Brazil **Ticker:** ITSA4
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Preferred Shareholders		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Itausa SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	As a Preferred Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
2	Elect Vagner Lacerda Ribeiro as Fiscal Council Member and Paulo Roberto Lopes Ricci as Alternate Appointed by Caixa de Previdencia dos Funcionarios do Banco do Brasil - PREVI	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					

ITOCHU Corp.

Meeting Date: 20/06/2025 **Country:** Japan **Ticker:** 8001
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 100	G	Mgmt	For	For
2.1	Elect Director Okafuji, Masahiro	G	Mgmt	For	For
2.2	Elect Director Ishii, Keita	G	Mgmt	For	For
2.3	Elect Director Kobayashi, Fumihiko	G	Mgmt	For	For
2.4	Elect Director Hachimura, Tsuyoshi	G	Mgmt	For	For
2.5	Elect Director Tsubai, Hiroyuki	G	Mgmt	For	For
2.6	Elect Director Naka, Hiroyuki	G	Mgmt	For	For
2.7	Elect Director Kawana, Masatoshi	G	Mgmt	For	For
2.8	Elect Director Nakamori, Makiko	G	Mgmt	For	For
2.9	Elect Director Ishizuka, Kunio	G	Mgmt	For	For
2.10	Elect Director Ito, Akiko	G	Mgmt	For	For

ITOCHU Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Fixed Cash Compensation Ceiling and Annual Bonus Ceiling for Directors, Compensation Ceiling for Statutory Auditors, Trust-Type Equity Compensation Plan and Restricted Stock Plan	G	Mgmt	For	For

Itochu Enex Co., Ltd.

Meeting Date: 18/06/2025 **Country:** Japan **Ticker:** 8133
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 34	G	Mgmt	For	For
2.1	Elect Director Tabata, Nobuyuki	G	Mgmt	For	For
2.2	Elect Director Nishimura, Kunio	G	Mgmt	For	For
2.3	Elect Director Watanabe, Satoshi	G	Mgmt	For	For
2.4	Elect Director Yamada, Tetsuya	G	Mgmt	For	For
2.5	Elect Director Saeki, Ichiro	G	Mgmt	For	For
2.6	Elect Director Morikawa, Takuya	G	Mgmt	For	For
2.7	Elect Director Sato, Chie	G	Mgmt	For	For
2.8	Elect Director Tokuda, Shozo	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Imazawa, Yasuhiro	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Iwamoto, Masako	G	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Hosokawa, Akiko	G	Mgmt	For	For
5	Approve Compensation Ceiling for Directors	G	Mgmt	For	For

Itochu-Shokuhin Co., Ltd.

Meeting Date: 19/06/2025 **Country:** Japan **Ticker:** 2692
Record Date: 31/03/2025 **Meeting Type:** Annual

Itochu-Shokuhin Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 80	G	Mgmt	For	For
2.1	Elect Director Okamoto, Hitoshi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-024] AGAINST directors responsible as the board is less than 1/3 independent in face of major blockholders. [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>					
2.2	Elect Director Fukushima, Yoshihiro	G	Mgmt	For	For
2.3	Elect Director Uozumi, Naoyuki	G	Mgmt	For	For
2.4	Elect Director Nakamura, Hiroyuki	G	Mgmt	For	For
2.5	Elect Director Miyasaka, Yasuyuki	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
2.6	Elect Director Okuda, Takako	G	Mgmt	For	For
2.7	Elect Director Chujo, Kaoru	G	Mgmt	For	For

Itron, Inc.

Meeting Date: 08/05/2025

Country: USA

Ticker: ITRI

Record Date: 04/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Diana D. Tremblay	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Increase Authorized Common Stock	G	Mgmt	For	For
4	Amend Articles of Incorporation	G	Mgmt	For	For
5	Amend Certificate of Incorporation Regarding Indemnification of Directors and Executive Officers	G	Mgmt	For	For
6	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

ITT Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: ITT

Record Date: 25/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kevin Berryman	G	Mgmt	For	For
1b	Elect Director Maggie Chu	G	Mgmt	For	For
1c	Elect Director Donald DeFosset, Jr.	G	Mgmt	For	For
1d	Elect Director Douglas G. DelGrosso	G	Mgmt	For	For
1e	Elect Director Nazzic S. Keene	G	Mgmt	For	For
1f	Elect Director Rebecca A. McDonald	G	Mgmt	For	For
1g	Elect Director Christopher O'Shea	G	Mgmt	For	For
1h	Elect Director Timothy H. Powers	G	Mgmt	For	For
1i	Elect Director Luca Savi	G	Mgmt	For	For
1j	Elect Director Sharon Szafranski	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

ITV Plc

Meeting Date: 13/05/2025

Country: United Kingdom

Ticker: ITV

Record Date: 09/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For
4	Re-elect Dawn Allen as Director	G	Mgmt	For	For
5	Re-elect Edward Carter as Director	G	Mgmt	For	For
6	Re-elect Graham Cooke as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Re-elect Andrew Cosslett as Director	G	Mgmt	For	For
8	Re-elect Margaret Ewing as Director	G	Mgmt	For	For
9	Re-elect Marjorie Kaplan as Director	G	Mgmt	For	For
10	Re-elect Gidon Katz as Director	G	Mgmt	For	For
11	Re-elect Chris Kennedy as Director	G	Mgmt	For	For
12	Re-elect Carolyn McCall as Director	G	Mgmt	For	For
13	Re-elect Sharmila Nebhrajani as Director	G	Mgmt	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
15	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
17	Authorise Issue of Equity	G	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Ivanhoe Mines Ltd.
Meeting Date: 19/06/2025

Country: Canada

Ticker: IVN

Record Date: 25/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Directors at Eleven	G	Mgmt	For	For
2A	Elect Director Robert M. Friedland	G	Mgmt	For	For
2B	Elect Director Weibao (Webber) Hao	G	Mgmt	For	For

Ivanhoe Mines Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2C	Elect Director Tadeu Carneiro	G	Mgmt	For	For
2D	Elect Director Manfu Ma	G	Mgmt	For	For
2E	Elect Director Peter G. Meredith	G	Mgmt	For	For
2F	Elect Director Kgalema P. Motlanthe	G	Mgmt	For	For
2G	Elect Director Iman Naguib	G	Mgmt	For	For
2H	Elect Director Phumzile Mlambo-Ngcuka	G	Mgmt	For	For
2I	Elect Director Martie Janse van Rensburg	G	Mgmt	For	For
2J	Elect Director Delphine Traore	G	Mgmt	For	For
2K	Elect Director Chun (James) Wang	G	Mgmt	For	For
3	Approve PricewaterhouseCoopers Incorporated as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Iwatani Corp.

Meeting Date: 18/06/2025

Country: Japan

Ticker: 8088

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 47	G	Mgmt	For	For
2	Amend Articles to Reduce Directors' Term - Authorize Board to Pay Interim Dividends	G	Mgmt	For	For
3.1	Elect Director Makino, Akiji	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>					
3.2	Elect Director Watanabe, Toshio	G	Mgmt	For	For
3.3	Elect Director Majima, Hiroshi	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3.4	Elect Director Hirota, Hirozumi	G	Mgmt	For	For
3.5	Elect Director Tsuyoshi, Manabu	G	Mgmt	For	For

Iwatani Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.6	Elect Director Fukushima, Hiroshi	G	Mgmt	For	For
3.7	Elect Director Takayama, Kenji	G	Mgmt	For	For
3.8	Elect Director Terada, Kazumasa	G	Mgmt	For	For
3.9	Elect Director Mori, Shosuke	G	Mgmt	For	Against
<i>Blended Rationale: [TK-M0201-024] AGAINST in view of corporate misbehaviors.</i>					
3.10	Elect Director Sato, Hiroshi	G	Mgmt	For	For
3.11	Elect Director Suzuki, Hiroyuki	G	Mgmt	For	For
3.12	Elect Director Saito, Yuki	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					

J&T Global Express Ltd.

Meeting Date: 18/06/2025 **Country:** Cayman Islands **Ticker:** 1519
Record Date: 11/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Elect Qinghua Liao as Director	G	Mgmt	For	For
3	Elect Erh Fei Liu as Director	G	Mgmt	For	For
4	Elect Peng Shen as Director	G	Mgmt	For	For
5	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
6	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
9	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					

J. FRONT RETAILING Co., Ltd.

Meeting Date: 29/05/2025

Country: Japan

Ticker: 3086

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Koide, Hiroko	G	Mgmt	For	For
1.2	Elect Director Yago, Natsunosuke	G	Mgmt	For	For
1.3	Elect Director Hakoda, Junya	G	Mgmt	For	For
1.4	Elect Director Seki, Tadayuki	G	Mgmt	For	For
1.5	Elect Director Omura, Emi	G	Mgmt	For	For
1.6	Elect Director Yamada, Yoshihito	G	Mgmt	For	For
1.7	Elect Director Saito, Kazuhiro	G	Mgmt	For	For
1.8	Elect Director Yoshimoto, Tatsuya	G	Mgmt	For	For
1.9	Elect Director Hamada, Kazuko	G	Mgmt	For	For
1.10	Elect Director Ono, Keichi	G	Mgmt	For	For

J.B. Hunt Transport Services, Inc.

Meeting Date: 24/04/2025

Country: USA

Ticker: JBHT

Record Date: 18/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Brett Biggs	G	Mgmt	For	For
1.2	Elect Director Francesca M. Edwardson	G	Mgmt	For	For
1.3	Elect Director Sharilyn S. Gasaway	G	Mgmt	For	For
1.4	Elect Director Thad (John B., III) Hill	G	Mgmt	For	For
1.5	Elect Director Bryan Hunt	G	Mgmt	For	For
1.6	Elect Director Persio Lisboa	G	Mgmt	For	For
1.7	Elect Director John N. Roberts, III	G	Mgmt	For	For
1.8	Elect Director James L. Robo	G	Mgmt	For	For
1.9	Elect Director Shelley Simpson	G	Mgmt	For	For

J.B. Hunt Transport Services, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

JA Solar Technology Co., Ltd.

Meeting Date: 16/04/2025 **Country:** China **Ticker:** 002459
Record Date: 11/04/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Downward Adjustment on Conversion Price of Convertible Bonds	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.</i>					
2	Approve Provision of Equity Pledge Guarantee	G	Mgmt	For	For

JA Solar Technology Co., Ltd.

Meeting Date: 30/06/2025 **Country:** China **Ticker:** 002459
Record Date: 24/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Annual Report and Summary	G	Mgmt	For	For
6	Approve Change in Registered Capital	G	Mgmt	For	For
7	Approve Amendments to Articles of Association and Related Rules of Procedure	G	Mgmt	For	For
	AMEND THE COMPANY'S INTERNAL GOVERNANCE SYSTEMS		Mgmt		

JA Solar Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.1	Amend the Related Party Transaction Decision-making System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
8.2	Amend the Special Storage and Use Management System for Raised Funds	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
8.3	Amend the Information Disclosure Management System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
9	Approve to Amend the Draft Articles of Association of and Related Rules of Procedure Applicable to the Company's Issuance of H Shares and Listing	G	Mgmt	For	For
	AMEND THE DRAFT ARTICLES OF ASSOCIATION AND RELATED RULES OF PROCEDURE APPLICABLE TO THE COMPANY'S ISSUANCE OF H SHARES AND LISTING		Mgmt		
10.1	Amend the Related (Connected) Transaction Decision-making System (Applicable After H-share Listing)	G	Mgmt	For	For
10.2	Amend the Information Disclosure Management System (Applicable After H-share Listing)	G	Mgmt	For	For

JAFCO Group Co., Ltd.

Meeting Date: 17/06/2025

Country: Japan

Ticker: 8595

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Authorize Board to Pay Interim Dividends	G	Mgmt	For	For
2.1	Elect Director Fuki, Shinichi	G	Mgmt	For	For
2.2	Elect Director Miyoshi, Keisuke	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Tamura, Shigeru	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

JAFCO Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.2	Elect Director and Audit Committee Member Kajihara, Yoshie	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Muraoka, Kanako	G	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Doi, Toshinori	G	Mgmt	For	For

Jamf Holding Corp.

Meeting Date: 10/06/2025 **Country:** USA **Ticker:** JAMF
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Dean Hager	G	Mgmt	For	For
1.2	Elect Director Martin Taylor	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Jamieson Wellness Inc.

Meeting Date: 27/05/2025 **Country:** Canada **Ticker:** JWEL
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Heather Allen	G	Mgmt	For	For
1.2	Elect Director Louis Aronne	G	Mgmt	For	For
1.3	Elect Director Tania M. Clarke	G	Mgmt	For	For
1.4	Elect Director Diane Nyisztor	G	Mgmt	For	For
1.5	Elect Director Michael Pilato	G	Mgmt	For	For
1.6	Elect Director Timothy Penner	G	Mgmt	For	For
1.7	Elect Director Francois Vimard	G	Mgmt	For	For

Jamieson Wellness Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director Mei Ye	G	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Janux Therapeutics, Inc.

Meeting Date: 11/06/2025 Country: USA Ticker: JANX
Record Date: 17/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ronald (Ron) Barrett	G	Mgmt	For	For
1.2	Elect Director David Campbell	G	Mgmt	For	For
1.3	Elect Director Winston Kung	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Blended Rationale: [SF-M0552-002] We believe that it is in the best interests of shareholders for issuers to hold votes on executive compensation every year.

Japan Airport Terminal Co., Ltd.

Meeting Date: 26/06/2025 Country: Japan Ticker: 9706
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 55	G	Mgmt	For	For
2	Amend Articles to Amend Provisions on Director Titles - Remove All Provisions on Advisory Positions - Clarify Director Authority on Board Meetings	G	Mgmt	For	For

Japan Airport Terminal Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.1	Elect Director Tanaka, Kazuhito	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3.2	Elect Director Koyama, Yoko	G	Mgmt	For	For
3.3	Elect Director Fujino, Takeshi	G	Mgmt	For	For
3.4	Elect Director Matsuda, Keishi	G	Mgmt	For	For
3.5	Elect Director Kimura, Keiji	G	Mgmt	For	For
3.6	Elect Director Fukuzawa, Ichiro	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
3.7	Elect Director Kawamata, Yukihiro	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3.8	Elect Director Saito, Yuji	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
3.9	Elect Director Sudo, Osamu	G	Mgmt	For	For
3.10	Elect Director Taguchi, Shigeyuki	G	Mgmt	For	For
3.11	Elect Director Jinguji, Isamu	G	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Iwasaki, Kenji	G	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Nakajo, Kenta	G	Mgmt	For	For
5	Elect Alternate Director and Audit Committee Member Sugita, Yoko	G	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For

Japan Exchange Group, Inc.

Meeting Date: 20/06/2025 **Country:** Japan **Ticker:** 8697
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kinoshita, Yasushi	G	Mgmt	For	For
1.2	Elect Director Yamaji, Hiromi	G	Mgmt	For	For

Japan Exchange Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Iwanaga, Moriyuki	G	Mgmt	For	For
1.4	Elect Director Philippe Avril	G	Mgmt	For	For
1.5	Elect Director Endo, Nobuhiro	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.6	Elect Director Ota, Hiroko	G	Mgmt	For	For
1.7	Elect Director Kama, Kazuaki	G	Mgmt	For	For
1.8	Elect Director Sumida, Sayaka	G	Mgmt	For	For
1.9	Elect Director Takeno, Yasuzo	G	Mgmt	For	For
1.10	Elect Director Tanaka, Yayoi	G	Mgmt	For	For
1.11	Elect Director Teshirogi, Isao	G	Mgmt	For	For
1.12	Elect Director Matsumoto, Mitsuhiro	G	Mgmt	For	For
1.13	Elect Director Lin Kay	G	Mgmt	For	For

Japan Logistics Fund, Inc.

Meeting Date: 24/04/2025

Country: Japan

Ticker: 8967

Record Date: 31/01/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Dividend Payout Policy - Amend Asset Management Compensation	G	Mgmt	For	For
2	Elect Executive Director Suzuki, Seiichi	G	Mgmt	For	For
3.1	Elect Alternate Executive Director Sekiguchi, Ryota	G	Mgmt	For	For
3.2	Elect Alternate Executive Director Kikkawa, Satoshi	G	Mgmt	For	For
4.1	Elect Supervisory Director Oyama, Tsuyoshi	G	Mgmt	For	For
4.2	Elect Supervisory Director Oi, Motomi	G	Mgmt	For	For
4.3	Elect Supervisory Director Kamoshita, Kanae	G	Mgmt	For	For

Japan Material Co., Ltd.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 6055

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 24	G	Mgmt	For	For
2.1	Elect Director Tanaka, Hisao	G	Mgmt	For	For
2.2	Elect Director Tanaka, Kosuke	G	Mgmt	For	For
2.3	Elect Director Kai, Tetsuo	G	Mgmt	For	For
2.4	Elect Director Hase, Keisuke	G	Mgmt	For	For
2.5	Elect Director Tanaka, Tomokazu	G	Mgmt	For	For
2.6	Elect Director Sakaguchi, Yoshinori	G	Mgmt	For	For
2.7	Elect Director Yanai, Nobuharu	G	Mgmt	For	For
2.8	Elect Director Tamura, Yasushi	G	Mgmt	For	For
2.9	Elect Director Oshima, Jiro	G	Mgmt	For	For
2.10	Elect Director Sugiyama, Kenichi	G	Mgmt	For	For
2.11	Elect Director Numazawa, Sadahiro	G	Mgmt	For	For
2.12	Elect Director Matsubara, Yukio	G	Mgmt	For	For

Japan Medical Dynamic Marketing, Inc.

Meeting Date: 23/06/2025

Country: Japan

Ticker: 7600

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 15	G	Mgmt	For	For
2.1	Elect Director Hironaka, Toshiyuki	G	Mgmt	For	For
2.2	Elect Director Hidaka, Yasuaki	G	Mgmt	For	For
2.3	Elect Director Okamura, Tomoyuki	G	Mgmt	For	Against
<p><i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i></p>					
2.4	Elect Director Saburi, Toshio	G	Mgmt	For	For

Japan Medical Dynamic Marketing, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.5	Elect Director Yokoyama, Hideki	G	Mgmt	For	For
2.6	Elect Director Furushima, Hiromi	G	Mgmt	For	For
3	Appoint Statutory Auditor Seshita, Katsuhiko	G	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Murakami, Motoshige	G	Mgmt	For	For

Japan Post Bank Co., Ltd.

Meeting Date: 24/06/2025 **Country:** Japan **Ticker:** 7182
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kasama, Takayuki	G	Mgmt	For	For
1.2	Elect Director Yano, Harumi	G	Mgmt	For	For
1.3	Elect Director Ogata, Kenji	G	Mgmt	For	For
1.4	Elect Director Negishi, Kazuyuki	G	Mgmt	For	For
1.5	Elect Director Ichiki, Miho	G	Mgmt	For	For
1.6	Elect Director Kaiwa, Makoto	G	Mgmt	For	For
1.7	Elect Director Kawamura, Hiroshi	G	Mgmt	For	For
1.8	Elect Director Yamamoto, Kenzo	G	Mgmt	For	For
1.9	Elect Director Nakazawa, Keiji	G	Mgmt	For	For
1.10	Elect Director Sato, Atsuko	G	Mgmt	For	For
1.11	Elect Director Amano, Reiko	G	Mgmt	For	For
1.12	Elect Director Kato, Akane	G	Mgmt	For	For
1.13	Elect Director Mori, Shigeki	G	Mgmt	For	For
1.14	Elect Director Moro, Junko	G	Mgmt	For	For

Japan Post Holdings Co., Ltd.

Meeting Date: 25/06/2025 **Country:** Japan **Ticker:** 6178
Record Date: 31/03/2025 **Meeting Type:** Annual

Japan Post Holdings Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Capital Reduction and Accounting Transfers	G	Mgmt	For	For
2.1	Elect Director Negishi, Kazuyuki	G	Mgmt	For	For
2.2	Elect Director Iizuka, Atsushi	G	Mgmt	For	For
2.3	Elect Director Tanigaki, Kunio	G	Mgmt	For	For
2.4	Elect Director Kasama, Takayuki	G	Mgmt	For	For
2.5	Elect Director Koike, Shinya	G	Mgmt	For	For
2.6	Elect Director Kaiami, Makoto	G	Mgmt	For	For
2.7	Elect Director Satake, Akira	G	Mgmt	For	For
2.8	Elect Director Suwa, Takako	G	Mgmt	For	For
2.9	Elect Director Ito, Yayoi	G	Mgmt	For	For
2.10	Elect Director Oeda, Hiroshi	G	Mgmt	For	For
2.11	Elect Director Kimura, Miyoko	G	Mgmt	For	For
2.12	Elect Director Shindo, Kosei	G	Mgmt	For	For
2.13	Elect Director Shiono, Noriko	G	Mgmt	For	For

JAPAN POST INSURANCE Co., Ltd.

Meeting Date: 18/06/2025

Country: Japan

Ticker: 7181

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Tanigaki, Kunio	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.2	Elect Director Onishi, Toru	G	Mgmt	For	For
1.3	Elect Director Nara, Tomoaki	G	Mgmt	For	For
1.4	Elect Director Negishi, Kazuyuki	G	Mgmt	For	For
1.5	Elect Director Tonosu, Kaori	G	Mgmt	For	For
1.6	Elect Director Tomii, Satoshi	G	Mgmt	For	For
1.7	Elect Director Shingu, Yuki	G	Mgmt	For	For
1.8	Elect Director Omachi, Reiko	G	Mgmt	For	For

JAPAN POST INSURANCE Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.9	Elect Director Yamana, Shoei	G	Mgmt	For	For
1.10	Elect Director Hosoya, Kazuo	G	Mgmt	For	For
1.11	Elect Director Uno, Akiko	G	Mgmt	For	For

Japan Pulp & Paper Co., Ltd.

Meeting Date: 27/06/2025 Country: Japan Ticker: 8032
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Watanabe, Akihiko	G	Mgmt	For	For
1.2	Elect Director Katsuta, Chihiro	G	Mgmt	For	For
1.3	Elect Director Sakurai, Kazuhiko	G	Mgmt	For	For
1.4	Elect Director Izawa, Tetsuo	G	Mgmt	For	For
1.5	Elect Director Takeuchi, Sumiko	G	Mgmt	For	For
1.6	Elect Director Suzuki, Yoko	G	Mgmt	For	For
1.7	Elect Director Takahashi, Hiroshi	G	Mgmt	For	For

Japan Securities Finance Co., Ltd.

Meeting Date: 27/06/2025 Country: Japan Ticker: 8511
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Obata, Naotaka	G	Mgmt	For	For
1.2	Elect Director Sugino, Shoko	G	Mgmt	For	For
1.3	Elect Director Futagoishi, Kensuke	G	Mgmt	For	For
1.4	Elect Director Yamakawa, Takayoshi	G	Mgmt	For	For
1.5	Elect Director Tanaka, Yasuyo	G	Mgmt	For	For
1.6	Elect Director Kushida, Shigeki	G	Mgmt	For	For
1.7	Elect Director Maeda, Kazuhiro	G	Mgmt	For	For

Japan Securities Finance Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Appoint Ernst & Young ShinNihon LLC as New External Audit Firm	G	Mgmt	For	For

Jardine Matheson Holdings Ltd.

Meeting Date: 02/05/2025 **Country:** Bermuda **Ticker:** J36
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Re-elect Stuart Gulliver as Director	G	Mgmt	For	For
4	Re-elect Michael Wu as Director	G	Mgmt	For	Against

Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.

5	Elect Ming Lu as Director	G	Mgmt	For	For
6	Ratify Auditors and Authorise Their Remuneration	G	Mgmt	For	For
7	Approve Directors' Fees	G	Mgmt	For	For
8	Authorise Issue of Equity	G	Mgmt	For	For
9	Adopt New Bye-Laws	G	Mgmt	For	For

Jarir Marketing Co.

Meeting Date: 28/05/2025 **Country:** Saudi Arabia **Ticker:** 4190
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Board Report on Company Operations for FY 2024	G	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For

Jarir Marketing Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
4	Approve Remuneration of Directors of SAR 2,652,000 for FY 2024	G	Mgmt	For	For
5	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
6	Approve Sale of a Residential Building Owned by the Company in Al-Madinah Al-Munawarah to Mohammed Al Aqeel for SAR 1,650,000	G	Mgmt	For	For
7	Ratify Appointment of Auditors	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
8	Authorize Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2025	G	Mgmt	For	For
9	Approve Related Party Transactions with Kite Arabian Co Re: Execution Work, Designs, and Technical Consultations	G	Mgmt	For	For
<i>Blended Rationale: ...</i>					
10	Approve Related Party Transactions with Kite Arabian Co Re: Lease Contract for an Office in the Jarir Building in Riyadh	G	Mgmt	For	For
11	Approve Related Party Transactions with Jarir Commercial Investments Co Re: Leasing an Office in the Jarir Building in Riyadh for SAR 444,840	G	Mgmt	For	For
12	Approve Related Party Transactions with Jarir Commercial Investments Co Re: Leasing an Office in the Jarir Building in Riyadh for SAR 160,446	G	Mgmt	For	For
13	Approve Related Party Transactions with Amwaj Tehran Limited Re: Lease Contract for a Showroom for Jarir Bookstore in Dhahran	G	Mgmt	For	For
14	Approve Related Party Transactions with Future Markets Trading Co Re: Lease Contract for a Showroom for Jarir Bookstore in Riyadh	G	Mgmt	For	For

Jarir Marketing Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15	Approve Related Party Transactions with Robin Arabia Co Re: Lease Contract for a Showroom for Jarir Bookstore in Riyadh	G	Mgmt	For	For
16	Approve Related Party Transactions with Riyouf Tabuk Limited Re: Lease Contract for a Showroom for Jarir Bookstore in Tabuk	G	Mgmt	For	For
17	Approve Related Party Transactions with Robin Arabia Co Re: Providing Management, Operation and Maintenance Services of Robin Plaza Commercial Complex in Riyadh	G	Mgmt	For	For

Jason Furniture (Hangzhou) Co., Ltd.

Meeting Date: 19/05/2025

Country: China

Ticker: 603816

Record Date: 09/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Financial Budget Report	G	Mgmt	For	For
5	Approve Foreign Exchange Trading	G	Mgmt	For	For
6	Approve Comprehensive Credit Line and Loan Application	G	Mgmt	For	For
7	Approve Provision of Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [HK-MQ466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
8	Approve Annual Report and Summary	G	Mgmt	For	For
9	Approve Profit Distribution	G	Mgmt	For	For
10	Approve to Appoint Auditor	G	Mgmt	For	For
11	Approve Related Party Transactions	G	Mgmt	For	For
12	Approve Remuneration of Non-independent Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Jason Furniture (Hangzhou) Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Approve Repurchase and Cancellation of Performance Shares	G	Mgmt	For	For
14	Approve Remuneration of Supervisors	G	Mgmt	For	For

Jason Furniture (Hangzhou) Co., Ltd.

Meeting Date: 23/05/2025 Country: China Ticker: 603816
Record Date: 15/05/2025 Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Company's Eligibility for Issuance of Shares to Specific Targets	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i>				
	APPROVE PLAN ON ISSUANCE OF SHARES TO SPECIFIC TARGETS		Mgmt		
2.1	Approve Issue Type and Par Value	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i>				
2.2	Approve Issue Manner and Issue Time	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i>				
2.3	Approve Target Subscribers and Subscription Method	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i>				
2.4	Approve Pricing Reference Date, Issue Price and Pricing Basis	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i>				
2.5	Approve Issue Size	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i>				
2.6	Approve Usage of Raised Funds	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i>				
2.7	Approve Lock-up Period	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i>				
2.8	Approve Listing Location	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i>				

Jason Furniture (Hangzhou) Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.9	Approve Distribution Arrangement of Undistributed Earnings	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i>				
2.10	Approve Resolution Validity Period	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i>				
3	Approve Plan on Issuance of Shares to Specific Targets	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i>				
4	Approve Demonstration Analysis Report in Connection to Issuance of Shares to Specific Targets	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i>				
5	Approve Feasibility Analysis Report on the Use of Proceeds	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i>				
6	Approve Shareholder Dividend Return Plan	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i>				
7	Approve Impact of Dilution of Current Returns on Major Financial Indicators, the Relevant Measures to be Taken and Commitment from Relevant Parties	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i>				
8	Approve Signing of Conditional Subscription Agreement and Related Party Transaction	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i>				
9	Approve Authorization of the Board and its Authorized Persons to Handle Matters Related to Issuance of Shares to Specific Targets	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i>				
10	Approve White Wash Waiver	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i>				
11	Approve Establishment of a Special Account for Raised Funds and Authorization to Sign a Raised Funds Supervision Agreement	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i>				

Jason Furniture (Hangzhou) Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Amend Management System for the Use of Raised Funds	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i>					
13	Approve Proposal that there is No Need to Prepare a Report on Previous Usage of Raised Funds	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0300-005] The authorization allows capital issuance at an excessive discount.</i>					

JBG SMITH Properties

Meeting Date: 24/04/2025 **Country:** USA **Ticker:** JBGS
Record Date: 25/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Phyllis R. Caldwell	G	Mgmt	For	For
1b	Elect Director Scott A. Estes	G	Mgmt	For	For
1c	Elect Director Alan S. Forman	G	Mgmt	For	For
1d	Elect Director Michael J. Glosserman	G	Mgmt	For	For
1e	Elect Director W. Matthew Kelly	G	Mgmt	For	For
1f	Elect Director Alisa M. Mall	G	Mgmt	For	For
1g	Elect Director Carol A. Melton	G	Mgmt	For	For
1h	Elect Director William J. Mulrow	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1i	Elect Director D. Ellen Shuman	G	Mgmt	For	For
1j	Elect Director Robert A. Stewart	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

JBT Marel Corporation

Meeting Date: 15/05/2025 **Country:** USA **Ticker:** JBTM
Record Date: 18/03/2025 **Meeting Type:** Annual

JBT Marel Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Alan D. Feldman	G	Mgmt	For	For
1b	Elect Director Lawrence V. Jackson	G	Mgmt	For	For
1c	Elect Director Ann E. Savage	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

JCR Pharmaceuticals Co., Ltd.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 4552

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ashida, Shin	G	Mgmt	For	For
1.2	Elect Director Ashida, Toru	G	Mgmt	For	For
1.3	Elect Director Sonoda, Hiroyuki	G	Mgmt	For	For
1.4	Elect Director Hiyama, Yoshio	G	Mgmt	For	For
1.5	Elect Director Andrea Spezzi	G	Mgmt	For	For
1.6	Elect Director Suetsuna, Takashi	G	Mgmt	For	For
1.7	Elect Director Yoda, Toshihide	G	Mgmt	For	Against
<p><i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i></p>					
1.8	Elect Director Hayashi, Yuko	G	Mgmt	For	For
1.9	Elect Director Atomi, Yutaka	G	Mgmt	For	For
1.10	Elect Director Philippe Fauchet	G	Mgmt	For	For
1.11	Elect Director Marc Dunoyer	G	Mgmt	For	Against
<p><i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i></p>					
2.1	Appoint Statutory Auditor Mitsuka, Masayuki	G	Mgmt	For	For
2.2	Appoint Statutory Auditor Miyama, Miya	G	Mgmt	For	For

Meeting Date: 26/06/2025

Country: Japan

Ticker: 4975

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kimura, Masashi	G	Mgmt	For	For
1.2	Elect Director Omori, Akihisa	G	Mgmt	For	For
1.3	Elect Director Arata, Takanori	G	Mgmt	For	For
1.4	Elect Director Ikegawa, Hirofumi	G	Mgmt	For	For
1.5	Elect Director Inoue, Yoji	G	Mgmt	For	For
1.6	Elect Director Araake, Fumihiko	G	Mgmt	For	For
1.7	Elect Director Yamamoto, Mayumi	G	Mgmt	For	For
1.8	Elect Director Itagaki, Masayuki	G	Mgmt	For	For
1.9	Elect Director Nihei, Harusato	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Appoint Statutory Auditor Kawato, Koyuri	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Kihara, Daisuke	G	Mgmt	For	For

JD Health International Inc.

Meeting Date: 20/06/2025

Country: Cayman Islands

Ticker: 6618

Record Date: 16/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2.1	Elect Qingqing Yi as Director	G	Mgmt	For	For
2.2	Elect Jiyu Zhang as Director	G	Mgmt	For	For
2.3	Elect Ying Wu as Director	G	Mgmt	For	For
2.4	Elect George Lau as Director	G	Mgmt	For	For
3	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

JD Health International Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5a	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
5b	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
5c	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

JD Logistics, Inc.

Meeting Date: 08/04/2025 **Country:** Cayman Islands **Ticker:** 2618
Record Date: 01/04/2025 **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Approve Equity Transfer Agreement and Related Transactions	G	Mgmt	For	For
1b	Authorize Board to Deal with All Matters in Relation to the Equity Transfer Agreement	G	Mgmt	For	For

JD Logistics, Inc.

Meeting Date: 20/06/2025 **Country:** Cayman Islands **Ticker:** 2618
Record Date: 16/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2.1	Elect Richard Qiangdong Liu as Director	G	Mgmt	For	For
2.2	Elect Christina Gaw as Director	G	Mgmt	For	For
2.3	Elect Xiande Zhao as Director	G	Mgmt	For	For
2.4	Elect Yang Zhang as Director	G	Mgmt	For	For
2.5	Elect Lin Ye as Director	G	Mgmt	For	For
3	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For

JD Logistics, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5a	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
5b	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
5c	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

JELD-WEN Holding, Inc.

Meeting Date: 24/04/2025 **Country:** USA **Ticker:** JELD
Record Date: 24/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director William J. Christensen	G	Mgmt	For	For
1.2	Elect Director Antonella B. Franzen	G	Mgmt	For	For
1.3	Elect Director Catherine A. Halligan	G	Mgmt	For	For
1.4	Elect Director Michael F. Hilton	G	Mgmt	For	For
1.5	Elect Director Tracey I. Joubert	G	Mgmt	For	For
1.6	Elect Director Cynthia G. Marshall	G	Mgmt	For	For
1.7	Elect Director David G. Nord	G	Mgmt	For	For
1.8	Elect Director Bruce M. Taten	G	Mgmt	For	For
1.9	Elect Director Roderick C. Wendt	G	Mgmt	For	For
1.10	Elect Director Steven E. Wynne	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Meeting Date: 29/05/2025

Country: Taiwan

Ticker: 3653

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect CHUNG-HSIN CHAO with SHAREHOLDER NO.4 as Non-independent Director	G	Mgmt	For	For
4.2	Elect YUNG-TSANG CHAO with SHAREHOLDER NO.1 as Non-independent Director	G	Mgmt	For	For
4.3	Elect CHIEN-TSAI CHANG, a Representative of HSIN-CHONG INTERNATIONAL CO., LTD. with SHAREHOLDER NO.9 as Non-independent Director	G	Mgmt	For	For
4.4	Elect FENG-CHUN KUO, a Representative of HSIN-CHONG INTERNATIONAL CO., LTD. with SHAREHOLDER NO.9 as Non-independent Director	G	Mgmt	For	For
4.5	Elect CHIN-LUNG LIN, a Representative of HENG-SHAN CO., LTD. with SHAREHOLDER NO.8 as Non-independent Director	G	Mgmt	For	For
4.6	Elect JHENG-CING WU, a Representative of HENG-SHAN CO., LTD. with SHAREHOLDER NO.8 as Non-independent Director	G	Mgmt	For	For
4.7	Elect YEN-LING FANG with SHAREHOLDER NO.U220401XXX as Independent Director	G	Mgmt	For	For
4.8	Elect PEI-ZEN CHANG with SHAREHOLDER NO.Q121117XXX as Independent Director	G	Mgmt	For	For
4.9	Elect SHEN-KUO HSU with SHAREHOLDER NO.66605 as Independent Director	G	Mgmt	For	For

Jentech Precision Industrial Co. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	G	Mgmt	For	For

JEOL Ltd.

Meeting Date: 26/06/2025 **Country:** Japan **Ticker:** 6951
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 62	G	Mgmt	For	For
2.1	Elect Director Oi, Izumi	G	Mgmt	For	For
2.2	Elect Director Yaguchi, Katsumoto	G	Mgmt	For	For
2.3	Elect Director Kobayashi, Akihiro	G	Mgmt	For	For
2.4	Elect Director Kanayama, Toshihiko	G	Mgmt	For	For
2.5	Elect Director Kanno, Ryuji	G	Mgmt	For	For
2.6	Elect Director Terashima, Kaoru	G	Mgmt	For	For
2.7	Elect Director Yomo, Yukari	G	Mgmt	For	For
2.8	Elect Director Kaneyama, Toshikatsu	G	Mgmt	For	For
2.9	Elect Director Nakao, Akihiro	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Takahashi, Mitsuru	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Oshimi, Yukako	G	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Nakanishi, Kazuyuki	G	Mgmt	For	For
5	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

Jerónimo Martins SGPS SA

Meeting Date: 24/04/2025 **Country:** Portugal **Ticker:** JMT
Record Date: 15/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Broadridge Only Meeting		Mgmt		
1	Approve Individual and Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
4	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
5	Elect Corporate Bodies for 2025-2027 Term	G	SH	None	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>					
Shareholders Can Only Vote FOR on Any One of Resolutions 6.a to 6.d. To Vote Against on Both Alternatives, Vote FOR on Item 6.c and AGAINST on the Other Items. To Vote in Abstention on Both Alternatives, Vote FOR on Item 6.d and AGAINST on the Other Items			Mgmt		
6.a	Vote FOR To Elect The Statutory Auditor Of The Company For The 2025-2027 Period: In Favour Of Alternative A	G	Mgmt	For	For
6.b	Vote FOR To Elect The Statutory Auditor Of The Company For The 2025-2027 Period: In Favour Of Alternative B	G	Mgmt	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
6.c	To Elect The Statutory Auditor Of The Company For The 2025-2027 Period: Against (alternatives A And B)	G	Mgmt	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
6.d	To Elect The Statutory Auditor Of The Company For The 2025-2027 Period: Abstention (alternatives A And B)	G	Mgmt	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					

Jeronimo Martins SGPS SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Elect Remuneration Committee for 2025-2027 Term	G	SH	None	For

Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.

JFrog Ltd.

Meeting Date: 20/05/2025 **Country:** Israel **Ticker:** FROG
Record Date: 26/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Frederic Simon	G	Mgmt	For	For
1b	Elect Director Andy Vitus	G	Mgmt	For	For
1c	Elect Director Barry Zwarenstein	G	Mgmt	For	For
2	Ratify Kost, Forer, Gabbay & Kasierer as Auditors	G	Mgmt	For	For
3	Approve Amended Compensation of Shlomi Ben Haim, Chief Executive Officer	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3500-001] Proposal would result in excessive dilution.[SD-M0550-006] Vesting conditions and performance hurdles are unsatisfactory.</i>					
4	Approve Amended Compensation of Yoav Landman, Chief Technology Officer	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3500-001] Proposal would result in excessive dilution.[SD-M0550-006] Vesting conditions and performance hurdles are unsatisfactory.</i>					
5	Approve Compensation Policy for the Directors and Officers of the Company	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3500-001] Proposal would result in excessive dilution.[SD-M0550-006] Vesting conditions and performance hurdles are unsatisfactory.</i>					
6	Approve Amended Compensation Terms for Non-Executive Directors	G	Mgmt	For	For
7	Authorize Shlomi Ben Haim to Serve as CEO and Board Chairman	G	Mgmt	For	For

JGC Holdings Corp.

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 1963
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	G	Mgmt	For	For
2	Approve Accounting Transfers	G	Mgmt	For	For
3.1	Elect Director Sato, Masayuki	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3.2	Elect Director Terajima, Kiyotaka	G	Mgmt	For	For
3.3	Elect Director Ishikawa, Masaki	G	Mgmt	For	For
3.4	Elect Director Yamada, Shoji	G	Mgmt	For	For
3.5	Elect Director Matsushima, Masayuki	G	Mgmt	For	For
3.6	Elect Director Yao, Noriko	G	Mgmt	For	For
3.7	Elect Director Mishima, Shinjiro	G	Mgmt	For	For
3.8	Elect Director Hirano, Miku	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

Jiangsu Expressway Company Limited

Meeting Date: 27/06/2025 **Country:** China **Ticker:** 177
Record Date: 06/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Work Report of the Board	G	Mgmt	For	For
2	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Financial Statements and Audit Report	G	Mgmt	For	For
4	Approve Final Financial Report	G	Mgmt	For	For
5	Approve Financial Budget Report	G	Mgmt	For	For
6	Approve Final Dividends Distribution Proposal	G	Mgmt	For	For

Jiangsu Expressway Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve KPMG Huazhen LLP as Auditors of the Annual Financial Report and Internal Control and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Approve Registration and Issuance of Medium-Term Notes and Related Transactions	G	Mgmt	For	For
9	Approve Renewal of Annual Liability Insurance for Directors, Supervisors and Senior Management	G	Mgmt	For	For
10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights and Amend Articles of Association	G	Mgmt	For	Against

Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion

11	Approve Related Party Transaction Between Jiangsu Guangjing Xicheng Expressway Company Limited, Jiangsu Expressway New Material Technology Co., Ltd. and Jiangsu Provincial Transportation Engineering Construction Bureau	G	SH	For	For
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Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.

Jiangsu Hengli Hydraulic Co., Ltd.

Meeting Date: 23/05/2025

Country: China

Ticker: 601100

Record Date: 16/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Report of the Independent Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Jiangsu Hengli Hydraulic Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Remuneration of Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
8	Approve Special Report on the Deposit and Usage of Raised Funds	G	Mgmt	For	For
9	Approve to Appoint Auditor	G	Mgmt	For	For
10	Amend Raised Funds Management System	G	Mgmt	For	Against

Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.

Jiangsu Hengrui Pharmaceuticals Co., Ltd.

Meeting Date: 28/04/2025 **Country:** China **Ticker:** 600276
Record Date: 17/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Annual Report and Summary	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Shareholder Dividend Return Plan	G	Mgmt	For	For
5	Approve Financial Statements	G	Mgmt	For	For
6	Approve Profit Distribution	G	Mgmt	For	For
7	Approve to Appoint Auditor and Internal Control Auditor as well as Payment of Remuneration	G	Mgmt	For	For
8	Approve Remuneration of Directors and Senior Management Members	G	Mgmt	For	For
9	Approve Remuneration of Supervisors	G	Mgmt	For	For
10	Elect Feng Ji as Non-independent Director	G	Mgmt	For	For
11	Amend Articles of Association	G	Mgmt	For	For

Jiangsu Linyang Energy Co., Ltd.

Meeting Date: 06/06/2025 **Country:** China **Ticker:** 601222
Record Date: 30/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Profit Distribution and Interim Cash Dividend Plan	G	Mgmt	For	For
6	Approve Comprehensive Credit Line Application	G	Mgmt	For	For
7	Approve External Guarantee Plan	G	Mgmt	For	For
8	Approve Daily Related-Party Transactions	G	Mgmt	For	For
9	Approve Completion, Termination of Raised Funds Investment Project and Use of Excess Raised Funds to Replenish Working Capital	G	Mgmt	For	For
10	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
11	Approve to Appoint Auditor	G	Mgmt	For	For
12	Approve 2024 Remuneration of Directors	G	Mgmt	For	For
13	Approve 2024 Remuneration of Supervisors	G	Mgmt	For	For
	AMEND ARTICLES OF ASSOCIATION AND CORPORATE GOVERNANCE SYSTEMS		Mgmt		
14.1	Approve Amendments to Articles of Association	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>				
14.2	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
14.3	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				

Jiangsu Linyang Energy Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14.4	Amend Working System for Independent Directors	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
14.5	Amend Implementation Details of the Cumulative Voting System for General Meetings of Shareholders	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
14.6	Amend Use of Raised Funds and Management System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
14.7	Amend Management System for Providing External Guarantees	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
14.8	Amend Related Transaction System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
14.9	Amend Accounting Firm Selection System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
15	Approve to Abolish the Supervisory Board and Abolish the Rules and Procedures Regarding Meetings of the Board of Supervisors	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
16.1	Elect Yun Biao as Director	G	Mgmt	For	For
16.2	Elect Lu Danqing as Director	G	Mgmt	For	For
16.3	Elect Lu Yongxin as Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
17.1	Elect Cui Jizi as Director	G	Mgmt	For	For
17.2	Elect Gan Lining as Director	G	Mgmt	For	For
17.3	Elect Me Xin as Director	G	Mgmt	For	For

Jiangsu Linyang Energy Co., Ltd.

Meeting Date: 18/06/2025

Country: China

Ticker: 601222

Record Date: 10/06/2025

Meeting Type: Special

Jiangsu Linyang Energy Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Transfer of Equity and Transfer of Raised Funds Investment Projects	G	Mgmt	For	For
2	Approve Increase in Estimated Amount of External Guarantees	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
3	Approve Provision of Guarantee	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

Jiangsu Nhwa Pharmaceutical Co., Ltd.

Meeting Date: 25/04/2025 Country: China Ticker: 002262
Record Date: 18/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Use of Funds for Cash Management	G	Mgmt	For	For
7	Approve to Appoint Auditor	G	Mgmt	For	For
8	Approve Remuneration of Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
9.1	Elect Sun Pengsheng as Director	G	Mgmt	For	For
9.2	Elect Fu Qing as Director	G	Mgmt	For	For
9.3	Elect Chen Zengliang as Director	G	Mgmt	For	For
9.4	Elect Yang Ziliang as Director	G	Mgmt	For	For
9.5	Elect Sun Jiaquan as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Jiangsu Nhwa Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
10.1	Elect Yin Xiaoxing as Director	G	Mgmt	For	For
10.2	Elect Chen Guoxiang as Director	G	Mgmt	For	For
10.3	Elect Li Yulan as Director	G	Mgmt	For	For
	ELECT SUPERVISORS VIA CUMULATIVE VOTING		Mgmt		
11.1	Elect Wang Fengshou as Supervisor	G	Mgmt	For	For
11.2	Elect Jia Xinglei as Supervisor	G	Mgmt	For	For

Jiangsu Nhwa Pharmaceutical Co., Ltd.

Meeting Date: 13/06/2025 **Country:** China **Ticker:** 002262
Record Date: 06/06/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Repurchase and Cancellation of Performance Shares	G	Mgmt	For	For
2	Approve Change in Registered Capital and Amendment of Articles of Association	G	Mgmt	For	For

Jiangsu Pacific Quartz Co., Ltd.

Meeting Date: 16/05/2025 **Country:** China **Ticker:** 603688
Record Date: 12/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Report of the Board of Independent Directors	G	Mgmt	For	For
5	Approve Annual Report and Summary	G	Mgmt	For	For

Jiangsu Pacific Quartz Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Profit Distribution	G	Mgmt	For	For
7	Approve to Appoint Auditor	G	Mgmt	For	For
8	Approve 2024 and 2025 Remuneration of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
9	Approve 2024 and 2025 Remuneration of Supervisors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
10	Approve 2024 and 2025 Remuneration of Senior Management Members	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

Jiangsu Yanghe Distillery Co., Ltd.

Meeting Date: 12/06/2025 **Country:** China **Ticker:** 002304
Record Date: 04/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve to Appoint Auditor	G	Mgmt	For	For

Jiangsu Yuyue Medical Equipment & Supply Co., Ltd.

Meeting Date: 16/05/2025 **Country:** China **Ticker:** 002223
Record Date: 08/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For

Jiangsu Yuyue Medical Equipment & Supply Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve to Appoint Auditor	G	Mgmt	For	For
7	Approve Remuneration of Directors and Senior Management Members	G	Mgmt	For	For
8	Approve Remuneration of Supervisors	G	Mgmt	For	For

Jiangsu Zhongtian Technology Co., Ltd.

Meeting Date: 11/06/2025 **Country:** China **Ticker:** 600522
Record Date: 04/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Adjustment to Phase II Employee Share Purchase Plan Related Matters	G	Mgmt	For	For
2	Approve Draft and Summary of Phase III Employee Share Purchase Plan	G	Mgmt	For	For
3	Approve Management Method of Phase III Employee Share Purchase Plan	G	Mgmt	For	For
4	Approve Report of the Board of Directors	G	Mgmt	For	For
5	Approve Report of the Board of Supervisors	G	Mgmt	For	For
6	Approve Annual Report and Summary	G	Mgmt	For	For
7	Approve Special Report on the Deposit and Usage of Raised Funds	G	Mgmt	For	For
8	Approve Report of the Independent Directors	G	Mgmt	For	For
9	Approve Internal Control Evaluation Report	G	Mgmt	For	For
10	Approve Financial Statements	G	Mgmt	For	For
11	Approve Profit Distribution	G	Mgmt	For	For
12	Approve to Appoint Auditor	G	Mgmt	For	For
13	Approve 2024 Remuneration of Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Jiangsu Zhongtian Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Approve 2024 Remuneration of Supervisors	G	Mgmt	For	For
15	Approve 2024 and 2025 Related Party Transactions	G	Mgmt	For	For
16	Approve Estimated Amount of External Guarantees	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
17	Approve Foreign Exchange Hedging Business	G	Mgmt	For	For
18	Approve to Amend Articles of Association, and Amend, Formulate Governance Systems	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0000-002] We are abstaining from voting on this item due to local regulations.</i>					
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
19.1	Elect Xue Chi as Director	G	Mgmt	For	For
19.2	Elect Shen Yichun as Director	G	Mgmt	For	For
19.3	Elect Lu Wei as Director	G	Mgmt	For	For
19.4	Elect Xue Jianlin as Director	G	Mgmt	For	For
19.5	Elect Cao Shanshan as Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
20.1	Elect Shen Jie as Director	G	Mgmt	For	For
20.2	Elect Wang Yimin as Director	G	Mgmt	For	For
20.3	Elect Wang Jun as Director	G	Mgmt	For	For

Jiangxi Copper Company Limited

Meeting Date: 06/06/2025

Country: China

Ticker: 358

Record Date: 28/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Issuance of Corporate Bonds and Related Transactions	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Jiangxi Copper Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Report of the Board	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-034] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related investment risks and opportunities.</i>					
3	Approve Report of the Supervisory Committee	G	Mgmt	For	For
4	Approve Audited Financial Report and Annual Report and Its Summary	G	Mgmt	For	For
5	Approve Profit Distribution Proposal	G	Mgmt	For	For
6	Approve Ernst & Young Hua Ming LLP as Domestic Financial Auditor and Internal Control Auditor and Ernst & Young as Overseas Financial Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Jinko Solar Co., Ltd.

Meeting Date: 21/05/2025 **Country:** China **Ticker:** 688223
Record Date: 15/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Annual Report and Summary	G	Mgmt	For	For
3	Amend External Donation Management System	G	Mgmt	For	For
4	Approve Remuneration of Directors and Supervisors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
5	Approve Report of the Board of Supervisors	G	Mgmt	For	For
6	Approve Financial Statements	G	Mgmt	For	For
7	Approve No Profit Distribution	G	Mgmt	For	For

JM AB

Meeting Date: 09/04/2025 **Country:** Sweden **Ticker:** JM
Record Date: 01/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Fredrik Persson as Chair of Meeting	G	Mgmt	For	For
2	Prepare and Approve List of Shareholders	G	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
5	Approve Agenda of Meeting	G	Mgmt	For	For
6	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
7	Approve Allocation of Income and Dividends of SEK 3.25 Per Share	G	Mgmt	For	For
8.1	Approve Discharge of Fredrik Persson	G	Mgmt	For	For
8.2	Approve Discharge of Stefan Bjorkman	G	Mgmt	For	For
8.3	Approve Discharge of Kerstin Gillsbro	G	Mgmt	For	For
8.4	Approve Discharge of Jenny Larsson	G	Mgmt	For	For
8.5	Approve Discharge of Olav Line	G	Mgmt	For	For
8.6	Approve Discharge of Liia Nou	G	Mgmt	For	For
8.7	Approve Discharge of Thomas Thuresson	G	Mgmt	For	For
8.8	Approve Discharge of Carolina Detterfelt	G	Mgmt	For	For
8.9	Approve Discharge of Jan Stromberg	G	Mgmt	For	For
8.10	Approve Discharge of Peter Olsson	G	Mgmt	For	For
8.11	Approve Discharge of Per Petersen	G	Mgmt	For	For
8.12	Approve Discharge of President Johan Skoglund	G	Mgmt	For	For
8.13	Approve Discharge of President Mikael Aslund	G	Mgmt	For	For
9	Determine Number of Members (7) and Deputy Members (0) of Board	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Remuneration of Directors in the Amount of SEK 1.03 Million for Chair and SEK 407,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
11	Approve Remuneration of Auditors	G	Mgmt	For	For
12.1	Reelect Fredrik Persson (Chair) as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
12.2	Reelect Stefan Bjorkman as Director	G	Mgmt	For	For
12.3	Reelect Kerstin Gillsbro as Director	G	Mgmt	For	For
12.4	Reelect Jenny Larsson as Director	G	Mgmt	For	For
12.5	Reelect Olav Line as Director	G	Mgmt	For	For
12.6	Reelect Liia Nou as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
12.7	Reelect Thomas Thuresson as Director	G	Mgmt	For	For
13.1	Ratify PricewaterhouseCoopers as Auditors	G	Mgmt	For	For
14	Approve Remuneration Report	G	Mgmt	For	For
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
16	Close Meeting	G	Mgmt		

Joby Aviation, Inc.

Meeting Date: 06/06/2025

Country: USA

Ticker: JOBY

Record Date: 07/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Michael P. Huerta	G	Mgmt	For	For
1b	Elect Director Tetsuo "Ted" Ogawa	G	Mgmt	For	Withhold

Blended Rationale: [RU-M0201-006] Nominee has demonstrated a pattern of poor meeting attendance.

Joby Aviation, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Dipender Saluja	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Increase Authorized Common Stock	G	Mgmt	For	For
5	Amend Certificate of Incorporation to Revise Certain Provisions Related to Ownership of U.S. Air Carriers	G	Mgmt	For	For
6	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For

Johnson & Johnson

Meeting Date: 24/04/2025

Country: USA

Ticker: JNJ

Record Date: 25/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	G	Mgmt	For	For
1b	Elect Director Mary C. Beckerle	G	Mgmt	For	For
1c	Elect Director Jennifer A. Doudna	G	Mgmt	For	For
1d	Elect Director Joaquin Duato	G	Mgmt	For	For
1e	Elect Director Marillyn A. Hewson	G	Mgmt	For	For
1f	Elect Director Paula A. Johnson	G	Mgmt	For	For
1g	Elect Director Hubert Joly	G	Mgmt	For	For
1h	Elect Director Mark B. McClellan	G	Mgmt	For	For
1i	Elect Director Mark A. Weinberger	G	Mgmt	For	For
1j	Elect Director Nadja Y. West	G	Mgmt	For	For
1k	Elect Director Eugene A. Woods	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Johnson & Johnson

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Submit Severance Agreement to Shareholder Vote	G	SH	Against	Against
<i>Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.</i>					
5	Oversee and Report Human Rights Impact Assessment	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					

J-Oil Mills, Inc.

Meeting Date: 25/06/2025 **Country:** Japan **Ticker:** 2613
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sato, Tatsuya	G	Mgmt	For	For
1.2	Elect Director Haruyama, Yuichiro	G	Mgmt	For	For
1.3	Elect Director Kondo, Kazuya	G	Mgmt	For	For
1.4	Elect Director Sasaki, Tatsuya	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
1.5	Elect Director Yoshisato, Kaku	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
1.6	Elect Director Ishida, Yugo	G	Mgmt	For	For
1.7	Elect Director Ikeda, Akiko	G	Mgmt	For	For
1.8	Elect Director Maki, Mifuyu	G	Mgmt	For	For
2.1	Appoint Statutory Auditor Sugawara, Mariko	G	Mgmt	For	For
2.2	Appoint Statutory Auditor Tanabu, Masafumi	G	Mgmt	For	For

Joincare Pharmaceutical Group Industry Co., Ltd.

Meeting Date: 09/05/2025 **Country:** China **Ticker:** 600380
Record Date: 28/04/2025 **Meeting Type:** Special

Joincare Pharmaceutical Group Industry Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Shen Xiaoxu as Independent Director	G	Mgmt	For	For

Joincare Pharmaceutical Group Industry Co., Ltd.

Meeting Date: 06/06/2025

Country: China

Ticker: 600380

Record Date: 29/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Supervisors	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Annual Report and Summary	G	Mgmt	For	For
6	Approve Internal Control Audit Report	G	Mgmt	For	For
7	Approve Special Audit Report on the Summary of Non-operating Capital Occupation and Other Related Capital Transactions	G	Mgmt	For	For
8	Approve Credit Financing and Provision of Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
9	Approve Provision of Guarantee	G	Mgmt	For	For
10	Approve Appointment of Auditor	G	Mgmt	For	For

JOINN Laboratories (China) Co., Ltd.

Meeting Date: 18/06/2025

Country: China

Ticker: 6127

Record Date: 12/06/2025

Meeting Type: Annual

JOINN Laboratories (China) Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Work Report of the Board of Directors	G	Mgmt	For	For
3	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
4	Approve Final Account Report	G	Mgmt	For	For
5	Approve Profit Distribution Plan	G	Mgmt	For	For
6	Approve KPMG Huazhen LLP as PRC Financial Report and Internal Control Report Auditors and KPMG as International Financial Report Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Approve Remuneration of Directors	G	Mgmt	For	For
8	Approve Remuneration of Supervisors	G	Mgmt	For	For
9	Approve Change of Registered Capital	G	Mgmt	For	For
10	Amend Articles of Association	G	Mgmt	For	For
11	Authorize Repurchase of Issued A Share and H Share Capital	G	Mgmt	For	For

JOINN Laboratories (China) Co., Ltd.

Meeting Date: 18/06/2025

Country: China

Ticker: 6127

Record Date: 12/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Change of Registered Capital	G	Mgmt	For	For
2	Amend Articles of Association	G	Mgmt	For	For
3	Authorize Repurchase of Issued A Share and H Share Capital	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

JOINN Laboratories (China) Co., Ltd.

Meeting Date: 18/06/2025

Country: China

Ticker: 6127

Record Date: 11/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Work Report of the Board of Directors	G	Mgmt	For	For
3	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
4	Approve Final Account Report	G	Mgmt	For	For
5	Approve Profit Distribution Plan	G	Mgmt	For	For
6	Approve KPMG Huazhen LLP as PRC Financial Report and Internal Control Report Auditors and KPMG as International Financial Report Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Approve Remuneration of Directors	G	Mgmt	For	For
8	Approve Remuneration of Supervisors	G	Mgmt	For	For
9	Approve Change of Registered Capital	G	Mgmt	For	For
10	Amend Articles of Association	G	Mgmt	For	For
11	Authorize Repurchase of Issued A Share and H Share Capital	G	Mgmt	For	For

JOINN Laboratories (China) Co., Ltd.

Meeting Date: 18/06/2025

Country: China

Ticker: 6127

Record Date: 11/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Change of Registered Capital	G	Mgmt	For	For
2	Amend Articles of Association	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

JOINN Laboratories (China) Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Authorize Repurchase of Issued A Share and H Share Capital	G	Mgmt	For	For

Jollibee Foods Corporation

Meeting Date: 27/06/2025 Country: Philippines Ticker: JFC
Record Date: 28/05/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Minutes of the Annual Stockholders' Meeting	G	Mgmt	For	For
4	Approve Annual Report and Audited Financial Statements	G	Mgmt	For	For
5	Ratify Actions by the Board of Directors and Officers of the Corporation Since the Last Annual Stockholders' Meeting	G	Mgmt	For	For
	Elect 9 Directors by Cumulative Voting		Mgmt		
6a	Elect Tony Tan Caktiong as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence[SF-M0201-025] The nomination committee is not majority independent.[HK-M0201-012] Chair of Remuneration Committee not independent[SF-M0201-129] Nominee is an executive director and serves on the Remuneration Committee.</i>					
6b	Elect William Tan Untiong as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent. [HK-M0201-009] Nominee is an executive director on Audit committee.</i>					
6c	Elect Ernesto Tanmantiong as Director	G	Mgmt	For	For
6d	Elect Antonio Chua Poe Eng as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence</i>					
6e	Elect Carl Brian Ang Tancaktiong as Director	G	Mgmt	For	For
6f	Elect Artemio V. Panganiban as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent. [SF-S0250-013] Chair of the Nomination Committee is not independent. [SF-M0201-019] Vote against for serving on over an excessive number of public company boards which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
6g	Elect Cesar V. Purisima as Director	G	Mgmt	For	For
6h	Elect Kevin Goh as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Jollibee Foods Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6i	Elect Ee Rong Chong as Director	G	Mgmt	For	For
7	Appoint External Auditors	G	Mgmt	For	For
8	Approve Other Matters	G	Mgmt	For	Against

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Jones Lang LaSalle Incorporated

Meeting Date: 21/05/2025

Country: USA

Ticker: JLL

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Hugo Bague	G	Mgmt	For	For
1b	Elect Director Matthew Carter, Jr.	G	Mgmt	For	For
1c	Elect Director Catherine Clay	G	Mgmt	For	For
1d	Elect Director Susan M. Gore	G	Mgmt	For	For
1e	Elect Director Tina Ju	G	Mgmt	For	For
1f	Elect Director Bridget Macaskill	G	Mgmt	For	For
1g	Elect Director Deborah H. McAneny	G	Mgmt	For	For
1h	Elect Director Siddharth (Bobby) Mehta	G	Mgmt	For	For
1i	Elect Director Moses Ojeisekhoba	G	Mgmt	For	For
1j	Elect Director Jeetendra (Jeetu) I. Patel	G	Mgmt	For	For
1k	Elect Director Joseph (Larry) Quinlan	G	Mgmt	For	For
1l	Elect Director Efrain Rivera	G	Mgmt	For	For
1m	Elect Director Christian Ulbrich	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Meeting Date: 24/06/2025

Country: Japan

Ticker: 8173

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 100	G	Mgmt	For	For
2	Amend Articles to Change Company Name	G	Mgmt	For	For
3	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	G	Mgmt	For	For
4.1	Elect Director Kanatani, Ryuhei	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-021] AGAINST directors responsible for company's poor ROE/ROA performance.</i>					
4.2	Elect Director Takahashi, Tetsuya	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-021] AGAINST directors responsible for company's poor ROE/ROA performance.</i>					
4.3	Elect Director Yamahira, Keiko	G	Mgmt	For	For
4.4	Elect Director Kawano, Junko	G	Mgmt	For	For
4.5	Elect Director Nishikawa, Seiji	G	Mgmt	For	For
5.1	Elect Director and Audit Committee Member Naito, Kinya	G	Mgmt	For	For
5.2	Elect Director and Audit Committee Member Yoshikawa, Kazumi	G	Mgmt	For	For
5.3	Elect Director and Audit Committee Member Otsuki, Kazuko	G	Mgmt	For	For
6	Elect Alternate Director and Audit Committee Member Wakasugi, Yoichi	G	Mgmt	For	For
7	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
8	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For
9	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

JOST Werke SE

Meeting Date: 08/05/2025

Country: Germany

Ticker: JST

Record Date: 16/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.50 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
5	Approve Remuneration Report	G	Mgmt	For	For
6	Approve Management Board Remuneration Policy	G	Mgmt	For	For
7	Approve Remuneration of Supervisory Board	G	Mgmt	For	For
8	Elect Helmut Ernst to the Supervisory Board	G	Mgmt	For	For
9.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	G	Mgmt	For	For
9.2	Ratify Spall & Koelsch GmbH as Auditor for the Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For

JPMorgan Chase & Co.

Meeting Date: 20/05/2025

Country: USA

Ticker: JPM

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Linda B. Bammann	G	Mgmt	For	For
1b	Elect Director Michele G. Buck	G	Mgmt	For	For
1c	Elect Director Stephen B. Burke	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1d	Elect Director Todd A. Combs	G	Mgmt	For	For
1e	Elect Director Alicia Boler Davis	G	Mgmt	For	For

JPMorgan Chase & Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director James Dimon	G	Mgmt	For	For
1g	Elect Director Alex Gorsky	G	Mgmt	For	For
1h	Elect Director Melody Hobson	G	Mgmt	For	For
1i	Elect Director Phebe N. Novakovic	G	Mgmt	For	For
1j	Elect Director Virginia M. Rometty	G	Mgmt	For	For
1k	Elect Director Brad D. Smith	G	Mgmt	For	For
1l	Elect Director Mark A. Weinberger	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Require Independent Board Chair	G	SH	Against	Against
<i>Blended Rationale: [SF-S0107-101] Company has a designated lead director who fulfills the requirements appropriate to such role.</i>					
5	Report on Social Impacts of Climate Transition Finance	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					

Julius Baer Gruppe AG

Meeting Date: 10/04/2025 **Country:** Switzerland **Ticker:** BAER
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	For
1.3	Approve Sustainability Report	E, S	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 2.60 per Share	G	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
4.1	Approve Remuneration of Board of Directors in the Amount of CHF 4.4 Million	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.2.1	Approve Variable Cash-Based Remuneration of Executive Committee in the Amount of CHF 14.9 Million for Fiscal Year 2024	G	Mgmt	For	For
4.2.2	Approve Variable Share-Based Remuneration of Executive Committee in the Amount of CHF 13.2 Million for Fiscal Year 2025	G	Mgmt	For	For
4.2.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.3 Million for Fiscal Year 2026	G	Mgmt	For	For
5.1.1	Reelect Richard Campbell-Breeden as Director	G	Mgmt	For	For
5.1.2	Reelect Bruce Fletcher as Director	G	Mgmt	For	For
5.1.3	Reelect Juerg Hunziker as Director	G	Mgmt	For	For
5.1.4	Reelect Kathryn Shih as Director	G	Mgmt	For	For
5.1.5	Reelect Tomas Muina as Director	G	Mgmt	For	For
5.1.6	Reelect Eunice Zehnder-Lai as Director	G	Mgmt	For	For
5.1.7	Reelect Olga Zoutendijk as Director	G	Mgmt	For	For
5.2	Elect Noel Quinn as Director and Board Chair	G	Mgmt	For	For
5.3.1	Reappoint Richard Campbell-Breeden as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
5.3.2	Reappoint Bruce Fletcher as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
5.3.3	Reappoint Kathryn Shih as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
5.3.4	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
6	Ratify KPMG AG as Auditors	G	Mgmt	For	For
7	Designate Marc Nater as Independent Proxy	G	Mgmt	For	For
8	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Juniper Networks, Inc.

Meeting Date: 28/05/2025

Country: USA

Ticker: JNPR

Record Date: 01/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Anne DeSanto	G	Mgmt	For	For
1b	Elect Director Kevin DeNuccio	G	Mgmt	For	For
1c	Elect Director James Dolce	G	Mgmt	For	For
1d	Elect Director Steven Fernandez	G	Mgmt	For	For
1e	Elect Director Christine Gorjanc	G	Mgmt	For	For
1f	Elect Director Janet Haugen	G	Mgmt	For	For
1g	Elect Director Scott Kriens	G	Mgmt	For	For
1h	Elect Director Rahul Merchant	G	Mgmt	For	For
1i	Elect Director Rami Rahim	G	Mgmt	For	For
1j	Elect Director William R. Stensrud	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Require More Director Nominations Than Open Seats	G	SH	Against	Against

Blended Rationale: [SF-S0200-101] Absent some concern about the functioning of the board or its size, we do not support a proposal to suggest any modifications to the existing structure.

Jupiter Fund Management Plc

Meeting Date: 08/05/2025

Country: United Kingdom

Ticker: JUP

Record Date: 06/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For
4	Elect James Macpherson as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Jupiter Fund Management Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Re-elect Matthew Beesley as Director	G	Mgmt	For	For
6	Re-elect David Cruickshank as Director	G	Mgmt	For	For
7	Re-elect Wayne Mepham as Director	G	Mgmt	For	For
8	Re-elect Dale Murray as Director	G	Mgmt	For	For
9	Re-elect Suzy Neubert as Director	G	Mgmt	For	For
10	Re-elect Roger Yates as Director	G	Mgmt	For	For
11	Reappoint Ernst & Young LLP as Auditors	G	Mgmt	For	For
12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
13	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
14	Authorise Issue of Equity	G	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
16	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Just Eat Takeaway.com NV

Meeting Date: 15/05/2025 **Country:** Netherlands **Ticker:** TKWY
Record Date: 17/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1.	Open Meeting	G	Mgmt		
2a.	Receive Report of Management Board (Non-Voting)	G	Mgmt		
2b.	Approve Remuneration Report	G	Mgmt	For	For
2c.	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
3.	Amend Remuneration Policy of Management Board	G	Mgmt	For	For

Just Eat Takeaway.com NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4a.	Approve Discharge of Management Board	G	Mgmt	For	For
4b.	Approve Discharge of Supervisory Board	G	Mgmt	For	For
5.	Grant Board Authority to Issue Shares for General Purposes and in Connection with Incentive Plans	G	Mgmt	For	For
6.	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
7a.	Authorize Repurchase of Shares	G	Mgmt	For	For
7b.	Approve Cancellation of Repurchased Shares	G	Mgmt	For	For
8.	Other Business (Non-Voting)	G	Mgmt		
9.	Close Meeting	G	Mgmt		

Jyske Bank A/S

Meeting Date: 24/04/2025

Country: Denmark

Ticker: JYSK

Record Date: 17/04/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
a.1	Approve DKK 27.7 Million Reduction in Share Capital via Share Cancellation	G	Mgmt	For	For
a.2	Amend Articles	G	Mgmt	For	For
a.3	Approve Creation of DKK 120 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 60 Million Pool of Capital without Preemptive Rights; Approve Issuance of Convertible Loans with and without Preemptive Rights; Amend Articles	G	Mgmt	For	For
b	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	G	Mgmt	For	For
c	Other Business	G	Mgmt		

Kadant Inc.

Meeting Date: 14/05/2025

Country: USA

Ticker: KAI

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jonathan W. Painter	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.2	Elect Director Jeffrey L. Powell	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve the Issuance of Restricted Stock Units to Non-Employee Directors	G	Mgmt	For	For
4	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Kadokawa Corp.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 9468

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Natsuno, Takeshi	G	Mgmt	For	For
1.2	Elect Director Yamashita, Naohisa	G	Mgmt	For	For
1.3	Elect Director Murakawa, Shinobu	G	Mgmt	For	For
1.4	Elect Director Kase, Noriko	G	Mgmt	For	For
1.5	Elect Director Kawakami, Nobuo	G	Mgmt	For	For
1.6	Elect Director Unora, Hiro	G	Mgmt	For	For
1.7	Elect Director Ruth Marie Jarman	G	Mgmt	For	For
1.8	Elect Director Sugiyama, Tadaaki	G	Mgmt	For	For
1.9	Elect Director Sasamoto, Yu	G	Mgmt	For	For
1.10	Elect Director Uzawa, Ayumi	G	Mgmt	For	For
1.11	Elect Director Okajima, Etsuko	G	Mgmt	For	For
1.12	Elect Director Kusano, Koichi	G	Mgmt	For	For

Kajima Corp.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 1812

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 59	G	Mgmt	For	For
2.1	Elect Director Oshimi, Yoshikazu	G	Mgmt	For	For
2.2	Elect Director Amano, Hiromasa	G	Mgmt	For	For
2.3	Elect Director Koshijima, Keisuke	G	Mgmt	For	For
2.4	Elect Director Kazama, Masaru	G	Mgmt	For	For
2.5	Elect Director Ishikawa, Hiroshi	G	Mgmt	For	For
2.6	Elect Director Katsumi, Takeshi	G	Mgmt	For	For
2.7	Elect Director Kumano, Takashi	G	Mgmt	For	For
2.8	Elect Director Suzuki, Yoichi	G	Mgmt	For	For
2.9	Elect Director Saito, Tamotsu	G	Mgmt	For	For
2.10	Elect Director Iijima, Masami	G	Mgmt	For	For
2.11	Elect Director Terawaki, Kazumine	G	Mgmt	For	For
2.12	Elect Director Yasuda, Yuko	G	Mgmt	For	For
3	Appoint Statutory Auditor Suzuki, Kazushi	G	Mgmt	For	For

Kamei Corp.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 8037

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 45	G	Mgmt	For	For
2.1	Elect Director Kamei, Fumi-yuki	G	Mgmt	For	Against
<p><i>Blended Rationale: [RJ-M0201-024] AGAINST directors responsible as the board is less than 1/3 independent in face of major blockholders. [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i></p>					
2.2	Elect Director Kamei, Akio	G	Mgmt	For	Against
<p><i>Blended Rationale: [RJ-M0201-024] AGAINST directors responsible as the board is less than 1/3 independent in face of major blockholders. [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i></p>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Kamei Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.3	Elect Director Sato, Seietsu	G	Mgmt	For	For
2.4	Elect Director Aihara, Toru	G	Mgmt	For	For
2.5	Elect Director Kamei, Junichi	G	Mgmt	For	For
2.6	Elect Director Omachi, Masafumi	G	Mgmt	For	Against
<p><i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i></p>					
2.7	Elect Director Mitsui, Seiichi	G	Mgmt	For	For
2.8	Elect Director Kurabayashi, Chieko	G	Mgmt	For	For

Kamigumi Co., Ltd.

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 9364
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 80	G	Mgmt	For	For
2	Amend Articles to Amend Business Lines	G	Mgmt	For	For
3.1	Elect Director Fukai, Yoshihiro	G	Mgmt	For	For
3.2	Elect Director Tahara, Norihito	G	Mgmt	For	For
3.3	Elect Director Hiramatsu, Koichi	G	Mgmt	For	For
3.4	Elect Director Nagata, Yukihiro	G	Mgmt	For	For
3.5	Elect Director Shiino, Kazuhisa	G	Mgmt	For	For
3.6	Elect Director Hosaka, Osamu	G	Mgmt	For	For
3.7	Elect Director Matsumura, Harumi	G	Mgmt	For	For
3.8	Elect Director Yunoki, Kazuyo	G	Mgmt	For	For
4	Appoint Statutory Auditor Kuroda, Ai	G	Mgmt	For	For
5	Appoint Alternate Statutory Auditor Murakami, Katsumi	G	Mgmt	For	For

Kanadevia Corp.

Meeting Date: 24/06/2025 **Country:** Japan **Ticker:** 7004
Record Date: 31/03/2025 **Meeting Type:** Annual

Kanadevia Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	G	Mgmt	For	For
2	Amend Articles to Remove All Provisions on Advisory Positions	G	Mgmt	For	For
3.1	Elect Director Kuwahara, Michi	G	Mgmt	For	For
3.2	Elect Director Hashizume, Munenobu	G	Mgmt	For	For
3.3	Elect Director Kogi, Hitoshi	G	Mgmt	For	For
3.4	Elect Director Miyazaki, Hiroshi	G	Mgmt	For	For
3.5	Elect Director Shoji, Tetsuya	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3.6	Elect Director Sakata, Shinoi	G	Mgmt	For	For
3.7	Elect Director Horiguchi, Akiko	G	Mgmt	For	For
3.8	Elect Director Miyazaki, Maki	G	Mgmt	For	For
4.1	Appoint Statutory Auditor Okura, Yuichi	G	Mgmt	For	For
4.2	Appoint Statutory Auditor Yasuda, Toshihiko	G	Mgmt	For	For
5	Appoint Alternate Statutory Auditor Kosaka, Keiko	G	Mgmt	For	For

Kaneka Corp.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 4118

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sugawara, Kimikazu	G	Mgmt	For	For
1.2	Elect Director Fujii, Kazuhiko	G	Mgmt	For	For
1.3	Elect Director Kametaka, Shinichiro	G	Mgmt	For	For
1.4	Elect Director Kadokura, Mamoru	G	Mgmt	For	For
1.5	Elect Director Doro, Katsunobu	G	Mgmt	For	For
1.6	Elect Director Enoki, Jun	G	Mgmt	For	For
1.7	Elect Director Komori, Toshio	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Kaneka Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director Kimura, Masaaki	G	Mgmt	For	For
1.9	Elect Director Mori, Mamoru	G	Mgmt	For	For
1.10	Elect Director Yokota, Jun	G	Mgmt	For	For
1.11	Elect Director Sasakawa, Yuko	G	Mgmt	For	For
1.12	Elect Director Miyake, Hiromi	G	Mgmt	For	For
2	Appoint Alternate Statutory Auditor Nakahigashi, Masafumi	G	Mgmt	For	For
3	Approve Annual Bonus	G	Mgmt	For	For

Kansai Paint Co., Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 4613

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 28	G	Mgmt	For	For
2.1	Elect Director Mori, Kunishi	G	Mgmt	For	For
2.2	Elect Director Tomioka, Takashi	G	Mgmt	For	For
2.3	Elect Director Takata, Yoichi	G	Mgmt	For	For
2.4	Elect Director Pravin D. Chaudhari	G	Mgmt	For	For
2.5	Elect Director Omori, Shinichiro	G	Mgmt	For	For
2.6	Elect Director Yomo, Yukari	G	Mgmt	For	For
2.7	Elect Director Asli M. Colpan	G	Mgmt	For	For
3	Elect Alternate Director and Audit Committee Member Kuroda, Ai	G	Mgmt	For	For
4	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

Kanzhun Limited

Meeting Date: 27/06/2025

Country: Cayman Islands

Ticker: 2076

Record Date: 22/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Elect Director Yu Zhang	G	Mgmt	For	For
3	Elect Director Xu Chen	G	Mgmt	For	For
4	Elect Director Haiyang Yu	G	Mgmt	For	For
5	Elect Director Yonggang Sun	G	Mgmt	For	For
6	Elect Director Hongyu Liu	G	Mgmt	For	For
7	Approve Remuneration of Directors	G	Mgmt	For	For
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
9	Authorize Share Repurchase Program	G	Mgmt	For	For
10	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					
11	Approve PricewaterhouseCoopers and PricewaterhouseCoopers Zhong Tian LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0155-001] Vote AGAINST auditor appointment due to concerns about the professional qualification of the auditor.</i>					

Kardex Holding AG

Meeting Date: 24/04/2025 **Country:** Switzerland **Ticker:** KARN
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	For

Kardex Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Approve Non-Financial Report (Non-Binding)	E, S	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 6.00 per Share	G	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
4.1.1	Reelect Philipp Buhofer as Director	G	Mgmt	For	For
4.1.2	Reelect Eugen Elmiger as Director	G	Mgmt	For	For
4.1.3	Reelect Andreas Haeberli as Director	G	Mgmt	For	For
4.1.4	Reelect Jennifer Maag as Director	G	Mgmt	For	For
4.1.5	Reelect Maria Vacalli as Director	G	Mgmt	For	For
4.1.6	Reelect Felix Thoeni as Director	G	Mgmt	For	For
4.2	Reelect Felix Thoeni as Board Chair	G	Mgmt	For	For
4.3.1	Reappoint Philipp Buhofer as Member of the Compensation and Nomination Committee	G	Mgmt	For	For
4.3.2	Reappoint Eugen Elmiger as Member of the Compensation and Nomination Committee	G	Mgmt	For	For
4.3.3	Reappoint Maria Vacalli as Member of the Compensation and Nomination Committee	G	Mgmt	For	For
4.4	Designate Wenger Vieli AG as Independent Proxy	G	Mgmt	For	For
4.5	Ratify PricewaterhouseCoopers AG as Auditors	G	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million	G	Mgmt	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 3 Million	G	Mgmt	For	For
6	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Kaufman & Broad SA

Meeting Date: 06/05/2025

Country: France

Ticker: KOF

Record Date: 02/05/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	G	Mgmt	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G	Mgmt	For	For
5	Approve Remuneration Policy of Chairman and CEO	G	Mgmt	For	For
6	Approve Remuneration Policy of Non-Executives Corporate Officers	G	Mgmt	For	For
7	Approve Compensation of of Chairman and CEO	G	Mgmt	For	For
8	Approve Compensation Report	G	Mgmt	For	For
9	Ratify Appointment of Isabelle Bordry as Director	G	Mgmt	For	For
10	Reelect Isabelle Bordry as Director	G	Mgmt	For	For
11	Ratify Appointment of Michel Sirat as Director	G	Mgmt	For	For
12	Reelect Michel Paris as Director	G	Mgmt	For	For
13	Acknowledge End of Mandate of Jean-Louis Chaussade as Director and Decision Not to Renew	G	Mgmt	For	For
14	Elect Aline Stickel as Representative of Employee Shareholders to the Board	G	Mgmt	For	For
15	Appoint KPMG SA as Auditor for Sustainability Reporting	G	Mgmt	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For

Kaufman & Broad SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
18	Authorize Capitalization of Reserves of Up to EUR 774,000 for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 2,065,000	G	Mgmt	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Binding Priority Rights) up to Aggregate Nominal Amount of EUR 1,032,000	G	Mgmt	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 516,000	G	Mgmt	For	For
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 516,000	G	Mgmt	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 20-22	G	Mgmt	For	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
25	Authorize Capital Increase of Up to EUR 516,00 for Future Exchange Offers	G	Mgmt	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
27	Authorize up to 250,000 Shares for Use in Restricted Stock Plans	G	Mgmt	For	For
28	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 2,065,000	G	Mgmt	For	For
29	Amend Article 12 of Bylaws Re: Board Deliberations	G	Mgmt	For	For
	Ordinary Business		Mgmt		
30	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Kawasaki Heavy Industries Ltd.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 7012

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 80	G	Mgmt	For	For
2.1	Elect Director Kanehana, Yoshinori	G	Mgmt	For	For
2.2	Elect Director Hashimoto, Yasuhiko	G	Mgmt	For	For
2.3	Elect Director Yamamoto, Katsuya	G	Mgmt	For	For
2.4	Elect Director Nakatani, Hiroshi	G	Mgmt	For	For
2.5	Elect Director Jenifer Rogers	G	Mgmt	For	For
2.6	Elect Director Tsujimura, Hideo	G	Mgmt	For	For
2.7	Elect Director Yoshida, Katsuhiko	G	Mgmt	For	For
2.8	Elect Director Melanie Brock	G	Mgmt	For	For
3	Elect Director and Audit Committee Member Itagaki, Toshiaki	G	Mgmt	For	For

Kawasaki Kisen Kaisha, Ltd.

Meeting Date: 20/06/2025

Country: Japan

Ticker: 9107

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 50	G	Mgmt	For	For
2.1	Elect Director Myochin, Yukikazu	G	Mgmt	For	For
2.2	Elect Director Igarashi, Takenori	G	Mgmt	For	For
2.3	Elect Director Arai, Kunihiko	G	Mgmt	For	For
2.4	Elect Director Yamada, Keiji	G	Mgmt	For	For
2.5	Elect Director Uchida, Ryuhei	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-031] AGAINST affiliated outsiders at board with three committee structure.</i>					
2.6	Elect Director Kotaka, Koji	G	Mgmt	For	For
2.7	Elect Director Maki, Hiroyuki	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Kawasaki Kisen Kaisha, Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.8	Elect Director Masai, Takako	G	Mgmt	For	For
2.9	Elect Director Harasawa, Atsumi	G	Mgmt	For	For
2.10	Elect Director Kubo, Shinsuke	G	Mgmt	For	For

KB Home

Meeting Date: 17/04/2025

Country: USA

Ticker: KBH

Record Date: 24/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jose M. Barra	G	Mgmt	For	For
1.2	Elect Director Arthur R. Collins	G	Mgmt	For	For
1.3	Elect Director Dorene C. Dominguez	G	Mgmt	For	For
1.4	Elect Director Kevin P. Eltife	G	Mgmt	For	For
1.5	Elect Director Stuart A. Gabriel	G	Mgmt	For	For
1.6	Elect Director Thomas W. Gilligan	G	Mgmt	For	For
1.7	Elect Director Cheryl J. Henry	G	Mgmt	For	For
1.8	Elect Director Jodeen A. Kozlak	G	Mgmt	For	For
1.9	Elect Director Jeffrey T. Mezger	G	Mgmt	For	For
1.10	Elect Director James C. Weaver	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

KBC Group SA/NV

Meeting Date: 30/04/2025

Country: Belgium

Ticker: KBC

Record Date: 16/04/2025

Meeting Type: Annual

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

KBC Group SA/NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Receive Auditors' Reports (Non-Voting)	G	Mgmt		
3	Receive Assurance Report on Sustainability Reporting of KBC Group NV	G	Mgmt		
4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	G	Mgmt		
5	Approve Financial Statements, Allocation of Income, and Dividends of EUR 4.85 per Share	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
7	Approve Discharge of Directors	G	Mgmt	For	For
8	Approve Discharge of Auditors	G	Mgmt	For	For
9	Approve Auditors' Remuneration	G	Mgmt	For	For
10	Ratify KPMG, Permanently Represented by Kenneth Vermeire and Stephane Nolf, as Auditors	G	Mgmt	For	For
11	Appoint KPMG, Permanently Represented by Kenneth Vermeire and Steven Mulkens, for Sustainability Reporting and Approve Their Remuneration	G	Mgmt	For	For
12.1	Approve Co-optation of Bartel Puelinckx as Director	G	Mgmt	For	For
12.2	Elect Kristine Wolcott Braden as Independent Director	G	Mgmt	For	For
12.3	Elect Line Merethe Hestvik as Independent Director	G	Mgmt	For	For
12.4	Elect Michiel Allaerts as Director	G	Mgmt	For	For
12.5	Reelect Philippe Vlerick as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence.[SD-M0201-005] Nominee is not independent and serves on a key committee.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>					
13	Transact Other Business	G	Mgmt		

KBR, Inc.

Meeting Date: 14/05/2025

Country: USA

Ticker: KBR

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Stuart J. B. Bradie	G	Mgmt	For	For
1b	Elect Director Joseph Dominguez	G	Mgmt	For	For
1c	Elect Director Lynn A. Dugle	G	Mgmt	For	For
1d	Elect Director Nchacha E. Etta	G	Mgmt	For	For
1e	Elect Director John A. Manzoni	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1f	Elect Director Wendy M. Masiello	G	Mgmt	For	For
1g	Elect Director Jack B. Moore	G	Mgmt	For	For
1h	Elect Director Ann D. Pickard	G	Mgmt	For	For
1i	Elect Director Carlos A. Sabater	G	Mgmt	For	For
1j	Elect Director Lewis F. Von Thaer	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For

KDDI Corp.
Meeting Date: 18/06/2025

Country: Japan

Ticker: 9433

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 75	G	Mgmt	For	For
2	Amend Articles to Amend Business Lines	G	Mgmt	For	For
3.1	Elect Director Takahashi, Makoto	G	Mgmt	For	For
3.2	Elect Director Matsuda, Hiromichi	G	Mgmt	For	For
3.3	Elect Director Kuwahara, Yasuaki	G	Mgmt	For	For

KDDI Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.4	Elect Director Saishoji, Nanae	G	Mgmt	For	For
3.5	Elect Director Takezawa, Hiroshi	G	Mgmt	For	For
3.6	Elect Director Katsuki, Tomohiko	G	Mgmt	For	For
3.7	Elect Director Yamaguchi, Goro	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
3.8	Elect Director Yamamoto, Keiji	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
3.9	Elect Director Tannowa, Tsutomu	G	Mgmt	For	For
3.10	Elect Director Okawa, Junko	G	Mgmt	For	For
3.11	Elect Director Okumiya, Kyoko	G	Mgmt	For	For
3.12	Elect Director Ando, Makoto	G	Mgmt	For	For
4	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

KE Holdings Inc.

Meeting Date: 27/06/2025 **Country:** Cayman Islands **Ticker:** 2423
Record Date: 13/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2a.1	Elect Director Jeffrey Zhaohui Li	G	Mgmt	For	For
2a.2	Elect Director Xiaohong Chen	G	Mgmt	For	For
2b	Approve Remuneration of Directors	G	Mgmt	For	For
3	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
4	Authorize Share Repurchase Program	G	Mgmt	For	For

KE Holdings Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					
6	Approve PricewaterhouseCoopers and PricewaterhouseCoopers Zhong Tian LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0155-001] Vote AGAINST auditor appointment due to concerns about the professional qualification of the auditor.</i>					

Keio Corp.

Meeting Date: 26/06/2025 **Country:** Japan **Ticker:** 9008
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	G	Mgmt	For	For
2	Amend Articles to Remove Provisions on Takeover Defense	G	Mgmt	For	For
3.1	Elect Director Komura, Yasushi	G	Mgmt	For	For
3.2	Elect Director Tsumura, Satoshi	G	Mgmt	For	For
3.3	Elect Director Yamagishi, Masaya	G	Mgmt	For	For
3.4	Elect Director Inoue, Shinichi	G	Mgmt	For	For
3.5	Elect Director Ban, Atsushi	G	Mgmt	For	For
3.6	Elect Director Nakase, Masaharu	G	Mgmt	For	For
3.7	Elect Director Tsunekage, Hitoshi	G	Mgmt	For	For
3.8	Elect Director Matsunaga, Yosuke	G	Mgmt	For	For
3.9	Elect Director Seki, Tatsuaki	G	Mgmt	For	For
3.10	Elect Director Yamaguchi, Hiromi	G	Mgmt	For	For
3.11	Elect Director Harada, Kimie	G	Mgmt	For	For

Keio Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Elect Director and Audit Committee Member Yamauchi, Aki	G	Mgmt	For	For
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For

Keisei Electric Railway Co., Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 9009

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 15	G	Mgmt	For	For
2.1	Elect Director Kobayashi, Toshiya	G	Mgmt	For	For
2.2	Elect Director Amano, Takao	G	Mgmt	For	For
2.3	Elect Director Mochinaga, Hideki	G	Mgmt	For	For
2.4	Elect Director Oka, Tadakazu	G	Mgmt	For	For
2.5	Elect Director Shimizu, Takeshi	G	Mgmt	For	For
2.6	Elect Director Emmei, Makoto	G	Mgmt	For	For
2.7	Elect Director Tochigi, Shotaro	G	Mgmt	For	For
2.8	Elect Director Kikuchi, Misao	G	Mgmt	For	Against
<p><i>Blended Rationale: [TK-M0201-023] AGAINST as outside director sits on more than four board of directors or audit & supervisory board of listed companies.</i></p>					
2.9	Elect Director Ashizaki, Takeshi	G	Mgmt	For	For
2.10	Elect Director Amitani, Takako	G	Mgmt	For	For
2.11	Elect Director Nakajima, Akiko	G	Mgmt	For	For
2.12	Elect Director Ishiuchi, Toshiyuki	G	Mgmt	For	For
2.13	Elect Director Yoshikawa, Kunihiko	G	Mgmt	For	For
2.14	Elect Director Hashimoto, Takeshi	G	Mgmt	For	For
2.15	Elect Director Tomizuka, Masako	G	Mgmt	For	For
3	Appoint Statutory Auditor Kitada, Yoshihito	G	Mgmt	For	For

Keller Group Plc

Meeting Date: 14/05/2025

Country: United Kingdom

Ticker: KLR

Record Date: 12/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For
4	Reappoint Ernst & Young LLP as Auditors	G	Mgmt	For	For
5	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
6	Elect Carl-Peter Forster as Director	G	Mgmt	For	For
7	Elect Stephen King as Director	G	Mgmt	For	For
8	Re-elect Paula Bell as Director	G	Mgmt	For	For
9	Re-elect David Burke as Director	G	Mgmt	For	For
10	Re-elect Juan Hernandez Abrams as Director	G	Mgmt	For	For
11	Re-elect Annette Kelleher as Director	G	Mgmt	For	For
12	Re-elect Baroness Kate Rock as Director	G	Mgmt	For	For
13	Re-elect Michael Speakman as Director	G	Mgmt	For	For
14	Authorise Issue of Equity	G	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
17	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Kemper Corporation

Meeting Date: 07/05/2025

Country: USA

Ticker: KMPR

Record Date: 13/03/2025

Meeting Type: Annual

Kemper Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Teresa A. Canida	G	Mgmt	For	For
1b	Elect Director George N. Cochran	G	Mgmt	For	For
1c	Elect Director Jason N. Gorevic	G	Mgmt	For	For
1d	Elect Director Lacy M. Johnson	G	Mgmt	For	For
1e	Elect Director Joseph P. Lacher, Jr.	G	Mgmt	For	For
1f	Elect Director Gerald Laderman	G	Mgmt	For	For
1g	Elect Director Suzet M. McKinney	G	Mgmt	For	For
1h	Elect Director Alberto J. Paracchini	G	Mgmt	For	For
1i	Elect Director Stuart B. Parker	G	Mgmt	For	For
1j	Elect Director Susan D. Whiting	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Kempower Oyj

Meeting Date: 07/05/2025

Country: Finland

Ticker: KEMPOWR

Record Date: 24/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Call the Meeting to Order	G	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt		
5	Prepare and Approve List of Shareholders	G	Mgmt		
6	Receive Financial Statements and Statutory Reports	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Kempower Oyj

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
9	Approve Discharge of Board and President	G	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of EUR 100,000 for Chair, EUR 80,000 for Vice Chair and EUR 60,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
12	Fix Number of Directors at Eight	G	Mgmt	For	For
13	Reelect Antti Kemppe, Teresa Kemppe-Vasama, Vesa Laisi, Olli Lauren, Tuula Ryttila, Eriikka Soderstrom and Barbara Thierart-Perrin as Directors; Elect Michael Hajesh as New Director	G	Mgmt	For	For
14	Approve Remuneration of Auditors	G	Mgmt	For	For
15	Ratify Ernst & Young as Auditors	G	Mgmt	For	For
16	Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
17	Ratify Ernst & Young Oy as Authorized Sustainability Auditor	G	Mgmt	For	For
18	Authorize Share Repurchase Program	G	Mgmt	For	For
19	Approve Issuance of up to 5.6 Million Shares without Preemptive Rights	G	Mgmt	For	For
20	Close Meeting	G	Mgmt		

Kennedy-Wilson Holdings, Inc.

Meeting Date: 05/06/2025

Country: USA

Ticker: KW

Record Date: 15/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Trevor Bowen	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Kennedy-Wilson Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Wade Burton	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.3	Elect Director Stanley R. Zax	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>				
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>				
4	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Kenvue Inc.

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** KVUE
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	G	Mgmt	For	For
1b	Elect Director Seemantini Godbole	G	Mgmt	For	For
1c	Elect Director Melanie L. Healey	G	Mgmt	For	For
1d	Elect Director Sarah Hofstetter	G	Mgmt	For	For
1e	Elect Director Betsy D. Holden	G	Mgmt	For	For
1f	Elect Director Erica L. Mann	G	Mgmt	For	For
1g	Elect Director Larry J. Merlo	G	Mgmt	For	For
1h	Elect Director Thibaut Mongon	G	Mgmt	For	For
1i	Elect Director Kathleen M. Pawlus	G	Mgmt	For	For
1j	Elect Director Kirk L. Perry	G	Mgmt	For	For
1k	Elect Director Vasant Prabhu	G	Mgmt	For	For
1l	Elect Director Jeffrey C. Smith	G	Mgmt	For	For
1m	Elect Director Michael E. Sneed	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

KEPPEL DC REIT

Meeting Date: 15/04/2025

Country: Singapore

Ticker: AJBU

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Trustee's Report, the Manager's Statement, Financial Statements and Directors' and Auditors' Reports	G	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize the Manager to Fix the Auditor's Remuneration	G	Mgmt	For	For
3	Elect Kenny Kwan as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent. [HK-M0201-012] Chair of Remuneration Committee not independent [SF-S0250-013] Chair of the Nomination Committee is not independent.</i></p>					
4	Elect Low Huan Ping as Director	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For

Keppel Infrastructure Trust

Meeting Date: 15/04/2025

Country: Singapore

Ticker: A7RU

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Trustee-Manager's Statement, Financial Statements and Directors' and Independent Auditors' Reports	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Trustee-Manager to Fix Their Auditor's Remuneration	G	Mgmt	For	For
3	Elect Khor Poh Hwa as Director	G	Mgmt	For	For
4	Elect Eng Chin Chin as Director	G	Mgmt	For	For
5	Elect Christina Tan Hua Mui as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent.</i></p>					

Keppel Infrastructure Trust

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0300-001] Potential to be excessively dilutive to existing shareholders.</i>					
7	Approve Renewal of Unitholders' Mandate for Interested Person Transactions	G	Mgmt	For	For
8	Authorize Unit Repurchase Program	G	Mgmt	For	For
9	Approve Issuance of Units to Keppel Infrastructure Holdings Pte. Ltd. under the Proposed KIHPL Placement Mandate	G	Mgmt	For	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>					

Keppel Ltd.

Meeting Date: 21/04/2025 **Country:** Singapore **Ticker:** BN4
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Directors' Statement, Financial Statements and Directors' Report	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Elect Loh Chin Hua as Director	G	Mgmt	For	For
4	Elect Tham Sai Choy as Director	G	Mgmt	For	For
5	Elect Shirish Apte as Director	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-025] The nomination committee is not majority independent.</i>					
6	Approve Directors' Fees	G	Mgmt	For	For
7	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors to Fix Their Remuneration	G	Mgmt	For	For
8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For
9	Authorize Share Repurchase Program	G	Mgmt	For	For
10	Approve Renewal of Mandate for Interested Person Transactions	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Keppel REIT

Meeting Date: 16/04/2025

Country: Singapore

Ticker: K71U

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.	Adopt Trustee's Report, Statement by the Manager, Audited Financial Statements and Auditors' Report	G	Mgmt	For	For
2.	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Manager to Fix Their Remuneration	G	Mgmt	For	For
3.	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For
4.	Authorize Unit Repurchase Program	G	Mgmt	For	For

Kering SA

Meeting Date: 24/04/2025

Country: France

Ticker: KER

Record Date: 22/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 6 per Share	G	Mgmt	For	For
4	Reelect François-Henri Pinault as Director	G	Mgmt	For	For
5	Reelect Financière Pinault as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
6	Reelect Baudouin Prot as Director	G	Mgmt	For	For
7	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
8	Approve Compensation of François-Henri Pinault, Chairman and CEO	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Kering SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Remuneration Policy of Executive Corporate Officer	G	Mgmt	For	For
10	Approve Remuneration Policy of Directors	G	Mgmt	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
12	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	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	G	Mgmt	For	For
14	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	G	Mgmt	For	For
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	G	Mgmt	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	G	Mgmt	For	For
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	G	Mgmt	For	For
21	Amend Article 13 of Bylaws Re: Board Deliberations	G	Mgmt	For	For
	Ordinary Business		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Kering SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
22	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Kerry Group Plc

Meeting Date: 01/05/2025

Country: Ireland

Ticker: KRZ

Record Date: 27/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Re-elect Gerry Behan as Director	G	Mgmt	For	For
3b	Re-elect Genevieve Berger as Director	G	Mgmt	For	For
3c	Re-elect Fiona Dawson as Director	G	Mgmt	For	For
3d	Re-elect Emer Gilvarry as Director	G	Mgmt	For	For
3e	Re-elect Catherine Godson as Director	G	Mgmt	For	For
3f	Re-elect Liz Hewitt as Director	G	Mgmt	For	For
3g	Re-elect Michael Kerr as Director	G	Mgmt	For	For
3h	Re-elect Marguerite Larkin as Director	G	Mgmt	For	For
3i	Re-elect Tom Moran as Director	G	Mgmt	For	For
3j	Re-elect Christopher Rogers as Director	G	Mgmt	For	For
3k	Re-elect Patrick Rohan as Director	G	Mgmt	For	For
3l	Re-elect Edmond Scanlon as Director	G	Mgmt	For	For
3m	Re-elect Jinlong Wang as Director	G	Mgmt	For	For
4	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
5	Approve Remuneration Report	G	Mgmt	For	For
6	Authorise Issue of Equity	G	Mgmt	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Kerry Group Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
9	Authorise Market Purchase of A Ordinary Shares	G	Mgmt	For	For
10	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Kerry Properties Limited

Meeting Date: 23/05/2025 **Country:** Bermuda **Ticker:** 683
Record Date: 19/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Kuok Khoo Hua as Director	G	Mgmt	For	For
3b	Elect Chum Kwan Lock, Grant as Director	G	Mgmt	For	For
4	Approve Directors' Fees	G	Mgmt	For	For
5	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
6B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					
7	Amend Existing Bye-Laws and Adopt Amended and Restated Bye-Laws	G	Mgmt	For	For

Keurig Dr Pepper Inc.

Meeting Date: 18/06/2025

Country: USA

Ticker: KDP

Record Date: 21/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Timothy "Tim" Cofer	G	Mgmt	For	For
1.2	Elect Director Robert "Bob" Gangort	G	Mgmt	For	For
1.3	Elect Director Oray B. Boston Jr.	G	Mgmt	For	For
1.4	Elect Director Juliette Hickman	G	Mgmt	For	For
1.5	Elect Director Pamela "Pam" Patsley	G	Mgmt	For	For
1.6	Elect Director Debra Sandler	G	Mgmt	For	For
1.7	Elect Director Robert "Bob" Singer	G	Mgmt	For	For
1.8	Elect Director Mike Van de Ven	G	Mgmt	For	For
1.9	Elect Director Lawson Whiting	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Key Coffee, Inc.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 2594

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 6	G	Mgmt	For	For
2.1	Elect Director Shibata, Yutaka	G	Mgmt	For	Against
<p><i>Blended Rationale: [RJ-M0201-021] AGAINST directors responsible for company's poor ROE/ROA performance. [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i></p>					
2.2	Elect Director Kawamata, Kazuo	G	Mgmt	For	Against
<p><i>Blended Rationale: [RJ-M0201-021] AGAINST directors responsible for company's poor ROE/ROA performance. [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i></p>					
2.3	Elect Director Ozawa, Nobuhiro	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Key Coffee, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.4	Elect Director Ando, Masaya	G	Mgmt	For	For
2.5	Elect Director Nakano, Masataka	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Watabe, Satoshi	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Nakagawa, Kozo	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
3.3	Elect Director and Audit Committee Member Shibamoto, Yoshiko	G	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Azuma, Shiho	G	Mgmt	For	For
4	Approve Takeover Defense Plan (Poison Pill)	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0609-003] AGAINST as there is concern of management entrenchment. [RJ-M0609-007] AGAINST as other defense measures are in place.</i>					

KeyCorp

Meeting Date: 15/05/2025

Country: USA

Ticker: KEY

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jacqueline L. Allard	G	Mgmt	For	For
1.2	Elect Director Alexander M. Cutler	G	Mgmt	For	For
1.3	Elect Director H. James Dallas	G	Mgmt	For	For
1.4	Elect Director Elizabeth R. Gile	G	Mgmt	For	For
1.5	Elect Director Ruth Ann M. Gillis	G	Mgmt	For	For
1.6	Elect Director Christopher M. Gorman	G	Mgmt	For	For
1.7	Elect Director Robin N. Hayes	G	Mgmt	For	For
1.8	Elect Director Carlton L. Highsmith	G	Mgmt	For	For
1.9	Elect Director Richard J. Hipple	G	Mgmt	For	For
1.10	Elect Director Somesh Khanna	G	Mgmt	For	For
1.11	Elect Director Devina A. Rankin	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.12	Elect Director Barbara R. Snyder	G	Mgmt	For	For
1.13	Elect Director Richard J. Tobin	G	Mgmt	For	For
1.14	Elect Director Todd J. Vasos	G	Mgmt	For	For
1.15	Elect Director David K. Wilson	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

KEYENCE Corp.

Meeting Date: 13/06/2025 Country: Japan Ticker: 6861
 Record Date: 20/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 175	G	Mgmt	For	For
2.1	Elect Director Takizaki, Takemitsu	G	Mgmt	For	For
2.2	Elect Director Nakata, Yu	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.3	Elect Director Yamaguchi, Akiji	G	Mgmt	For	For
2.4	Elect Director Yamamoto, Hiroaki	G	Mgmt	For	For
2.5	Elect Director Nakano, Tetsuya	G	Mgmt	For	For
2.6	Elect Director Terada, Kazuhiko	G	Mgmt	For	For
2.7	Elect Director Taniguchi, Seiichi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-033] AGAINST directors responsible for board composition as the board lacks diversity at TOPIX100 companies.</i>					
2.8	Elect Director Suenaga, Kumiko	G	Mgmt	For	For
2.9	Elect Director Yoshioka, Michifumi	G	Mgmt	For	For
3	Appoint Statutory Auditor Hirayama, Shinyo	G	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Yamamoto, Masaharu	G	Mgmt	For	For

Keyera Corp.

Meeting Date: 15/05/2025

Country: Canada

Ticker: KEY

Record Date: 27/03/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jim Bertram	G	Mgmt	For	For
1b	Elect Director Isabelle Brassard	G	Mgmt	For	For
1c	Elect Director Michael Crothers	G	Mgmt	For	For
1d	Elect Director Blair Goertzen	G	Mgmt	For	For
1e	Elect Director T. Tim Kitchen	G	Mgmt	For	For
1f	Elect Director Gianna Manes	G	Mgmt	For	For
1g	Elect Director Thomas O'Connor	G	Mgmt	For	For
1h	Elect Director Bob Pritchard	G	Mgmt	For	For
1i	Elect Director Charlene Ripley	G	Mgmt	For	For
1j	Elect Director Dean Setoguchi	G	Mgmt	For	For
1k	Elect Director Janet Woodruff	G	Mgmt	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Re-approve Long-Term Incentive Plan	G	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Keymed Biosciences Inc.

Meeting Date: 26/06/2025

Country: Cayman Islands

Ticker: 2162

Record Date: 20/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2a1	Elect Bo Chen as Director	G	Mgmt	For	For
2a2	Elect Min Chuan Wang as Director	G	Mgmt	For	For
2a3	Elect Yilun Liu as Director	G	Mgmt	For	For
2b	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Keymed Biosciences Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
4B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
4C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Kforce Inc.

Meeting Date: 23/04/2025

Country: USA

Ticker: KFRC

Record Date: 21/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Joseph J. Liberatore	G	Mgmt	For	For
1.2	Elect Director Randall A. Mehl	G	Mgmt	For	For
1.3	Elect Director Elaine D. Rosen	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For

KGHM Polska Miedz SA

Meeting Date: 18/06/2025

Country: Poland

Ticker: KGH

Record Date: 02/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals		Mgmt		
1	Open Meeting	G	Mgmt		

KGHM Polska Miedz SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Elect Meeting Chairman	G	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5a	Receive Financial Statements	G	Mgmt		
5b	Receive Consolidated Financial Statements	G	Mgmt		
5c	Receive Management Board Report on Company's and Group's Operations	G	Mgmt		
6	Receive Management Board Proposal on Allocation of Income	G	Mgmt		
7	Receive Management Board Report on Expenses Related to Representation, Legal Services, Marketing Services, Public Relations Services, Social Communication Services, and Management Advisory Services	G	Mgmt		
8	Receive Supervisory Board Report on Review of Standalone and Consolidated Financial Statements, Management Board Reports on Company's and Group's Operations	G	Mgmt		
9	Receive Supervisory Board Report on Management Board Proposal on Allocation of Income	G	Mgmt		
10a	Receive Supervisory Board Report on Company's Standing, Internal Control System, Risk Management, Compliance, and Internal Audit Function	G	Mgmt		
10b	Receive Supervisory Board's Report	G	Mgmt		
10c	Receive Remuneration Report	G	Mgmt		
11a	Approve Financial Statements	G	Mgmt	For	For
11b	Approve Consolidated Financial Statements	G	Mgmt	For	For
11c	Approve Management Board Report on Company's and Group's Operations	G	Mgmt	For	For
11d	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
11e	Approve Supervisory Board Report	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11f	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
12a	Approve Discharge of Zbigniew Bryja (Management Board Member)	G	Mgmt	For	For
12b	Withhold Discharge of Mirosław Kidon (Management Board Member)	G	Mgmt	For	For
12c	Approve Discharge of Piotr Krzyzewski (Management Board Member)	G	Mgmt	For	For
12d	Approve Discharge of Mirosław Laskowski (Management Board Member)	G	Mgmt	For	For
12e	Approve Discharge of Iga Dorota Lis (Management Board Member)	G	Mgmt	For	For
12f	Withhold Discharge of Marek Pietrzak (Management Board Member)	G	Mgmt	For	For
12g	Approve Discharge of Piotr Stryczek (Management Board Member)	G	Mgmt	For	For
12h	Approve Discharge of Andrzej Szydło (Management Board Member)	G	Mgmt	For	For
12i	Withhold Discharge of Marek Swider (Management Board Member)	G	Mgmt	For	For
12j	Withhold Discharge of Mateusz Wodejko (Management Board Member)	G	Mgmt	For	For
12k	Withhold Discharge of Tomasz Zdzikot (Management Board Member)	G	Mgmt	For	For
12l	Approve Discharge of Mirosław Laskowski (Management Board Member) for 2015	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0100-005] No clear benefit to minority shareholders.</i></p>					
13a	Approve Discharge of Zbigniew Bryja (Supervisory Board Member)	G	Mgmt	For	For
13b	Approve Discharge of Aleksander Cieslinski (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					

KGHM Polska Miedz SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13c	Approve Discharge of Jozef Czyczerski (Supervisory Board Member)	G	Mgmt	For	For
13d	Approve Discharge of Przemyslaw Darowski (Supervisory Board Member)	G	Mgmt	For	For
13e	Approve Discharge of Zbyslaw Dobrowolski (Supervisory Board Member)	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
13f	Approve Discharge of Dominik Januszewski (Supervisory Board Member)	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
13g	Approve Discharge of Andrzej Kisielewicz (Supervisory Board Member)	G	Mgmt	For	For
13h	Approve Discharge of Tadeusz Kocowski (Supervisory Board Member)	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-010] As chairman of the board, responsible for lack of diversity. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
13i	Approve Discharge of Katarzyna Krupa (Supervisory Board Member)	G	Mgmt	For	For
13j	Approve Discharge of Marian Noga (Supervisory Board Member)	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
13k	Approve Discharge of Piotr Prugar (Supervisory Board Member)	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
13l	Approve Discharge of Boguslaw Szarek (Supervisory Board Member)	G	Mgmt	For	For
13m	Approve Discharge of Agnieszka Winnik-Kalemba (Supervisory Board Member)	G	Mgmt	For	For
13n	Approve Discharge of Marek Wojtkow (Supervisory Board Member)	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

KGHM Polska Miedz SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13o	Approve Discharge of f Wojciech Zarzycki (Supervisory Board Member)	G	Mgmt	For	For
13p	Approve Discharge of Radoslaw Zimroz (Supervisory Board Member)	G	Mgmt	For	For
13q	Approve Discharge of Piotr Ziubroniewicz (Supervisory Board Member)	G	Mgmt	For	For
	Shareholder Proposals Submitted by State Treasury		Mgmt		
14	Amend Jun. 7, 2019, AGM, Resolution Re: Terms of Remuneration of Management Board Members	S, G	SH	None	Against
	<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				
15	Amend Jun. 7, 2019, AGM, Resolution Re: Terms of Remuneration of Supervisory Board Members	S, G	SH	None	Against
	<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				
	Management Proposals		Mgmt		
16	Amend Remuneration Policy	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
	Shareholder Proposals Submitted by State Treasury		Mgmt		
17.1	Amend Statute	G	SH	None	Against
	<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				
17.2	Amend Statute Re: Management and Supervisory Boards	G	SH	None	Against
	<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				
17.3	Amend Statute Re: General Meeting	G	SH	None	Against
	<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				
	Management Proposals		Mgmt		
18	Close Meeting	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Meeting Date: 13/06/2025

Country: Taiwan

Ticker: 2883

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report, Financial Statements and Consolidated Financial Statements	G	Mgmt	For	For
2	Approve Profit Distribution	G	Mgmt	For	For
3	Approve the Issuance of New Shares by Capitalization of Profit	G	Mgmt	For	For
4	Approve Amendments to Articles of Association	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
5.1	Elect ALAN WANG, a Representative of JING HUI INVESTMENT CO., LTD. with SHAREHOLDER NO.01608077 as Non-independent Director	G	Mgmt	For	For
5.2	Elect PAUL YANG, a Representative of JING HUI INVESTMENT CO., LTD. with SHAREHOLDER NO.01608077 as Non-independent Director	G	Mgmt	For	For
5.3	Elect JONG-CHIN SHEN, a Representative of CHI JIE INVESTMENT CO., LTD. with SHAREHOLDER NO.01115973 as Non-independent Director	G	Mgmt	For	For
5.4	Elect JULIAN YEN, a Representative of CHI JIE INVESTMENT CO., LTD. with SHAREHOLDER NO.01115973 as Non-independent Director	G	Mgmt	For	For
5.5	Elect JOHN LI, a Representative of GPPC CHEMICAL CORP. with SHAREHOLDER NO.01116025 as Non-independent Director	G	Mgmt	For	For
5.6	Elect SHERIE CHIU with SHAREHOLDER NO.01097837 as Non-independent Director	G	Mgmt	For	For
5.7	Elect SHIH-CHIEH CHANG with SHAREHOLDER NO.01124804 as Independent Director	G	Mgmt	For	For
5.8	Elect WEI CHUNG with SHAREHOLDER NO.A110071XXX as Independent Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

KGI Financial Holding Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.9	Elect JAMES HSIEH with SHAREHOLDER NO.D101734XXX as Independent Director	G	Mgmt	For	For
6	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	For

Kikkoman Corp.

Meeting Date: 24/06/2025 Country: Japan Ticker: 2801
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 15	G	Mgmt	For	For
2.1	Elect Director Mogi, Yuzaburo	G	Mgmt	For	For
2.2	Elect Director Horikiri, Noriaki	G	Mgmt	For	For
2.3	Elect Director Nakano, Shozaburo	G	Mgmt	For	For
2.4	Elect Director Mogi, Osamu	G	Mgmt	For	For
2.5	Elect Director Shimada, Masanao	G	Mgmt	For	For
2.6	Elect Director Matsuyama, Asahi	G	Mgmt	For	For
2.7	Elect Director Fukui, Toshihiko	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2.8	Elect Director Inokuchi, Takeo	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2.9	Elect Director Iino, Masako	G	Mgmt	For	For
2.10	Elect Director Sugiyama, Shinsuke	G	Mgmt	For	For
2.11	Elect Director Endo, Nobuhiro	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2.12	Elect Director Arthur M. Mitchell	G	Mgmt	For	For
2.13	Elect Director Kuniya, Hiroko	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Fukasawa, Haruhiko	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Miyazaki, Yuko	G	Mgmt	For	For

Kikkoman Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Appoint Alternate Statutory Auditor Kambe, Kenichi	G	Mgmt	For	For
5	Appoint KPMG AZSA LLC as New External Audit Firm	G	Mgmt	For	For
6	Approve Compensation Ceilings for Directors and Statutory Auditors	G	Mgmt	For	For
7	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

Killam Apartment Real Estate Investment Trust

Meeting Date: 08/05/2025 **Country:** Canada **Ticker:** KMP.UN
Record Date: 26/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Trustee Philip D. Fraser	G	Mgmt	For	For
1.2	Elect Trustee Aldea M. Landry	G	Mgmt	For	For
1.3	Elect Trustee James C. Lawley	G	Mgmt	For	For
1.4	Elect Trustee Karine L. MacIndoe	G	Mgmt	For	For
1.5	Elect Trustee Laurie M. MacKeigan	G	Mgmt	For	For
1.6	Elect Trustee Doug McGregor	G	Mgmt	For	For
1.7	Elect Trustee Robert G. Richardson	G	Mgmt	For	For
1.8	Elect Trustee Manfred J. Walt	G	Mgmt	For	For
1.9	Elect Trustee Andree Savoie	G	Mgmt	For	For
1.10	Elect Trustee Shant Poladian	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Approve Ernst & Young LLP as Auditors and Authorize Trustees to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Kilroy Realty Corporation

Meeting Date: 20/05/2025 **Country:** USA **Ticker:** KRC
Record Date: 07/03/2025 **Meeting Type:** Annual

Kilroy Realty Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Angela M. Aman	G	Mgmt	For	For
1b	Elect Director Edward F. Brennan	G	Mgmt	For	For
1c	Elect Director Daryl J. Carter	G	Mgmt	For	For
1d	Elect Director Jolie A. Hunt	G	Mgmt	For	For
1e	Elect Director Louisa G. Ritter	G	Mgmt	For	For
1f	Elect Director Gary R. Stevenson	G	Mgmt	For	For
1g	Elect Director Peter B. Stoneberg	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Kimberly-Clark Corporation

Meeting Date: 01/05/2025

Country: USA

Ticker: KMB

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sylvia M. Burwell	G	Mgmt	For	For
1.2	Elect Director John W. Culver	G	Mgmt	For	For
1.3	Elect Director Michael D. Hsu	G	Mgmt	For	For
1.4	Elect Director Mae C. Jemison	G	Mgmt	For	For
1.5	Elect Director Deeptha Khanna	G	Mgmt	For	For
1.6	Elect Director S. Todd Maclin	G	Mgmt	For	For
1.7	Elect Director Deirdre A. Mahlan	G	Mgmt	For	For
1.8	Elect Director Sherilyn S. McCoy	G	Mgmt	For	For
1.9	Elect Director Christa S. Quarles	G	Mgmt	For	For
1.10	Elect Director Jaime A. Ramirez	G	Mgmt	For	For
1.11	Elect Director Joseph Romanelli	G	Mgmt	For	For
1.12	Elect Director Dunia A. Shive	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Kimberly-Clark Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.13	Elect Director Mark T. Smucker	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Kimco Realty Corporation

Meeting Date: 29/04/2025 **Country:** USA **Ticker:** KIM
Record Date: 04/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ross Cooper	G	Mgmt	For	For
1b	Elect Director Philip E. Coviello	G	Mgmt	For	For
1c	Elect Director Conor C. Flynn	G	Mgmt	For	For
1d	Elect Director Nancy Lashine	G	Mgmt	For	For
1e	Elect Director Frank Lourenso	G	Mgmt	For	For
1f	Elect Director Henry Moniz	G	Mgmt	For	For
1g	Elect Director Mary Hogan Preusse	G	Mgmt	For	For
1h	Elect Director Valerie Richardson	G	Mgmt	For	For
1i	Elect Director Richard B. Saltzman	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For

Kinaxis Inc.

Meeting Date: 17/06/2025 **Country:** Canada **Ticker:** KXS
Record Date: 28/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert Courteau	G	Mgmt	For	For

Kinaxis Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Gillian (Jill) Denham	G	Mgmt	For	For
1.3	Elect Director Jose Alberto Duarte	G	Mgmt	For	For
1.4	Elect Director Lynn Loewen	G	Mgmt	For	For
1.5	Elect Director Angel Mendez	G	Mgmt	For	For
1.6	Elect Director Pamela Passman	G	Mgmt	For	For
1.7	Elect Director Kelly Thomas	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Kinden Corp.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 1944

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	G	Mgmt	For	For
2.1	Elect Director Doi, Yoshihiro	G	Mgmt	For	For
2.2	Elect Director Uesaka, Takao	G	Mgmt	For	For
2.3	Elect Director Hayashi, Hiroyuki	G	Mgmt	For	For
2.4	Elect Director Izaki, Koji	G	Mgmt	For	For
2.5	Elect Director Toriyama, Hanroku	G	Mgmt	For	For
2.6	Elect Director Takamatsu, Keiji	G	Mgmt	For	For
2.7	Elect Director Sagara, Kazunobu	G	Mgmt	For	For
2.8	Elect Director Kokue, Haruko	G	Mgmt	For	For
2.9	Elect Director Musashi, Fumi	G	Mgmt	For	For
2.10	Elect Director Ishihara, Miyuki	G	Mgmt	For	For

Kinder Morgan, Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: KMI

Record Date: 17/03/2025

Meeting Type: Annual

Kinder Morgan, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Richard D. Kinder	G	Mgmt	For	For
1.2	Elect Director Kimberly A. Dang	G	Mgmt	For	For
1.3	Elect Director Amy W. Chronis	G	Mgmt	For	For
1.4	Elect Director Ted A. Gardner	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.5	Elect Director Anthony W. Hall, Jr.	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.6	Elect Director Steven J. Kean	G	Mgmt	For	For
1.7	Elect Director Michael C. Morgan	G	Mgmt	For	For
1.8	Elect Director Arthur C. Reichstetter	G	Mgmt	For	For
1.9	Elect Director C. Park Shaper	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.10	Elect Director William A. Smith	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.11	Elect Director Robert F. Vagt	G	Mgmt	For	Against
<i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines. [DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

King Slide Works Co., Ltd.

Meeting Date: 27/06/2025

Country: Taiwan

Ticker: 2059

Record Date: 28/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For

King Slide Works Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For

King Yuan Electronics Co., Ltd.

Meeting Date: 27/05/2025 Country: Taiwan Ticker: 2449
 Record Date: 28/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For

Kingboard Holdings Limited

Meeting Date: 26/05/2025 Country: Cayman Islands Ticker: 148
 Record Date: 20/05/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend and Special Final Dividend	G	Mgmt	For	For
3A	Elect Cheung Kwok Wing as Director	G	Mgmt	For	For
3B	Elect Ho Yin Sang as Director	G	Mgmt	For	For
3C	Elect Ho Kin Fan as Director	G	Mgmt	For	For
4	Elect Cheung Ming Man as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-032] Greater climate-related disclosure, including disclosure aligned with all four pillars of TCFD, would enable investors to better assess climate-related risks and opportunities.[SF-M0201-034] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related investment risks and opportunities.</i></p>					
5	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For

Kingboard Holdings Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
7B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
7C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Kingboard Laminates Holdings Limited

Meeting Date: 26/05/2025

Country: Cayman Islands

Ticker: 1888

Record Date: 20/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend and Special Final Dividend	G	Mgmt	For	For
3A	Elect Lam Ka Po as Director	G	Mgmt	For	For
3B	Elect Cheung Ka Ho as Director	G	Mgmt	For	For
3C	Elect Zhou Pei Feng as Director	G	Mgmt	For	For
3D	Elect Ho Kwok Ming as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence</i>					
4	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
5	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
6B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Kingboard Laminates Holdings Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against

Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion

Kingdee International Software Group Company Limited

Meeting Date: 22/05/2025 **Country:** Cayman Islands **Ticker:** 268
Record Date: 15/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2A	Elect Xu Shao Chun as Director	G	Mgmt	For	For
2B	Elect Dong Ming Zhu as Director	G	Mgmt	For	For
2C	Elect Zhou Jun Xiang as Director	G	Mgmt	For	For
3	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
5B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

Kingfisher plc

Meeting Date: 23/06/2025 **Country:** United Kingdom **Ticker:** KGF
Record Date: 19/06/2025 **Meeting Type:** Annual

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

Kingfisher plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Elect Ian McLeod as Director	G	Mgmt	For	For
6	Elect Bhavesh Mistry as Director	G	Mgmt	For	For
7	Elect Lucinda Riches as Director	G	Mgmt	For	For
8	Re-elect Claudia Arney as Director	G	Mgmt	For	For
9	Re-elect Jeff Carr as Director	G	Mgmt	For	For
10	Re-elect Thierry Garnier as Director	G	Mgmt	For	For
11	Re-elect Sophie Gasperment as Director	G	Mgmt	For	For
12	Re-elect Bill Lennie as Director	G	Mgmt	For	For
13	Reappoint Deloitte LLP as Auditors	G	Mgmt	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
15	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
16	Authorise Issue of Equity	G	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Kingsoft Cloud Holdings Limited

Meeting Date: 09/06/2025

Country: Cayman Islands

Ticker: 3896

Record Date: 09/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Elect Zou Tao as Director	G	Mgmt	For	For
3	Elect Lei Jun as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Kingsoft Cloud Holdings Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Elect Yu Mingto as Director	G	Mgmt	For	For
5	Elect Wang Hang as Director	G	Mgmt	For	For
6	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
7	Approve Ernst & Young as Auditors and Authorize Audit Committee of the Board to Fix Their Remuneration	G	Mgmt	For	For
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
9	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
10	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					
11	Approve Subscription Agreement, Grant Specific Mandate to Issue Subscription Shares and Related Transactions	G	Mgmt	For	For

Kingsoft Corporation Limited

Meeting Date: 29/05/2025 **Country:** Cayman Islands **Ticker:** 3888
Record Date: 23/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3.1	Elect Jun Lei as Director	G	Mgmt	For	For
3.2	Elect Zuotao Chen as Director	G	Mgmt	For	For
3.3	Elect Wenjie Wu as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent. [HK-M0201-007] Chair of Audit Committee not independent</i>					
3.4	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For

Kingsoft Corporation Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					
8	Adopt BKOS 2025 Share Incentive Scheme	G	Mgmt	For	For

Kingspan Group Plc

Meeting Date: 01/05/2025

Country: Ireland

Ticker: KRX

Record Date: 27/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Re-elect Jost Massenberg as Director	G	Mgmt	For	For
3b	Re-elect Gene Murtagh as Director	G	Mgmt	For	For
3c	Re-elect Geoff Doherty as Director	G	Mgmt	For	For
3d	Re-elect Russell Shiels as Director	G	Mgmt	For	For
3e	Re-elect Gilbert McCarthy as Director	G	Mgmt	For	For
3f	Re-elect Anne Heraty as Director	G	Mgmt	For	For
3g	Re-elect Eimear Moloney as Director	G	Mgmt	For	For
3h	Re-elect Paul Murtagh as Director	G	Mgmt	For	For
3i	Re-elect Senan Murphy as Director	G	Mgmt	For	For
3j	Re-elect Louise Phelan as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Kingspan Group Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
5	Approve Remuneration Policy	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	G	Mgmt	For	For
8	Authorise Issue of Equity	G	Mgmt	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
11	Authorise Market Purchase of Shares	G	Mgmt	For	For
12	Authorise Reissuance of Treasury Shares	G	Mgmt	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For
14	Amend Performance Share Plan	G	Mgmt	For	For
15	Amend Articles of Association	G	Mgmt	For	For

Kinross Gold Corporation

Meeting Date: 07/05/2025

Country: Canada

Ticker: K

Record Date: 12/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director George V. Albino	G	Mgmt	For	For
1.2	Elect Director Kerry D. Dyte	G	Mgmt	For	For
1.3	Elect Director Glenn A. Ives	G	Mgmt	For	For
1.4	Elect Director Ave G. Lethbridge	G	Mgmt	For	For
1.5	Elect Director Michael A. Lewis	G	Mgmt	For	For
1.6	Elect Director Elizabeth D. McGregor	G	Mgmt	For	For
1.7	Elect Director Kelly J. Osborne	G	Mgmt	For	For
1.8	Elect Director George N. Paspalas	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Kinross Gold Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.9	Elect Director J. Paul Rollinson	G	Mgmt	For	For
1.10	Elect Director David A. Scott	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Kinsale Capital Group, Inc.

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** KNSL
Record Date: 27/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Steven J. Bensinger	G	Mgmt	For	For
1b	Elect Director Teresa P. Chia	G	Mgmt	For	For
1c	Elect Director Mary Jane B. Fortin	G	Mgmt	For	For
1d	Elect Director Robert V. Hatcher, III	G	Mgmt	For	For
1e	Elect Director Michael P. Kehoe	G	Mgmt	For	For
1f	Elect Director Anne C. Kronenberg	G	Mgmt	For	For
1g	Elect Director Robert Lippincott, III	G	Mgmt	For	For
1h	Elect Director Frederick L. Russell, Jr.	G	Mgmt	For	For
1i	Elect Director Gregory M. Share	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Certificate of Incorporation to Include the Exculpation of Officers	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For
5	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Kintetsu Department Store Co. Ltd.

Meeting Date: 22/05/2025 **Country:** Japan **Ticker:** 8244
Record Date: 28/02/2025 **Meeting Type:** Annual

Kintetsu Department Store Co. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20	G	Mgmt	For	For
2.1	Elect Director Akita, Takuji	G	Mgmt	For	For
2.2	Elect Director Kajima, Takahiro	G	Mgmt	For	For
2.3	Elect Director Nagano, Kimitoshi	G	Mgmt	For	For
2.4	Elect Director Yagi, Tetsu	G	Mgmt	For	For
2.5	Elect Director Kitamura, Hiroshi	G	Mgmt	For	For
2.6	Elect Director Kobayashi, Tetsuya	G	Mgmt	For	For
2.7	Elect Director Mukai, Toshiaki	G	Mgmt	For	For
2.8	Elect Director Yoshikawa, Ichizo	G	Mgmt	For	For
2.9	Elect Director Hirose, Kyoko	G	Mgmt	For	For

Kintetsu Group Holdings Co., Ltd.

Meeting Date: 20/06/2025

Country: Japan

Ticker: 9041

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	G	Mgmt	For	For
2.1	Elect Director Tsuji, Takashi	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2.2	Elect Director Wakai, Takashi	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2.3	Elect Director Kobayashi, Tetsuya	G	Mgmt	For	For
2.4	Elect Director Hayashi, Nobu	G	Mgmt	For	For
2.5	Elect Director Kasamatsu, Hiroyuki	G	Mgmt	For	For
2.6	Elect Director Ueda, Naoyoshi	G	Mgmt	For	For
2.7	Elect Director Katayama, Toshiko	G	Mgmt	For	For

Kintetsu Group Holdings Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.8	Elect Director Nagaoka, Takashi	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2.9	Elect Director Mikasa, Yuji	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2.10	Elect Director Yoneda, Akimasa	G	Mgmt	For	For
2.11	Elect Director Sugaura, Takahiro	G	Mgmt	For	For
2.12	Elect Director Takahashi, Kosuke	G	Mgmt	For	For
3	Appoint Statutory Auditor Matsumoto, Akihiko	G	Mgmt	For	For

KION GROUP AG

Meeting Date: 27/05/2025

Country: Germany

Ticker: KGX

Record Date: 05/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.82 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	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	G	Mgmt	For	For
5.2	Appoint KPMG AG as Auditor for Sustainability Reporting Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				

KION GROUP AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Remuneration of Supervisory Board	G	Mgmt	For	For
8.1	Elect Mohsen Sohi to the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>					
8.2	Elect Sherry Aaholm to the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>					
8.3	Elect Xiaomei Zhang to the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>					
8.4	Elect Jiang Kui to the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company. [SD-M0201-005] Nominee is not independent and serves on a key committee. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8.5	Elect Shaojun Sun to the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>					
8.6	Elect Peter Kameritsch to the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					

Kirby Corporation

Meeting Date: 29/04/2025 **Country:** USA **Ticker:** KEX
Record Date: 03/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Anne-Marie N. Ainsworth	G	Mgmt	For	For
1.2	Elect Director William M. Waterman	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Kirby Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Shawn D. Williams	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Kite Realty Group Trust

Meeting Date: 16/05/2025 **Country:** USA **Ticker:** KRG
Record Date: 26/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director John A. Kite	G	Mgmt	For	For
1b	Elect Director Bonnie S. Biumi	G	Mgmt	For	For
1c	Elect Director Derrick Burks	G	Mgmt	For	For
1d	Elect Director Victor J. Coleman	G	Mgmt	For	For
1e	Elect Director Steven P. Grimes	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1f	Elect Director Christie B. Kelly	G	Mgmt	For	For
1g	Elect Director Peter L. Lynch	G	Mgmt	For	For
1h	Elect Director David R. O'Reilly	G	Mgmt	For	For
1i	Elect Director Barton R. Peterson	G	Mgmt	For	For
1j	Elect Director Charles H. Wurtz bach	G	Mgmt	For	For
1k	Elect Director Caroline L. Young	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Klaviyo, Inc.

Meeting Date: 10/06/2025 **Country:** USA **Ticker:** KVYO
Record Date: 15/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ed Hallen	G	Mgmt	For	For
1b	Elect Director Michael Medici	G	Mgmt	For	For
1c	Elect Director Roxanne Oulman	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Klepierre SA

Meeting Date: 24/04/2025 **Country:** France **Ticker:** LI
Record Date: 22/04/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.85 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G	Mgmt	For	For
5	Reelect Béatrice de Clermont-Tonnerre as Supervisory Board Member	G	Mgmt	For	For
6	Ratify Appointment of Nadine Glicenstein as Supervisory Board Member	G	Mgmt	For	For
7	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
8	Approve Compensation of David Simon, Chairman of the Supervisory Board	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Compensation of Jean-Marc Jestin, Chairman of the Management Board	G	Mgmt	For	For
10	Approve Compensation of Stephane Tortajada, Management Board Member	G	Mgmt	For	For
11	Approve Remuneration Policy of Chairman and Supervisory Board Members	G	Mgmt	For	For
12	Approve Remuneration Policy of Chairman of the Management Board	G	Mgmt	For	For
13	Approve Remuneration Policy of Management Board Members	G	Mgmt	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 120 Million	G	Mgmt	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 40,160,564	G	Mgmt	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 40,160,564	G	Mgmt	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	G	Mgmt	For	For
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
21	Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
22	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 16-21 at EUR 120 Million	G	Mgmt	For	For

Klepierre SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
23	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	G	Mgmt	For	For
24	Amend Article 14 of Bylaws To Incorporate Legal Changes Re: Virtual Participation	G	Mgmt	For	For
25	Amend Article 15 of Bylaws To Incorporate Legal Changes Re: Written Consultation	G	Mgmt	For	For
26	Amend Article 27 of Bylaws To Comply with Legal Changes Re: Record Date	G	Mgmt	For	For
27	Amend Article 27 of Bylaws To Incorporate Legal Changes Re: Participation to General Meetings	G	Mgmt	For	For
	Ordinary Business		Mgmt		
28	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

KLN Logistics Group Limited

Meeting Date: 26/05/2025

Country: Bermuda

Ticker: 636

Record Date: 20/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Elect Chen Keren as Director	G	Mgmt	For	For
4	Elect Cheung Wai Man as Director	G	Mgmt	For	For
5	Elect Lai Sau Cheong Simon as Director	G	Mgmt	For	For
6	Elect Tan Chuen Yan Paul as Director	G	Mgmt	For	For
7	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
8	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

KLN Logistics Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
9B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
9C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

KLN Logistics Group Limited

Meeting Date: 26/05/2025 **Country:** Bermuda **Ticker:** 636
Record Date: 20/05/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Revision of Annual Cap under the 2024 KLN Logistics Services Framework Agreement, Revised KLN Annual Caps and Related Transactions	G	Mgmt	For	For
2	Approve Revision of Annual Cap under the 2024 SF Logistics Services Framework Agreement, Revised SF Annual Caps and Related Transactions	G	Mgmt	For	For

Knife River Corporation

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** KNF
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Patricia Chiodo	G	Mgmt	For	For
1b	Elect Director Patricia L. Moss	G	Mgmt	For	For
1c	Elect Director William J. Sandbrook	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

Knife River Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Eliminate Supermajority Vote Requirement	G	Mgmt	For	For

Knight-Swift Transportation Holdings Inc.

Meeting Date: 13/05/2025

Country: USA

Ticker: KNX

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Amy Boerger	G	Mgmt	For	For
1b	Elect Director Douglas Col	G	Mgmt	For	For
1c	Elect Director Reid Dove	G	Mgmt	For	For
1d	Elect Director Michael Garnreiter	G	Mgmt	For	For
1e	Elect Director Louis Hobson	G	Mgmt	For	For
1f	Elect Director Gary Knight	G	Mgmt	For	For
1g	Elect Director Kevin Knight	G	Mgmt	For	For
1h	Elect Director Adam Miller	G	Mgmt	For	For
1i	Elect Director Kathryn Munro	G	Mgmt	For	For
1j	Elect Director Jessica Powell	G	Mgmt	For	For
1k	Elect Director Roberta Roberts Shank	G	Mgmt	For	For
1l	Elect Director David Vander Ploeg	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For
4	Report on Political Contributions	S	SH	Against	For

Blended Rationale: [DC-D0000-011] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.

Knorr-Bremse AG

Meeting Date: 30/04/2025

Country: Germany

Ticker: KBX

Record Date: 08/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.75 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
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	G	Mgmt	For	For
5.2	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [LN-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
7	Elect Stephan Sturm to the Supervisory Board	G	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
9	Approve Affiliation Agreement with KB Intellectual Property GmbH & Co. KG	G	Mgmt	For	For

Kobe Steel, Ltd.

Meeting Date: 19/06/2025

Country: Japan

Ticker: 5406

Record Date: 31/03/2025

Meeting Type: Annual

Kobe Steel, Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Katsukawa, Yoshihiko	G	Mgmt	For	For
1.2	Elect Director Nagara, Hajime	G	Mgmt	For	For
1.3	Elect Director Sakamoto, Koichi	G	Mgmt	For	For
1.4	Elect Director Miyaoka, Shinji	G	Mgmt	For	For
1.5	Elect Director Kimoto, Kazuhiko	G	Mgmt	For	For
1.6	Elect Director Ito, Yumiko	G	Mgmt	For	For
1.7	Elect Director Kitagawa, Shinsuke	G	Mgmt	For	For
1.8	Elect Director Tsukamoto, Yoshie	G	Mgmt	For	For
2	Elect Director and Audit Committee Member Matsumoto, Gunyu	G	Mgmt	For	For
3	Elect Alternate Director and Audit Committee Member Shioji, Hiromi	G	Mgmt	For	For

Koc Holding A.S.

Meeting Date: 03/04/2025

Country: Turkey

Ticker: KCHOL.E

Record Date: 02/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting and Elect Presiding Council of Meeting	G	Mgmt	For	For
2	Accept Board Report	G	Mgmt	For	For
3	Accept Audit Report	G	Mgmt	For	For
4	Accept Financial Statements	G	Mgmt	For	For
5	Approve Discharge of Board	G	Mgmt	For	For
6	Approve Allocation of Income	G	Mgmt	For	For
7	Approve Share Capital Increase without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
8	Elect Directors	G	Mgmt	For	For

Koc Holding A.S.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Remuneration Policy and Director Remuneration Paid in 2024	G	Mgmt	For	For
10	Approve Director Remuneration	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
11	Ratify External Auditors	G	Mgmt	For	For
12	Approve Upper Limit of Donations for 2025 and Receive Information on Donations Made in 2024	S	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
13	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	G	Mgmt		
14	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	G	Mgmt	For	For
15	Receive Information on Low Carbon Economy Transition Plan	E	Mgmt		
16	Wishes	G	Mgmt		

Kodiak Sciences Inc.

Meeting Date: 02/06/2025 **Country:** USA **Ticker:** KOD
Record Date: 07/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Richard S. Levy	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.2	Elect Director Robert A. Profusek	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-005] Vote against for failure of the nom/gov committee to take action with respect to substantial votes against one or more directors last year.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Kodiak Sciences Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Kohl's Corporation

Meeting Date: 14/05/2025 Country: USA Ticker: KSS
Record Date: 12/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Wendy Arlin	G	Mgmt	For	For
1.2	Elect Director Michael J. Bender	G	Mgmt	For	For
1.3	Elect Director Ashley Buchanan *Withdrawn Resolution*	G	Mgmt		
1.4	Elect Director Yael Cosset	G	Mgmt	For	For
1.5	Elect Director Christine Day *Withdrawn Resolution*	G	Mgmt		
1.6	Elect Director H. Charles Floyd	G	Mgmt	For	For
1.7	Elect Director Robbin Mitchell	G	Mgmt	For	For
1.8	Elect Director Jonas Prising	G	Mgmt	For	For
1.9	Elect Director John E. Schlifske	G	Mgmt	For	For
1.10	Elect Director Adolfo Villagomez	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Submit Severance Agreement to Shareholder Vote	G	SH	Against	Against
<p><i>Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors</i></p>					

Koito Manufacturing Co., Ltd.

Meeting Date: 27/06/2025 Country: Japan Ticker: 7276
Record Date: 31/03/2025 Meeting Type: Annual

Koito Manufacturing Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 28	G	Mgmt	For	For
2.1	Elect Director Otake, Masahiro	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-024] AGAINST directors responsible as the board is less than 1/3 independent in face of major blockholders. [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>					
2.2	Elect Director Kato, Michiaki	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-024] AGAINST directors responsible as the board is less than 1/3 independent in face of major blockholders. [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>					
2.3	Elect Director Uchiyama, Masami	G	Mgmt	For	For
2.4	Elect Director Konagaya, Hideharu	G	Mgmt	For	For
2.5	Elect Director Toyota, Jun	G	Mgmt	For	For
2.6	Elect Director Kusakawa, Katsuyuki	G	Mgmt	For	For
2.7	Elect Director Katsuda, Takayuki	G	Mgmt	For	For
2.8	Elect Director Shibata, Eisuke	G	Mgmt	For	For
2.9	Elect Director Otake, Takahito	G	Mgmt	For	For
2.10	Elect Director Uehara, Haruya	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
2.11	Elect Director Sakurai, Kingo	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
2.12	Elect Director Igarashi, Chika	G	Mgmt	For	For
2.13	Elect Director Tanaka, Risa	G	Mgmt	For	For
2.14	Elect Director Kawata, Yoshimasa	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Shinohara, Hideo	G	Mgmt	For	For
4	Approve Compensation Ceiling for Directors	G	Mgmt	For	For
5	Approve Restricted Stock Plan	G	Mgmt	For	For

Kokusai Electric Corp.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 6525

Record Date: 31/03/2025

Meeting Type: Annual

Kokusai Electric Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Tsukada, Kazunori	G	Mgmt	For	For
1.2	Elect Director Yanagawa, Hidehiro	G	Mgmt	For	For
1.3	Elect Director Nakamura, Masaki	G	Mgmt	For	For
1.4	Elect Director Tsuruta, Masaaki	G	Mgmt	For	For
1.5	Elect Director Sasaki, Mami	G	Mgmt	For	For
1.6	Elect Director Abe, Tsuyoshi	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Kamiya, Yuji	G	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Kumagai, Hitoshi	G	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Sakai, Noriko	G	Mgmt	For	For
2.4	Elect Director and Audit Committee Member Sekine, Chizu	G	Mgmt	For	For

Komatsu Ltd.

Meeting Date: 19/06/2025

Country: Japan

Ticker: 6301

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 107	G	Mgmt	For	For
2.1	Elect Director Ogawa, Hiroyuki	G	Mgmt	For	For
2.2	Elect Director Imayoshi, Takuya	G	Mgmt	For	For
2.3	Elect Director Horikoshi, Takeshi	G	Mgmt	For	For
2.4	Elect Director Yokomoto, Mitsuko	G	Mgmt	For	For
2.5	Elect Director Kunibe, Takeshi	G	Mgmt	For	For
2.6	Elect Director Arthur M. Mitchell	G	Mgmt	For	For

Komatsu Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.7	Elect Director Saiki, Naoko	G	Mgmt	For	For
2.8	Elect Director Sawada, Michitaka	G	Mgmt	For	For
2.9	Elect Director Kusaba, Taisuke	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Fujiwara, Keiko	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Kai, Yukio	G	Mgmt	For	For

Komerční banka a.s.

Meeting Date: 24/04/2025 Country: Czech Republic Ticker: KOMB
 Record Date: 17/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Standalone and Consolidated Financial Statements, and Proposal for Allocation of Income	G	Mgmt		
2	Receive Supervisory Board Report on Company's Standalone and Consolidated Financial Statements, Proposal for Allocation of Income, Its Activities, and Management Board Report on Related Entities	G	Mgmt		
3	Receive Audit Committee Report	G	Mgmt		
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Allocation of Income and Dividends of CZK 91.30 per Share	G	Mgmt	For	For
6	Approve Consolidated Financial Statements	G	Mgmt	For	For
7	Receive Company's Corporate Governance Statement	G	Mgmt		
8	Receive Management Board Report on Related Entities	G	Mgmt		
9.1	Elect Anne-Sophie Chauveau-Galas as Supervisory Board Member	G	Mgmt	For	For
9.2	Elect Petr Dvorak as Supervisory Board Member	G	Mgmt	For	Against

Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.

Komercni banka as

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.3	Elect Alvaro Huete Gomez as Supervisory Board Member	G	Mgmt	For	For
10	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
11	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
12.1	Ratify KPMG Ceska republika Audit s.r.o. and KPMG Slovensko spol. s r.o. as Auditors	G	Mgmt	For	For
12.2	Appoint KPMG Ceska republika Audit s.r.o. and KPMG Slovensko spol. s r.o. as Auditors for the Sustainability Reporting	G	Mgmt	For	For

Komori Corp.

Meeting Date: 18/06/2025

Country: Japan

Ticker: 6349

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 48	G	Mgmt	For	For
2	Amend Articles to Amend Business Lines - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Clarify Director Authority on Board Meetings - Indemnify Directors	G	Mgmt	For	For
3.1	Elect Director Komori, Yoshiharu	G	Mgmt	For	For
3.2	Elect Director Mochida, Satoshi	G	Mgmt	For	For
3.3	Elect Director Matsuno, Koichi	G	Mgmt	For	For
3.4	Elect Director Hashimoto, Iwao	G	Mgmt	For	For
3.5	Elect Director Maruyama, Toshiro	G	Mgmt	For	For
3.6	Elect Director Yamada, Koji	G	Mgmt	For	For
3.7	Elect Director Hayashi, Takako	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Komori Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.1	Elect Director and Audit Committee Member Amako, Shinji	G	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Otsuka, Masahiro	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
4.3	Elect Director and Audit Committee Member Yamaguchi, Rumi	G	Mgmt	For	For
5	Elect Alternate Director and Audit Committee Member Maruyama, Toshiro	G	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For
8	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For
9	Approve Annual Bonus	G	Mgmt	For	For
10	Approve Takeover Defense Plan (Poison Pill)	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0609-008] AGAINST as the rationale can not be supported.</i>					

KONAMI Group Corp.

Meeting Date: 26/06/2025 **Country:** Japan **Ticker:** 9766
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kozuki, Kagemasa	G	Mgmt	For	For
1.2	Elect Director Higashio, Kimihiko	G	Mgmt	For	For
1.3	Elect Director Hayakawa, Hideki	G	Mgmt	For	For
1.4	Elect Director Okita, Katsunori	G	Mgmt	For	For
1.5	Elect Director Matsura, Yoshihiro	G	Mgmt	For	For
1.6	Elect Director Yoko Zetterlund	G	Mgmt	For	For

KONAMI Group Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Director and Audit Committee Member Yamaguchi, Kaori	G	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Kubo, Kimito	G	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Higuchi, Yasushi	G	Mgmt	For	For
3	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For

Kongsberg Gruppen ASA

Meeting Date: 07/05/2025 **Country:** Norway **Ticker:** KOG
Record Date: 29/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
2	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
3	Receive President's Report	G	Mgmt		
4	Discuss Company's Corporate Governance Statement	G	Mgmt		
5	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
6	Approve Dividends of NOK 22 Per Share	G	Mgmt	For	For
7	Approve Remuneration of Directors in the Amount of NOK 942,900 for Chair, NOK 429,900 for Deputy Chair and NOK 402,700 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
8	Approve Remuneration of Auditors	G	Mgmt	For	For
9	Approve Remuneration Statement	G	Mgmt	For	Against

Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.

Kongsberg Gruppen ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>					
11	Reelect Eivind Reiten, Per A. Sorlie, Morten Henriksen, Merete Hverven and Kristin Faerovik as Directors (Vote for All Candidates)	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
11.1	Reelect Eivind Reiten as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
11.2	Reelect Per A. Sorlie as Director	G	Mgmt	For	For
11.3	Reelect Morten Henriksen as Director	G	Mgmt	For	For
11.4	Reelect Merete Hverven as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
11.5	Reelect Kristin Faerovik as Director	G	Mgmt	For	For
12	Approve 5:1 Stock Split	G	Mgmt	For	For
13	Approve Equity Plan Financing	G	Mgmt	For	For
14	Approve Nomination Committee Procedures	G	Mgmt	For	For

Konica Minolta, Inc.

Meeting Date: 17/06/2025

Country: Japan

Ticker: 4902

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Taiko, Toshimitsu	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.2	Elect Director Sakuma, Soichiro	G	Mgmt	For	For
1.3	Elect Director Minegishi, Masumi	G	Mgmt	For	For
1.4	Elect Director Sawada, Takuko	G	Mgmt	For	For
1.5	Elect Director Arai, Saeko	G	Mgmt	For	For

Konica Minolta, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.6	Elect Director Kawamura, Yoshihiko	G	Mgmt	For	For
1.7	Elect Director Suzuki, Hiroyuki	G	Mgmt	For	For
1.8	Elect Director Kuzuhara, Noriyasu	G	Mgmt	For	For
1.9	Elect Director Hirai, Yoshihiro	G	Mgmt	For	For

Koninklijke Ahold Delhaize NV

Meeting Date: 09/04/2025 **Country:** Netherlands **Ticker:** AD
Record Date: 12/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		
2.1	Receive Report of Management Board (Non-Voting)	G	Mgmt		
2.2	Receive Explanation on Company's Reserves and Dividend Policy	G	Mgmt		
2.3	Adopt Financial Statements	G	Mgmt	For	For
2.4	Approve Dividends	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	For
4.1	Approve Discharge of Management Board	G	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board	G	Mgmt	For	For
5.1	Reelect Jan Zijderveld to Supervisory Board	G	Mgmt	For	For
5.2	Elect Per Bank to Supervisory Board	G	Mgmt	For	For
6.1	Amend Remuneration Policy for Supervisory Board	G	Mgmt	For	For
7.1	Ratify KPMG Accountants N.V. as Auditors	G	Mgmt	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	G	Mgmt	For	For
8	Amend Articles of Association	G	Mgmt	For	For

Koninklijke Ahold Delhaize NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.1	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	G	Mgmt	For	For
9.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
9.3	Authorize Board to Acquire Common Shares	G	Mgmt	For	For
9.4	Approve Cancellation of Shares	G	Mgmt	For	For

Konoike Transport Co., Ltd.

Meeting Date: 24/06/2025 **Country:** Japan **Ticker:** 9025
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Konoike, Tadahiko	G	Mgmt	For	For
1.2	Elect Director Konoike, Tadatsugu	G	Mgmt	For	For
1.3	Elect Director Ota, Yoshihito	G	Mgmt	For	For
1.4	Elect Director Masuyama, Mika	G	Mgmt	For	For
1.5	Elect Director Fujita, Taisuke	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
2.1	Appoint Statutory Auditor Takahashi, Kazuya	G	Mgmt	For	For
2.2	Appoint Statutory Auditor Hoshi, Chie	G	Mgmt	For	For

Kontoor Brands, Inc.

Meeting Date: 24/04/2025 **Country:** USA **Ticker:** KTB
Record Date: 13/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Scott H. Baxter	G	Mgmt	For	For
1b	Elect Director Maryelizabeth R. Campbell	G	Mgmt	For	For

Kontoor Brands, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Ashley D. Goldsmith	G	Mgmt	For	For
1d	Elect Director Robert M. Lynch	G	Mgmt	For	For
1e	Elect Director Andrew E. Page	G	Mgmt	For	For
1f	Elect Director Mark L. Schiller	G	Mgmt	For	For
1g	Elect Director Robert K. Shearer	G	Mgmt	For	For
1h	Elect Director Shelley Stewart, Jr.	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Korro Bio, Inc.

Meeting Date: 11/06/2025 **Country:** USA **Ticker:** KRRO
Record Date: 15/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ram Aiyar	G	Mgmt	For	For
1.2	Elect Director Jean-Francois Formela	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.3	Elect Director Katharine Knobil	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
<i>Blended Rationale: [SF-M0552-002] We believe that it is in the best interests of shareholders for issuers to hold votes on executive compensation every year.</i>					
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Kratos Defense & Security Solutions, Inc.

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** KTOS
Record Date: 17/03/2025 **Meeting Type:** Annual

Kratos Defense & Security Solutions, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Scott Anderson	G	Mgmt	For	For
1.2	Elect Director Bradley Boyd	G	Mgmt	For	For
1.3	Elect Director Eric DeMarco	G	Mgmt	For	For
1.4	Elect Director Bobbi "Flash" Doorenbos	G	Mgmt	For	For
1.5	Elect Director William Hoglund	G	Mgmt	For	For
1.6	Elect Director Scot Jarvis	G	Mgmt	For	For
1.7	Elect Director Deanna Lund	G	Mgmt	For	For
1.8	Elect Director Amy Zegart	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Krystal Biotech, Inc.

Meeting Date: 16/05/2025 **Country:** USA **Ticker:** KRYS
Record Date: 25/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Daniel S. Janney	G	Mgmt	For	For
1.2	Elect Director Dino A. Rossi	G	Mgmt	For	For
1.3	Elect Director E. Rand Sutherland	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

K's Holdings Corp.

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 8282
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 22	G	Mgmt	For	For
2.1	Elect Director Hiramoto, Tadashi	G	Mgmt	For	For
2.2	Elect Director Yoshihara, Yuji	G	Mgmt	For	For
2.3	Elect Director Osaka, Naoto	G	Mgmt	For	For
2.4	Elect Director Mizutani, Taro	G	Mgmt	For	For
2.5	Elect Director Yasumura, Miyako	G	Mgmt	For	For
2.6	Elect Director Seya, Takashi	G	Mgmt	For	For
2.7	Elect Director Sato, Fumiko	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Okabe, Seiji	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Hagiwara, Shinji	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Mizushima, Yoko	G	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Yahagi, Hiroko	G	Mgmt	For	For

Kuaishou Technology

Meeting Date: 19/06/2025

Country: Cayman Islands

Ticker: 1024

Record Date: 13/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Elect Li Zhaohui as Director	G	Mgmt	For	For
3	Elect Wang Huiwen as Director	G	Mgmt	For	For
4	Elect Huang Sidney Xuande as Director	G	Mgmt	For	For
5	Elect Lu Rong as Director	G	Mgmt	For	For
6	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For

Kuaishou Technology

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
9	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					
10	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Kuehne + Nagel International AG

Meeting Date: 07/05/2025

Country: Switzerland

Ticker: KNIN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 8.25 per Share	G	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
4.1.a	Reelect Anne-Catherine Berner as Director	G	Mgmt	For	For
4.1.b	Reelect Dominik Buergy as Director	G	Mgmt	For	For
4.1.c	Reelect Dominik de Daniel as Director	G	Mgmt	For	For
4.1.d	Reelect Karl Gernandt as Director	G	Mgmt	For	For
4.1.e	Reelect Klaus-Michael Kuehne as Director	G	Mgmt	For	For
4.1.f	Reelect Tobias Staehelin as Director	G	Mgmt	For	For

Kuehne + Nagel International AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.1.g	Reelect Hauke Stars as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
4.1.h	Reelect Martin Wittig as Director	G	Mgmt	For	For
4.1.i	Reelect Joerg Wolle as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
4.2	Reelect Joerg Wolle as Board Chair	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
4.3.a	Reappoint Karl Gernandt as Member of the Compensation Committee	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>				
4.3.b	Appoint Tobias Staehelin as Member of the Compensation Committee	G	Mgmt	For	For
4.3.c	Reappoint Hauke Stars as Member of the Compensation Committee	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
4.4	Designate Stefan Mangold as Independent Proxy	G	Mgmt	For	For
4.5	Ratify KPMG AG as Auditors	G	Mgmt	For	For
5	Approve Sustainability Report	E, S	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 5.5 Million	G	Mgmt	For	For

Kuehne + Nagel International AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
8	Transact Other Business (Voting)	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i></p>					

KunLun Energy Company Limited

Meeting Date: 29/05/2025

Country: Bermuda

Ticker: 135

Record Date: 23/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3A	Elect Liu Guohai as Director	G	Mgmt	For	For
3B	Elect Qi Zhenzhong as Director	G	Mgmt	For	For
3C	Elect Sun Patrick as Director	G	Mgmt	For	For
3D	Elect Kwok Chi Shing as Director	G	Mgmt	For	For
4	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
5	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i></p>					
7	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
8	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i></p>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Kurita Water Industries Ltd.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 6370

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 46	G	Mgmt	For	For
2.1	Elect Director Kadota, Michiya	G	Mgmt	For	For
2.2	Elect Director Ejiri, Hirohiko	G	Mgmt	For	For
2.3	Elect Director Shirode, Shuji	G	Mgmt	For	For
2.4	Elect Director Kachi, Norikazu	G	Mgmt	For	For
2.5	Elect Director Kobayashi, Kenjiro	G	Mgmt	For	For
2.6	Elect Director Miyazaki, Masahiro	G	Mgmt	For	For
2.7	Elect Director Takayama, Yoshiko	G	Mgmt	For	For
2.8	Elect Director Matsuo, Mie	G	Mgmt	For	For

Kweichow Moutai Co., Ltd.

Meeting Date: 19/05/2025

Country: China

Ticker: 600519

Record Date: 08/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Report of the Independent Directors	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Financial Statements	G	Mgmt	For	For
6	Approve Financial Budget Plan	G	Mgmt	For	For
7	Approve Profit Distribution	G	Mgmt	For	For
8	Approve to Appoint Financial Auditor and Internal Control Auditor	G	Mgmt	For	For
9	Elect Zhou Xue as Non-independent Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Kymera Therapeutics, Inc.

Meeting Date: 25/06/2025

Country: USA

Ticker: KYMR

Record Date: 28/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jeffrey Albers	G	Mgmt	For	For
1.2	Elect Director Felix J. Baker	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Kyocera Corp.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 6971

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	G	Mgmt	For	For
2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors - Reduce Directors' Term - Amend Provisions on Director Titles - Clarify Director Authority on Board Meetings	G	Mgmt	For	For
3.1	Elect Director Yamaguchi, Goro	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3.2	Elect Director Tanimoto, Hideo	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3.3	Elect Director Ina, Norihiko	G	Mgmt	For	For
3.4	Elect Director Sakushima, Shiro	G	Mgmt	For	For
3.5	Elect Director Kano, Koichi	G	Mgmt	For	For
3.6	Elect Director Yamada, Michinori	G	Mgmt	For	For
3.7	Elect Director Chida, Hiroaki	G	Mgmt	For	For
3.8	Elect Director Kakiuchi, Eiji	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Kyocera Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.9	Elect Director Maekawa, Shigenobu	G	Mgmt	For	For
3.10	Elect Director Sunaga, Junko	G	Mgmt	For	For
3.11	Elect Director Oi, Noriko	G	Mgmt	For	For
4	Appoint Statutory Auditor Aoki, Shoichi	G	Mgmt	For	For
5	Appoint Alternate Statutory Auditor Nakano, Yusuke	G	Mgmt	For	For

Kyoei Steel Ltd.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 5440

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Takashima, Hideichiro	G	Mgmt	For	For
1.2	Elect Director Hirotoni, Yasuyuki	G	Mgmt	For	For
1.3	Elect Director Sakamoto, Shogo	G	Mgmt	For	For
1.4	Elect Director Kitada, Masahiro	G	Mgmt	For	For
1.5	Elect Director Kan, Tetsuya	G	Mgmt	For	For
1.6	Elect Director Yamao, Tetsuya	G	Mgmt	For	For
1.7	Elect Director Kawabe, Tatsuya	G	Mgmt	For	For
1.8	Elect Director Funato, Kimiko	G	Mgmt	For	For
1.9	Elect Director Matsuka, Yukako	G	Mgmt	For	For
2.1	Appoint Statutory Auditor Maeda, Toyoji	G	Mgmt	For	For
2.2	Appoint Statutory Auditor Takeuchi, Yohei	G	Mgmt	For	For

KYORIN Pharmaceutical Co., Ltd.

Meeting Date: 20/06/2025

Country: Japan

Ticker: 4569

Record Date: 31/03/2025

Meeting Type: Annual

KYORIN Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ogihara, Yutaka	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-022] AGAINST directors responsible as the board lacks two independent directors. [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>					
1.2	Elect Director Onota, Michiro	G	Mgmt	For	For
1.3	Elect Director Kurose, Yasuji	G	Mgmt	For	For
1.4	Elect Director Shikanai, Noriyuki	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
1.5	Elect Director Shigematsu, Ken	G	Mgmt	For	For
1.6	Elect Director Watanabe, Hiromi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					

Kyushu Electric Power Co., Inc.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 9508

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 1.45 Million for Class B Preferred Shares, and JPY 25 for Ordinary Shares	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.1	Elect Director Ikebe, Kazuhiro	G	Mgmt	For	For
2.2	Elect Director Nishiyama, Masaru	G	Mgmt	For	For
2.3	Elect Director Hashimoto, Noboru	G	Mgmt	For	For
2.4	Elect Director Soda, Atsushi	G	Mgmt	For	For
2.5	Elect Director Hayashida, Michio	G	Mgmt	For	For
2.6	Elect Director Kido, Hiroto	G	Mgmt	For	For
2.7	Elect Director Sato, Hideo	G	Mgmt	For	For
2.8	Elect Director Nakamura, Norihiro	G	Mgmt	For	For

Kyushu Electric Power Co., Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.9	Elect Director Sakie Tachibana Fukushima	G	Mgmt	For	For
2.10	Elect Director Hirako, Yuji	G	Mgmt	For	For
3	Amend Articles to Establish Review Committee on Nuclear Radioactive Waste Disposal	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0709-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
4	Amend Articles to Add Declaration of Not Constructing Dry Storage Facility at Sendai Nuclear Power Plant	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0709-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
5	Amend Articles to Halt Operation of Sendai Nuclear Power Plant	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0709-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
6	Amend Articles to Withdraw from Plutothermal Power Generation	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0709-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
7	Amend Articles to Withdraw from Nuclear Fuel Cycle Business	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0709-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
8	Amend Articles to Add Declaration of Not Expanding Nuclear Reactor No. 3 at Sendai Nuclear Power Plant	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0709-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
9	Amend Articles to Withdraw from the Use of Plutonium	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0709-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
10	Amend Articles to Introduce Provision concerning Dividend Payout Policy	G	SH	Against	Against
<i>Blended Rationale: [TK-S0811-002] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
11	Amend Articles to Establish Third-Party Committee on Corporate Scandal	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Kyushu Electric Power Co., Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Amend Articles to Secure Shareholder Rights at Shareholder Meetings	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0123-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
13	Amend Articles to Broadcast Shareholder Meetings via Internet	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0123-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
14	Amend Articles to Conduct Third Party Review of Compliance Practice	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
15	Amend Articles to Conduct Third Party Review of Procurement Practice	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
16	Amend Articles to Conduct Third Party Review of Entry into New Business	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
17	Amend Articles to Conduct Third Party Review of Response to Requests from Local and Central Governments	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
18	Amend Articles to Conduct Third Party Review of Group Company Management	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
19	Amend Articles to Conduct Third Party Review of the Appropriateness of the Utility's Employee Evaluation	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

Labcorp Holdings Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: LH

Record Date: 20/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kerri B. Anderson	G	Mgmt	For	For
1b	Elect Director Jeffrey A. Davis	G	Mgmt	For	For
1c	Elect Director D. Gary Gilliland	G	Mgmt	For	For
1d	Elect Director Kirsten M. Kliphouse	G	Mgmt	For	For
1e	Elect Director Garheng Kong	G	Mgmt	For	For
1f	Elect Director Peter M. Neupert	G	Mgmt	For	For
1g	Elect Director Richelle P. Parham	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1h	Elect Director Paul B. Rothman	G	Mgmt	For	For
1i	Elect Director Adam H. Schechter	G	Mgmt	For	For
1j	Elect Director Kathryn E. Wengel	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For
4	Approve Qualified Employee Stock Purchase Plan	G	Mgmt	For	For
5	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Laboratorios Farmaceuticos Rovi SA

Meeting Date: 18/06/2025

Country: Spain

Ticker: ROVI

Record Date: 13/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For
2	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
3	Approve Allocation of Income and Dividends	G	Mgmt	For	For
4	Approve Discharge of Board	G	Mgmt	For	For

Laboratorios Farmaceuticos Rovi SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.1	Reelect Juan Lopez-Belmonte Encina as Director	G	Mgmt	For	For
5.2	Reelect Javier Lopez-Belmonte Encina as Director	G	Mgmt	For	For
5.3	Reelect Ivan Lopez-Belmonte Encina as Director	G	Mgmt	For	For
6	Approve Annual Maximum Remuneration	G	Mgmt	For	For
7	Renew Appointment of KPMG Auditores as Auditor	G	Mgmt	For	For
8	Authorize Share Repurchase Program	G	Mgmt	For	For
9	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	G	Mgmt	For	For
10	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 500 Million with Exclusion of Preemptive Rights up to 20 Percent of Capital	G	Mgmt	For	For
11	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
12	Advisory Vote on Remuneration Report	G	Mgmt	For	For

Ladder Capital Corp

Meeting Date: 05/06/2025

Country: USA

Ticker: LADR

Record Date: 09/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Alan H. Fishman	G	Mgmt	For	Withhold
	<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board [SD-M0201-007] Nominee serves as chair of the remuneration committee, which has not responded to shareholder concerns regarding remuneration policies. [SF-M0201-131] Vote against compensation committee member for failure to allow shareholders to vote on executive compensation matters within the specified timeframe</i>				
1.2	Elect Director Pamela McCormack	G	Mgmt	For	For
1.3	Elect Director David Weiner	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Lakeland Financial Corporation

Meeting Date: 08/04/2025

Country: USA

Ticker: LKFN

Record Date: 18/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director A. Faraz Abbasi	G	Mgmt	For	For
1b	Elect Director Blake W. Augsburg	G	Mgmt	For	For
1c	Elect Director Robert E. Bartels, Jr.	G	Mgmt	For	For
1d	Elect Director Darriane P. Christian	G	Mgmt	For	For
1e	Elect Director David M. Findlay	G	Mgmt	For	For
1f	Elect Director Emily E. Pichon	G	Mgmt	For	For
1g	Elect Director Kristin L. Pruitt	G	Mgmt	For	For
1h	Elect Director Steven D. Ross	G	Mgmt	For	For
1i	Elect Director Brian J. Smith	G	Mgmt	For	For
1j	Elect Director Bradley J. Toothaker	G	Mgmt	For	For
1k	Elect Director M. Scott Welch	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Crowe LLP as Auditors	G	Mgmt	For	For

Lamar Advertising Company

Meeting Date: 15/05/2025

Country: USA

Ticker: LAMR

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nancy Fletcher	G	Mgmt	For	For
1.2	Elect Director John E. Koerner, III	G	Mgmt	For	For
1.3	Elect Director Mitch Landrieu	G	Mgmt	For	For
1.4	Elect Director Marshall A. Loeb	G	Mgmt	For	For

Lamar Advertising Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Stephen P. Mumblow	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.6	Elect Director Thomas V. Reifenheiser	G	Mgmt	For	For
1.7	Elect Director Anna Reilly	G	Mgmt	For	For
1.8	Elect Director Kevin P. Reilly, Jr.	G	Mgmt	For	For
1.9	Elect Director Wendell Reilly	G	Mgmt	For	For
1.10	Elect Director Elizabeth Thompson	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Lancashire Holdings Ltd.

Meeting Date: 30/04/2025

Country: Bermuda

Ticker: LRE

Record Date: 23/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For
4	Re-elect Philip Broadley as Director	G	Mgmt	For	For
5	Elect Bob Cox as Director	G	Mgmt	For	For
6	Elect Paul Gregory as Director	G	Mgmt	For	For
7	Re-elect Jack Gressier as Director	G	Mgmt	For	For
8	Re-elect Bryan Joseph as Director	G	Mgmt	For	For
9	Re-elect Natalie Kershaw as Director	G	Mgmt	For	For
10	Re-elect Alex Maloney as Director	G	Mgmt	For	For
11	Re-elect Irene McDermott Brown as Director	G	Mgmt	For	For
12	Elect Nathalie Rachou as Director	G	Mgmt	For	For
13	Elect Linda Ventresca as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Lancashire Holdings Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Re-elect Sally Williams as Director	G	Mgmt	For	For
15	Reappoint KPMG LLP as Auditors	G	Mgmt	For	For
16	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
17	Authorise Issue of Equity	G	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
20	Authorise Market Purchase of Common Shares	G	Mgmt	For	For

Landis+Gyr Group AG

Meeting Date: 25/06/2025

Country: Switzerland

Ticker: LAND

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Sustainability Report	E, S	Mgmt	For	For
1.3	Approve Remuneration Report	G	Mgmt	For	For
2.1	Approve Treatment of Net Loss	G	Mgmt	For	For
2.2	Approve Dividends of CHF 1.15 per Share from Capital Contribution Reserves	G	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	G	Mgmt	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 9.3 Million	G	Mgmt	For	For
5.1.1	Reelect Audrey Zibelman as Director	G	Mgmt	For	For
5.1.2	Reelect Eric Elzvik as Director	G	Mgmt	For	For
5.1.3	Reelect Fabian Rauch as Director	G	Mgmt	For	For
5.1.4	Reelect Andreas Spreiter as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Landis+Gyr Group AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.1.5	Reelect Christina Stercken as Director	G	Mgmt	For	For
5.1.6	Reelect Laureen Tolson as Director	G	Mgmt	For	For
5.2.1	Elect Brett Carter as New Director	G	Mgmt	For	For
5.2.2	Elect Steve Louden as New Director	G	Mgmt	For	For
5.3	Elect Audrey Zibelman as Board Chair	G	Mgmt	For	For
5.4.1	Reappoint Laureen Tolson as Member of the Compensation Committee	G	Mgmt	For	For
5.4.2	Reappoint Eric Elzvik as Member of the Compensation Committee	G	Mgmt	For	For
5.4.3	Reappoint Fabian Rauch as Member of the Compensation Committee	G	Mgmt	For	For
5.5	Ratify PricewaterhouseCoopers AG as Auditors	G	Mgmt	For	For
5.6	Designate ADROIT Anwaelte as Independent Proxy	G	Mgmt	For	For
6	Approve Creation of Capital Band within the Upper Limit of CHF 318 Million and the Lower Limit of CHF 260.2 Million with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
7	Additional Voting Instructions - Board of Directors Proposals (Voting)	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>					
8	Additional Voting Instructions - Shareholder Proposals (Voting)	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>					

Lantheus Holdings, Inc.

Meeting Date: 01/05/2025

Country: USA

Ticker: LNTH

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mary Anne Heino	G	Mgmt	For	For
1.2	Elect Director Gérard Ber	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Lantheus Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Julie Eastland	G	Mgmt	For	For
<i>Blended Rationale:</i> .					
1.4	Elect Director Samuel Leno	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Declassify the Board of Directors	G	SH	None	For
<i>Blended Rationale: [SF-S0201-002] Directors should be elected annually to discourage entrenchment and allow shareholders sufficient opportunity to exercise their oversight of the board.</i>					

Laopu Gold Co., Ltd.

Meeting Date: 20/05/2025 **Country:** China **Ticker:** 6181
Record Date: 14/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Independent Non-Executive Directors	G	Mgmt	For	For
4	Approve Report of the Supervisory Committee	G	Mgmt	For	For
5	Approve Remuneration of Directors	G	Mgmt	For	For
6	Approve Profit Distribution Plan	G	Mgmt	For	For
7	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
9	Authorize Repurchase of Issued H Share Capital	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect EN-CHOU LIN, a Representative of MAO YU COMMEMORATE CO., LTD. with Shareholder No. 00087114, as Non-independent Director	G	Mgmt	For	For
4.2	Elect EN-PING LIN, a Representative of MAO YU COMMEMORATE CO., LTD. with Shareholder No. 00087114, as Non-independent Director	G	Mgmt	For	For
4.3	Elect CHUNG-JEN LIANG, with Shareholder No. 00000007, as Non-independent Director	G	Mgmt	For	For
4.4	Elect MING-YUAN HSIEH, with Shareholder No. 00000006, as Non-independent Director	G	Mgmt	For	For
4.5	Elect YOU-CHIH HUANG, with Shareholder No. 00000254, as Non-independent Director	G	Mgmt	For	For
4.6	Elect CHUN-MING CHEN, with Shareholder No. 00000026, as Non-independent Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
4.7	Elect CHIN-FANG LIN, with Shareholder No. L121636XXX, as Independent Director	G	Mgmt	For	For
4.8	Elect KUANG-TAO CHANG, with Shareholder No. B100131XXX, as Independent Director	G	Mgmt	For	For
4.9	Elect SHU-MIN LI, with Shareholder No. N220681XXX, as Independent Director	G	Mgmt	For	For

LARGAN Precision Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	G	Mgmt	For	For

Las Vegas Sands Corp.

Meeting Date: 15/05/2025 Country: USA Ticker: LVS
Record Date: 17/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert G. Goldstein	G	Mgmt	For	For
1.2	Elect Director Patrick Dumont	G	Mgmt	For	For
1.3	Elect Director Mark Besca	G	Mgmt	For	For
1.4	Elect Director Irwin Chafetz	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.5	Elect Director Micheline Chau	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-007] Nominee serves as chair of the remuneration committee, which has not responded to shareholder concerns regarding remuneration policies.</i>					
1.6	Elect Director Charles D. Forman	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.7	Elect Director Lewis Kramer	G	Mgmt	For	For
1.8	Elect Director Alain Li	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.9	Elect Director Micky Pant	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					

LATAM Airlines Group SA

Meeting Date: 26/06/2025 Country: Chile Ticker: LTM
Record Date: 19/06/2025 Meeting Type: Extraordinary Shareholders

LATAM Airlines Group SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Authorize New Share Repurchase Program	G	Mgmt	For	For
2	Set Maximum Amount or Percentage to be Acquired, Objective and Duration of Share Repurchase Program	G	Mgmt	For	For
3.1	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
3.2	Authorize Board to Repurchase Shares without Applying Prorate Procedure	G	Mgmt	For	For
3.3	Authorize Board to Sell Repurchased Shares without Applying Preemptive Rights	G	Mgmt	For	For
4	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Latour Investment AB

Meeting Date: 08/05/2025

Country: Sweden

Ticker: LATO.B

Record Date: 29/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8	Receive President's Report	G	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9.b	Approve Allocation of Income and Dividends of SEK 4.60 Per Share	G	Mgmt	For	For
9.c	Approve Discharge of Board and President	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Latour Investment AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Determine Number of Members (8) and Deputy Members (0) of Board	G	Mgmt	For	For
11	Reelect Mariana Burenstam Linder, Anders Boos, Carl Douglas, Eric Douglas, Johan Hjertonsson, Ulrika Kolsrud, Johan Nordstrom (Chair) and Lena Olving as Directors	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
12	Ratify Ernst & Young as Auditors	G	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 3.3 Million for Chair and SEK 1.2 Million for Other Directors; Approve Remuneration of Auditors	G	Mgmt	For	For
14	Approve Remuneration Report	G	Mgmt	For	For
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
16	Authorize Share Repurchase Program in Connection With Employee Stock Option Plan	G	Mgmt	For	For
17	Approve Stock Option Plan for Key Employees	G	Mgmt	For	For
18	Close Meeting	G	Mgmt		

Lattice Semiconductor Corporation

Meeting Date: 02/05/2025

Country: USA

Ticker: LSCC

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ford Tamer	G	Mgmt	For	For
1.2	Elect Director Robin Abrams	G	Mgmt	For	For
1.3	Elect Director Douglas Bettinger	G	Mgmt	For	For
1.4	Elect Director Que Thanh Dallara	G	Mgmt	For	For
1.5	Elect Director John Forsyth	G	Mgmt	For	For
1.6	Elect Director Mark Jensen	G	Mgmt	For	For

Lattice Semiconductor Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.7	Elect Director James Lederer	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
1.8	Elect Director D. Jeffrey Richardson	G	Mgmt	For	For
1.9	Elect Director Elizabeth Schwarting	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>					

Laureate Education, Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: LAUR

Record Date: 25/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Andrew B. Cohen	G	Mgmt	For	For
1.2	Elect Director William J. Davis	G	Mgmt	For	For
1.3	Elect Director Pedro del Corro	G	Mgmt	For	For
1.4	Elect Director Aristides de Macedo	G	Mgmt	For	For
1.5	Elect Director Kenneth W. Freeman	G	Mgmt	For	For
1.6	Elect Director Barbara Mair	G	Mgmt	For	For
1.7	Elect Director George Munoz	G	Mgmt	For	For
1.8	Elect Director Judith Rodin	G	Mgmt	For	For
1.9	Elect Director Eilif Serck-Hanssen	G	Mgmt	For	For
1.10	Elect Director Ian K. Snow	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Laurentian Bank of Canada

Meeting Date: 08/04/2025

Country: Canada

Ticker: LB

Record Date: 18/02/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sonia Baxendale	G	Mgmt	For	For
1.2	Elect Director Andrea Bolger	G	Mgmt	For	For
1.3	Elect Director Michael T. Boychuk	G	Mgmt	For	For
1.4	Elect Director Johanne Brunet	G	Mgmt	For	For
1.5	Elect Director Laurent Desmangles	G	Mgmt	For	For
1.6	Elect Director Suzanne Gouin	G	Mgmt	For	For
1.7	Elect Director Jamey Hubbs	G	Mgmt	For	For
1.8	Elect Director David Mowat	G	Mgmt	For	For
1.9	Elect Director Robert Ouellette	G	Mgmt	For	For
1.10	Elect Director Eric Provost	G	Mgmt	For	For
1.11	Elect Director Paul Stinis	G	Mgmt	For	For
1.12	Elect Director Nicholas Zelenczuk	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote on Named Executive Officer Compensation	G	Mgmt	For	For
4	Approve Director Aggregate Annual Remuneration	G	Mgmt	For	For
5	SP 3: Employee Language Proficiency Disclosure	G	SH	Against	Against
<i>Blended Rationale: Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					
6	SP 6: Social Dividend and Better Value Distribution	E, S, G	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					
7	SP 7: Commit to Filing an ESG Report Backed by Reasonable Assurance Engagement	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					

Lazard, Inc.

Meeting Date: 08/05/2025

Country: USA

Ticker: LAZ

Record Date: 10/03/2025

Meeting Type: Annual

Lazard, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Peter Harrison	G	Mgmt	For	For
1.2	Elect Director Dan Schulman	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

LBX Pharmacy Chain JSC

Meeting Date: 30/06/2025

Country: China

Ticker: 603883

Record Date: 24/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve to Authorize the Board of Directors to Formulate the Interim Dividend Plan	G	Mgmt	For	For
6	Approve Appointment of Auditor	G	Mgmt	For	For
7	Approve Application of Credit Lines and Provision of Guarantee	G	Mgmt	For	For
8	Approve 2024 Remuneration of Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
9	Approve Related Party Transactions	G	Mgmt	For	For

LCI Industries

Meeting Date: 15/05/2025

Country: USA

Ticker: LCII

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Tracy D. Graham	G	Mgmt	For	For
1b	Elect Director Brendan J. Deely	G	Mgmt	For	For
1c	Elect Director James F. Gero	G	Mgmt	For	For
1d	Elect Director Virginia L. Henkels	G	Mgmt	For	For
1e	Elect Director Jason D. Lippert	G	Mgmt	For	For
1f	Elect Director Stephanie K. Mains	G	Mgmt	For	For
1g	Elect Director Linda K. Myers	G	Mgmt	For	For
1h	Elect Director Kieran M. O'Sullivan	G	Mgmt	For	For
1i	Elect Director John A. Sirpilla	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

LE Lundbergforetagen AB

Meeting Date: 09/04/2025 **Country:** Sweden **Ticker:** LUND.B
Record Date: 01/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
5	Approve Agenda of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive President's Report	G	Mgmt		
8.a	Receive Financial Statements and Statutory Reports	G	Mgmt		
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	G	Mgmt		

LE Lundbergforetagen AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9.b	Approve Discharge of Board and President	G	Mgmt	For	For
9.c	Approve Allocation of Income and Dividends of SEK 4.60 Per Share	G	Mgmt	For	For
10	Determine Number of Members (9) and Deputy Members (0) of Board	G	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of SEK 1.1 for Chair and SEK 380,000 for other Directors; Approve Remuneration of Auditors	G	Mgmt	For	For
12	Reelect Carl Bennet, Sofia Frandberg, Louise Lindh, Fredrik Lundberg, Katarina Martinson, Krister Mattsson, Sten Peterson, Lars Pettersson and Bo Selling (Chair) as Directors	G	Mgmt	For	Abstain
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board</i>					
13	Ratify PricewaterhouseCoopers as Auditors	G	Mgmt	For	For
14	Approve Remuneration Report	G	Mgmt	For	For
15	Authorize Share Repurchase Program	G	Mgmt	For	For
16	Close Meeting	G	Mgmt		

LEC, Inc. (Japan)

Meeting Date: 26/06/2025

Country: Japan

Ticker: 7874

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Aoki, Mitsuo	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-021] AGAINST directors responsible for company's poor ROE/ROA performance.</i>					
1.2	Elect Director Aoki, Isamu	G	Mgmt	For	For
1.3	Elect Director Kaihoshi, Toshihiro	G	Mgmt	For	For
1.4	Elect Director Ozawa, Kazutoshi	G	Mgmt	For	For
1.5	Elect Director Masuda, Hideo	G	Mgmt	For	For

LEC, Inc. (Japan)

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.6	Elect Director Kume, Yugo	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Kitamura, Hideichi	G	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Sakaguchi, Takao	G	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Seguchi, Uharu	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
2.4	Elect Director and Audit Committee Member Nozue, Juichi	G	Mgmt	For	For

LEG Immobilien SE

Meeting Date: 28/05/2025 **Country:** Germany **Ticker:** LEG
Record Date: 21/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.70 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
5.1	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025	G	Mgmt	For	For
5.2	Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7.1	Elect Sylvia Eichelberg to the Supervisory Board	G	Mgmt	For	For
7.2	Elect Claus Nolting to the Supervisory Board	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
7.3	Elect Katrin Suder to the Supervisory Board	G	Mgmt	For	For

LEG Immobilien SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.4	Elect Martin Wiesmann to the Supervisory Board	G	Mgmt	For	For
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>				
7.5	Elect Michael Zimmer to the Supervisory Board	G	Mgmt	For	For
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>				
8	Approve Remuneration Policy	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion; Approve Creation of EUR 22.3 Million Pool of Capital to Guarantee Conversion Rights	G	Mgmt	For	For
10	Approve Creation of EUR 29.8 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
11	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For

Legal & General Group Plc

Meeting Date: 22/05/2025

Country: United Kingdom

Ticker: LGEN

Record Date: 20/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Elect Clare Bousfield as Director	G	Mgmt	For	For
4	Re-elect Henrietta Baldock as Director	G	Mgmt	For	For
5	Re-elect Philip Bradley as Director	G	Mgmt	For	For
6	Re-elect Jeff Davies as Director	G	Mgmt	For	For
7	Re-elect Carolyn Johnson as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Legal & General Group Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Re-elect Nilufer Kheraj as Director	G	Mgmt	For	For
9	Re-elect Sir John Kingman as Director	G	Mgmt	For	For
10	Re-elect George Lewis as Director	G	Mgmt	For	For
11	Re-elect Ric Lewis as Director	G	Mgmt	For	For
12	Re-elect Tushar Morzaria as Director	G	Mgmt	For	For
13	Re-elect Antonio Simoes as Director	G	Mgmt	For	For
14	Re-elect Laura Wade-Gery as Director	G	Mgmt	For	For
15	Reappoint KPMG LLP as Auditors	G	Mgmt	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
17	Approve Remuneration Report	G	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
19	Authorise Issue of Equity	G	Mgmt	For	For
20	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	G	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities	G	Mgmt	For	For
24	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Legend Biotech Corporation

Meeting Date: 12/06/2025

Country: Cayman Islands

Ticker: LEGN

Record Date: 07/05/2025

Meeting Type: Annual

Legend Biotech Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Elect Director Patrick Casey	G	Mgmt	For	For
4	Elect Director Yau Wai Man Philip	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
5	Elect Director Fangliang Zhang	G	Mgmt	For	For
6	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Legend Holdings Corporation

Meeting Date: 26/06/2025

Country: China

Ticker: 3396

Record Date: 20/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Directors' Report	G	Mgmt	For	For
2	Approve Supervisors' Report	G	Mgmt	For	For
3	Approve Audited Financial Statements and Independent Auditor's Report	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve PricewaterhouseCoopers as Independent Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Approve Possible On-market Acquisitions Pursuant to the Acquisition Mandate and Related Transactions	G	Mgmt	For	For
7	Amend Articles of Association	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
8	Amend Rules of Procedure of the Shareholders' General Meetings	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Legend Holdings Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Amend Rules of Procedure of the Board of Directors	G	Mgmt	For	For
10	Amend Rules of Procedure of the Board of Supervisors	G	Mgmt	For	For
11	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
12	Authorize Repurchase of Issued H Share Capital	G	Mgmt	For	For
13	Approve 2024 Medium and Long-Term Incentive Plan	G	Mgmt	For	For

Leggett & Platt, Incorporated

Meeting Date: 07/05/2025 **Country:** USA **Ticker:** LEG
Record Date: 05/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Angela Barbee	G	Mgmt	For	For
1b	Elect Director Robert E. Brunner	G	Mgmt	For	For
1c	Elect Director Mary Campbell	G	Mgmt	For	For
1d	Elect Director Karl G. Glassman	G	Mgmt	For	For
1e	Elect Director Joseph W. McClanathan	G	Mgmt	For	For
1f	Elect Director Srikanth Padmanabhan	G	Mgmt	For	For
1g	Elect Director Jai Shah	G	Mgmt	For	For
1h	Elect Director Phoebe A. Wood	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Legrand SA

Meeting Date: 27/05/2025 **Country:** France **Ticker:** LR
Record Date: 23/05/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	G	Mgmt	For	For
4	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
5	Approve Compensation of Angeles Garcia-Poveda, Chairwoman of the Board	G	Mgmt	For	For
6	Approve Compensation of Benoît Coquart, CEO	G	Mgmt	For	For
7	Approve Remuneration Policy of Chairwoman of the Board	G	Mgmt	For	For
8	Approve Remuneration Policy of CEO	G	Mgmt	For	For
9	Approve Remuneration Policy of Directors	G	Mgmt	For	For
10	Elect Stéphane Pallez as Director	G	Mgmt	For	For
11	Reelect Patrick Koller as Director	G	Mgmt	For	For
12	Reelect Florent Menegaux as Director	G	Mgmt	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
14	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
15	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	G	Mgmt	For	For
16	Amend Article 9.5 of Bylaws to Incorporate Legal Changes	G	Mgmt	For	For
	Ordinary Business		Mgmt		
17	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

LendingTree, Inc.

Meeting Date: 11/06/2025

Country: USA

Ticker: TREE

Record Date: 16/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Gabriel Dalporto	G	Mgmt	For	For
1b	Elect Director Thomas M. Davidson, Jr.	G	Mgmt	For	For
1c	Elect Director Mark Ernst	G	Mgmt	For	For
1d	Elect Director Robin Henderson	G	Mgmt	For	For
1e	Elect Director Douglas Lebda	G	Mgmt	For	For
1f	Elect Director Steven Ozonian	G	Mgmt	For	For
1g	Elect Director Diego Rodriguez	G	Mgmt	For	For
1h	Elect Director Saras Sarasvathy	G	Mgmt	For	For
1i	Elect Director G. Kennedy Thompson	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Lennar Corporation

Meeting Date: 09/04/2025

Country: USA

Ticker: LEN

Record Date: 12/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Amy Banse	G	Mgmt	For	For
1b	Elect Director Theron (Tig) Gilliam	G	Mgmt	For	For
1c	Elect Director Sherrill W. Hudson	G	Mgmt	For	For
1d	Elect Director Jonathan M. Jaffe	G	Mgmt	For	For
1e	Elect Director Teri P. McClure	G	Mgmt	For	For
1f	Elect Director Stuart Miller	G	Mgmt	For	For
1g	Elect Director Armando Olivera	G	Mgmt	For	For
1h	Elect Director Dacona Smith	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Lennar Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director Jeffrey Sonnenfeld	G	Mgmt	For	For
1j	Elect Director Serena Wolfe	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Require Independent Board Chair	G	SH	Against	Against
<i>Blended Rationale: [SF-S0107-101] Company has a designated lead director who fulfills the requirements appropriate to such role.</i>					
5	Disclose GHG Emissions Reductions Targets for Full Value Chain	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					
6	Report on Diversity Equity and Inclusion Efforts	S	SH	Against	Against
<i>Blended Rationale: SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					

Lennox International Inc.

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** LII
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Alok Maskara	G	Mgmt	For	For
1.2	Elect Director Sivasankaran ("Soma") Somasundaram	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Lenzing AG

Meeting Date: 17/04/2025 **Country:** Austria **Ticker:** LNZ
Record Date: 07/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Remuneration of Supervisory Board Members	G	Mgmt	For	For
5.1	Elect Stefan Fida as Supervisory Board Member	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence. [SD-M0201-005] Nominee is not independent and serves on a key committee. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured. [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>					
5.2	Elect Patrick Lackenbacher as Supervisory Board Member	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>					
5.3	Elect Leonardo Grimaldi as Supervisory Board Member	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>					
6	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
7	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8.1	Ratify KPMG Austria GmbH as Auditors for Fiscal Year 2025	G	Mgmt	For	For
8.2	Appoint KPMG Austria GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For

Leroy Seafood Group ASA

Meeting Date: 27/05/2025

Country: Norway

Ticker: LSG

Record Date: 20/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	G	Mgmt		
2.a	Elect Chair of Meeting	G	Mgmt	For	For
2.b	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
3	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 2.50 Per Share	G	Mgmt	For	For
5.a	Approve Remuneration of Directors in the Amount of NOK 650,000 for Chair and NOK 400,000 for Other Directors for the Period 2025/2026	G	Mgmt	For	For
5.b	Approve Remuneration of Audit Committee for the Period 2025/2026	G	Mgmt	For	For
5.c	Approve Remuneration of Nomination Committee for the Period 2025/2026	G	Mgmt	For	For
5.d	Approve Remuneration of Auditors	G	Mgmt	For	For
6	Approve Remuneration Statement	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
7	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8	Discuss Company's Corporate Governance Statement	G	Mgmt		
9.a	Reelect Britt Kathrine Drivenes as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
9.b	Reelect Didrik Munch as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Leroy Seafood Group ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.c	Reelect Karoline Mogster as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
9.d	Reelect Are Dragesund as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
10	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
11	Approve Issuance of 50 Million Shares for Private Placements	G	Mgmt	For	For

Levi Strauss & Co.

Meeting Date: 23/04/2025 **Country:** USA **Ticker:** LEVI
Record Date: 28/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Troy Alstead	G	Mgmt	For	For
1b	Elect Director Robert Eckert	G	Mgmt	For	For
1c	Elect Director Michelle Gass	G	Mgmt	For	For
1d	Elect Director David Marberger	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
5	Consider Abolishing DEI Programs, Policies, Departments, and Goals	E, S	SH	Against	Against

Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.

Li Auto Inc.

Meeting Date: 30/05/2025 **Country:** Cayman Islands **Ticker:** 2015
Record Date: 25/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Elect Director Li Xiang	G	Mgmt	For	For
3	Elect Director Fan Zheng	G	Mgmt	For	For
4	Elect Director Xiao Xing	G	Mgmt	For	For
5	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
7	Authorize Share Repurchase Program	G	Mgmt	For	For
8	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
9	Approve PricewaterhouseCoopers and PricewaterhouseCoopers Zhong Tian LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0155-001] Vote AGAINST auditor appointment due to concerns about the professional qualification of the auditor</i>					

Li Ning Company Limited

Meeting Date: 12/06/2025 Country: Cayman Islands Ticker: 2331
 Record Date: 06/06/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend and Related Transactions	G	Mgmt	For	For
3.1a	Elect Koo Fook Sun, Louis as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-008] Audit Committee without majority independence [HK-M0201-007] Chair of Audit Committee not independent</i>					

Li Ning Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.1b	Elect Chan Chung Bun, Bunny as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent.</i></p>					
3.1c	Elect Wang Yajuan as Director	G	Mgmt	For	For
3.2	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

Liberty Energy Inc.

Meeting Date: 15/04/2025 **Country:** USA **Ticker:** LBRT
Record Date: 19/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Peter A. Dea	G	Mgmt	For	For
1.2	Elect Director William F. Kimble	G	Mgmt	For	For
1.3	Elect Director James R. McDonald	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
5	Declassify the Board of Directors	G	Mgmt	For	For
6	Eliminate Supermajority Vote Requirement to Amend Certificate of Incorporation and Bylaws and to Remove Directors	G	Mgmt	For	For
7	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For

Liberty Energy Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Amend Certificate of Incorporation to Delete Waiver of Section 203 of the Delaware General Corporation Law	G	Mgmt	For	For
9	Amend Certificate of Incorporation	G	Mgmt	For	For

Lien Hwa Industrial Holdings Corp.

Meeting Date: 26/05/2025 **Country:** Taiwan **Ticker:** 1229
Record Date: 27/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve the Issuance of New Shares by Capitalization of Profit	G	Mgmt	For	For
4	Approve Amendments to Articles of Association	G	Mgmt	For	For

Lifco AB

Meeting Date: 25/04/2025 **Country:** Sweden **Ticker:** LIFCO.B
Record Date: 15/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7.a	Receive Financial Statements and Statutory Reports	G	Mgmt		

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.b	Receive Group Consolidated Financial Statements and Statutory Reports	G	Mgmt		
7.c	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	G	Mgmt		
7.d	Receive Board's Dividend Proposal	G	Mgmt		
8	Receive Report of Board and Committees	G	Mgmt		
9	Receive President's Report	G	Mgmt		
10	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
11	Approve Allocation of Income and Dividends of SEK 2.40 Per Share	G	Mgmt	For	For
12.a	Approve Discharge of Carl Bennet	G	Mgmt	For	For
12.b	Approve Discharge of Ulrika Dellby	G	Mgmt	For	For
12.c	Approve Discharge of Dan Frohm	G	Mgmt	For	For
12.d	Approve Discharge of Erik Gabrielson	G	Mgmt	For	For
12e	Approve Discharge of Ulf Grunander	G	Mgmt	For	For
12.f	Approve Discharge of Anna Hallberg	G	Mgmt	For	For
12.g	Approve Discharge of Lina Juslin	G	Mgmt	For	For
12.h	Approve Discharge of Anders Lindstrom	G	Mgmt	For	For
12.i	Approve Discharge of Tobias Nordin	G	Mgmt	For	For
12.j	Approve Discharge of Sofia Sandstrom	G	Mgmt	For	For
12.k	Approve Discharge of Caroline af Ugglas	G	Mgmt	For	For
12.l	Approve Discharge of Axel Wachtmeister	G	Mgmt	For	For
12.m	Approve Discharge of Per Waldemarson	G	Mgmt	For	For
13.a	Determine Number of Directors (9) and Deputy Directors (0) of Board	G	Mgmt	For	For
13.b	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For

Lifco AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14.a	Approve Remuneration of Directors in the Amount of SEK 1.5 Million for Chair and SEK 760,350 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
14.b	Approve Remuneration of Auditors	G	Mgmt	For	For
15.a	Reelect Carl Bennet as Director	G	Mgmt	For	For
15.b	Reelect Ulrika Dellby as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
15.c	Reelect Dan Frohm as Director	G	Mgmt	For	For
15.d	Reelect Erik Gabrielson as Director	G	Mgmt	For	For
15.e	Reelect Ulf Grunander as Director	G	Mgmt	For	For
15.f	Reelect Anna Hallberg as Director	G	Mgmt	For	For
15.g	Reelect Caroline af Ugglas as Director	G	Mgmt	For	For
15.h	Reelect Axel Wachtmeister as Director	G	Mgmt	For	For
15.i	Reelect Per Waldemarson as Director	G	Mgmt	For	For
15.j	Reelect Carl Bennet as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
16	Ratify Ernst & Young AB as Auditors	G	Mgmt	For	For
17	Approve Remuneration Report	G	Mgmt	For	For
18	Close Meeting	G	Mgmt		

Life Science REIT PLC

Meeting Date: 03/06/2025

Country: United Kingdom

Ticker: LABS

Record Date: 30/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Life Science REIT PLC

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Remuneration Policy	G	Mgmt	For	For
4	Approve Dividend Payment Policy	G	Mgmt	For	For
5	Re-elect Claire Boyle as Director	G	Mgmt	For	For
6	Re-elect Michael Taylor as Director	G	Mgmt	For	For
7	Re-elect Richard Howell as Director	G	Mgmt	For	For
8	Re-elect Sally Ann Forsyth as Director	G	Mgmt	For	For
9	Reappoint Deloitte LLP as Auditors	G	Mgmt	For	For
10	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
11	Authorise Issue of Equity	G	Mgmt	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
14	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Ligand Pharmaceuticals Incorporated

Meeting Date: 06/06/2025

Country: USA

Ticker: LGND

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jason M. Aryeh	G	Mgmt	For	For
1.2	Elect Director Todd C. Davis	G	Mgmt	For	For
1.3	Elect Director Nancy R. Gray	G	Mgmt	For	For
1.4	Elect Director Jason Haas	G	Mgmt	For	For
1.5	Elect Director John W. Kozarich	G	Mgmt	For	For
1.6	Elect Director John L. LaMattina	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Ligand Pharmaceuticals Incorporated

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.7	Elect Director Stephen L. Sabba	G	Mgmt	For	For
1.8	Elect Director Martine Zimmermann	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Light & Wonder, Inc.

Meeting Date: 10/06/2025 **Country:** USA **Ticker:** LNW

Record Date: 11/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jamie R. Odell	G	Mgmt	For	For
1.2	Elect Director Matthew R. Wilson	G	Mgmt	For	For
1.3	Elect Director Antonia Korsanos	G	Mgmt	For	For
1.4	Elect Director Michael Marchetti	G	Mgmt	For	For
1.5	Elect Director Hamish R. McLennan	G	Mgmt	For	For
1.6	Elect Director Stephen Morro	G	Mgmt	For	For
1.7	Elect Director Virginia E. Shanks	G	Mgmt	For	For
1.8	Elect Director Timothy Throsby	G	Mgmt	For	For
1.9	Elect Director Kneeland C. Youngblood	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Lincoln Electric Holdings, Inc.

Meeting Date: 24/04/2025 **Country:** USA **Ticker:** LECO

Record Date: 28/02/2025 **Meeting Type:** Annual

Lincoln Electric Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Brian D. Chambers	G	Mgmt	For	For
1.2	Elect Director Curtis E. Espeland	G	Mgmt	For	For
1.3	Elect Director N. Joy Falotico	G	Mgmt	For	For
1.4	Elect Director Bonnie J. Fetch	G	Mgmt	For	For
1.5	Elect Director Patrick P. Goris	G	Mgmt	For	For
1.6	Elect Director Steven B. Hedlund	G	Mgmt	For	For
1.7	Elect Director Michael F. Hilton	G	Mgmt	For	For
1.8	Elect Director Marc A. Howze	G	Mgmt	For	For
1.9	Elect Director Kathryn Jo Lincoln	G	Mgmt	For	For
1.10	Elect Director Phillip J. Mason	G	Mgmt	For	For
1.11	Elect Director Ben P. Patel	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Lindab International AB

Meeting Date: 13/05/2025

Country: Sweden

Ticker: LIAB

Record Date: 05/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Open Meeting; Elect Peter Nilsson as Chair of Meeting	G	Mgmt	For	For
2	Prepare and Approve List of Shareholders	G	Mgmt	For	For
3	Approve Agenda of Meeting	G	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
6	Receive CEO's Report	G	Mgmt		
7	Receive Financial Statements and Statutory Reports	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8.b	Approve Allocation of Income and Dividends of SEK 5.40 Per Share	G	Mgmt	For	For
8.c1	Approve Discharge of Peter Nilsson	G	Mgmt	For	For
8.c2	Approve Discharge of Anette Frumerie	G	Mgmt	For	For
8.c3	Approve Discharge of Marcus Hedblom	G	Mgmt	For	For
8.c4	Approve Discharge of Per Bertland	G	Mgmt	For	For
8.c5	Approve Discharge of Sonat Burman-Olsson	G	Mgmt	For	For
8.c6	Approve Discharge of Staffan Pehrson	G	Mgmt	For	For
8.c7	Approve Discharge of Viveka Ekberg	G	Mgmt	For	For
8.c8	Approve Discharge of Pontus Andersson	G	Mgmt	For	For
8.c9	Approve Discharge of Ulf Jonsson	G	Mgmt	For	For
8.c10	Approve Discharge of CEO Ola Ringdahl	G	Mgmt	For	For
9	Determine Number of Members (7) and Deputy Members (0) of Board	G	Mgmt	For	For
10.1	Approve Remuneration of Directors in the Amount of SEK 1.47 Million for Chair, SEK 575,000 to Other Directors and SEK 26,250 to Employee Representatives; Approve Committee Fees	G	Mgmt	For	For
10.2	Approve Remuneration of Auditor	G	Mgmt	For	For
11.a	Reelect Peter Nilsson as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>					
11.b	Reelect Viveka Ekberg as Director	G	Mgmt	For	For
11.c	Reelect Sonat Burman-Olsson as Director	G	Mgmt	For	For
11.d	Reelect Anette Frumerie as Director	G	Mgmt	For	For

Lindab International AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11.e	Reelect Per Bertland as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>					
11.f	Reelect Marcus Hedblom as Director	G	Mgmt	For	For
11.g	Reelect Staffan Pehrson as Director	G	Mgmt	For	For
11.h	Reelect Peter Nilsson as Board Chair	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
12.1	Ratify Deloitte as Auditor	G	Mgmt	For	For
13	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
14	Approve Stock Option Plan for Key Employees	G	Mgmt	For	For
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
16	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	G	Mgmt	For	For
17	Close Meeting	G	Mgmt		

Linea Directa Aseguradora SA

Meeting Date: 10/04/2025 **Country:** Spain **Ticker:** LDA
Record Date: 04/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For
2	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
3	Approve Allocation of Income and Dividends	G	Mgmt	For	For
4	Approve Discharge of Board	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Linea Directa Aseguradora SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Renew Appointment of PricewaterhouseCoopers as Auditor	G	Mgmt	For	For
6.1	Reelect Alfonso Botin-Sanz de Sautuola y Naveda as Director	G	Mgmt	For	For
6.2	Reelect Fernando Masaveu Herrero as Director	G	Mgmt	For	For
6.3	Reelect John de Zulueta Greenebaum as Director	G	Mgmt	For	For
6.4	Reelect Ana Maria Plaza Arregui as Director	G	Mgmt	For	For
6.5	Reelect Rita Estevez Luana as Director	G	Mgmt	For	For
6.6	Elect Inaki Berenguer Mediavilla as Director	G	Mgmt	For	For
6.7	Elect Marina Specht Blum as Director	G	Mgmt	For	For
6.8	Fix Number of Directors at 8	G	Mgmt	For	For
7	Approve Remuneration Policy	G	Mgmt	For	For
8	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
9	Advisory Vote on Remuneration Report	G	Mgmt	For	For

Lineage, Inc.

Meeting Date: 18/06/2025

Country: USA

Ticker: LINE

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Adam Forste	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
1b	Elect Director Kevin Marchetti	G	Mgmt	For	For
1c	Elect Director Greg Lehmkuhl	G	Mgmt	For	For
1d	Elect Director Shellye Archambeau	G	Mgmt	For	For
1e	Elect Director John Carrafiell	G	Mgmt	For	For
1f	Elect Director Joy Falotico	G	Mgmt	For	For
1g	Elect Director Luke Taylor	G	Mgmt	For	For
1h	Elect Director Michael Turner	G	Mgmt	For	For
1i	Elect Director Lynn Wentworth	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Lineage, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director James Wyper	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>					
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Lion Finance Group Plc

Meeting Date: 16/06/2025

Country: United Kingdom

Ticker: BGEO

Record Date: 12/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i>					
4	Approve Remuneration Policy	G	Mgmt	For	For
5	Re-elect Mel Carvill as Director	G	Mgmt	For	For
6	Re-elect Archil Gachechiladze as Director	G	Mgmt	For	For
7	Re-elect Tamaz Georgadze as Director	G	Mgmt	For	For
8	Re-elect Veronique McCarroll as Director	G	Mgmt	For	For
9	Re-elect Andrew McIntyre as Director	G	Mgmt	For	For
10	Re-elect Mariam Megvinetukhutsesi as Director	G	Mgmt	For	For
11	Re-elect Jonathan Muir as Director	G	Mgmt	For	For
12	Re-elect Cecil Quillen as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
13	Elect Maria Gordon as Director	G	Mgmt	For	For
14	Elect Karine Hirn as Director	G	Mgmt	For	For
15	Reappoint Ernst & Young LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Lion Finance Group Plc

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

Lions Gate Entertainment Corp.

Meeting Date: 23/04/2025

Country: Canada

Ticker: LGF.A

Record Date: 12/03/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Spin-Off Agreement	G	Mgmt	For	For
2a	Require Advance Notice for Shareholder Nominations for New Lionsgate	G	Mgmt	For	For
2b	Authorize Board to Set Number of Directors for New Lionsgate	G	Mgmt	For	For
2c	Remove Second or Casting Vote for New Lionsgate Articles	G	Mgmt	For	For
2d	Authorize New Lionsgate Board to Fix Remuneration of Auditors Without Requiring Shareholder Approval	G	Mgmt	For	For
2e	Approve Changes in Authorized Share Capital for New Lionsgate	G	Mgmt	For	For
2f	Require Advance Notice for Shareholder Nominations for Starz	G	Mgmt	For	For
2g	Authorize Board to Set Number of Directors for Starz	G	Mgmt	For	For
2h	Remove Second or Casting Vote for Starz Articles	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Lions Gate Entertainment Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2i	Authorize Starz Board to Fix Remuneration of Auditors Without Requiring Shareholder Approval	G	Mgmt	For	For
2j	Approve Changes in Authorized Share Capital for Starz	G	Mgmt	For	For
2k	Amend Quorum Requirements for Starz	G	Mgmt	For	For
3a	Elect Director Michael Burns	G	Mgmt	For	For
3b	Elect Director Mignon L. Clyburn	G	Mgmt	For	For
3c	Elect Director Gordon Crawford	G	Mgmt	For	For
3d	Elect Director Jon Feltheimer	G	Mgmt	For	For
3e	Elect Director Emily Fine	G	Mgmt	For	For
3f	Elect Director Michael T. Fries	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board.</i>					
3g	Elect Director John D. Harkey, Jr.	G	Mgmt	For	For
3h	Elect Director Susan McCaw	G	Mgmt	For	For
3i	Elect Director Yvette Ostolaza	G	Mgmt	For	For
3j	Elect Director Mark H. Rachesky	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-007] Nominee serves as chair of the remuneration committee, which has not responded to shareholder concerns regarding remuneration policies.</i>					
3k	Elect Director Hardwick Simmons	G	Mgmt	For	For
3l	Elect Director Harry E. Sloan	G	Mgmt	For	For
4	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-002] Remuneration arrangements and remuneration committee are poorly structured.</i>					
6	Approve Omnibus Stock Plan	G	Mgmt	For	For
7	Approve Omnibus Stock Plan	G	Mgmt	For	For
8	Approve Omnibus Stock Plan	G	Mgmt	For	For
9	Approve Reverse Stock Split	G	Mgmt	For	For

Lions Gate Entertainment Corp.

Meeting Date: 23/04/2025

Country: Canada

Ticker: LGF.A

Record Date: 12/03/2025

Meeting Type: Annual/Special

Lions Gate Entertainment Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Spin-Off Agreement	G	Mgmt	For	For

LISI SA

Meeting Date: 25/04/2025 Country: France Ticker: FII
Record Date: 23/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	For
4	Approve Discharge of Directors and Auditors	G	Mgmt	For	For
5	Approve Allocation of Income and Dividends of EUR 0.39 per Share	G	Mgmt	For	For
6	Reelect Bernard Birchler as Director	G	Mgmt	For	For
7	Reelect Françoise Garnier as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
8	Reelect CIKO as Director	G	Mgmt	For	For
9	Reelect Peugeot Invest Assets as Director	G	Mgmt	For	For
10	Reelect Viellard Migeon et Compagnie as Director	G	Mgmt	For	For
11	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
12	Approve Compensation of Jean-Philippe Kohler, Chairman of the Board	G	Mgmt	For	For
13	Approve Compensation of Emmanuel Viellard, CEO	G	Mgmt	For	Against

Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
15	Approve Remuneration Policy of CEO	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i>					
16	Approve Remuneration Policy of Directors	G	Mgmt	For	For
17	Approve Remuneration of Directors in the Aggregate Amount of EUR 600,000	G	Mgmt	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
19	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Lite-On Technology Corp.

Meeting Date: 20/05/2025 **Country:** Taiwan **Ticker:** 2301
Record Date: 21/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
5.1	Elect TOM SOONG, with Shareholder No. 0000088, as Non-independent Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-006] Nominee has demonstrated pattern of poor meeting attendance.</i>					
5.2	Elect RAYMOND SOONG, with Shareholder No. 0000001, as Non-independent Director	G	Mgmt	For	For

Lite-On Technology Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.3	Elect HARVEY CHANG, a Representative of TA-SUNG INVESTMENT CO., LTD. with Shareholder No. 0059285, as Non-independent Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence [HK-M0201-012] Chair of Remuneration Committee not independent</i>					
5.4	Elect ANSON CHIU, a Representative of TA-SUNG INVESTMENT CO., LTD. with Shareholder No. 0059285, as Non-independent Director	G	Mgmt	For	For
5.5	Elect KARIN HUANG, a Representative of TA-SUNG INVESTMENT CO., LTD. with Shareholder No. 0059285, as Non-independent Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
5.6	Elect ALBERT HSUEH, with Shareholder No. B101077XXX, as Independent Director	G	Mgmt	For	For
5.7	Elect MIKE YANG, with Shareholder No. B120069XXX, as Independent Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-006] Nominee has demonstrated pattern of poor meeting attendance.</i>					
5.8	Elect MK LU, with Shareholder No. 0025644, as Independent Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence</i>					
5.9	Elect JESSE DING, with Shareholder No. A100608XXX, as Independent Director	G	Mgmt	For	For
6	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	G	Mgmt	For	For

Lithia Motors, Inc.

Meeting Date: 24/04/2025 Country: USA Ticker: LAD
Record Date: 28/02/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sidney B. DeBoer	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

Lithia Motors, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Bryan B. DeBoer	G	Mgmt	For	For
1c	Elect Director James E. Lentz	G	Mgmt	For	For
1d	Elect Director Stacy C. Loretz-Congdon	G	Mgmt	For	For
1e	Elect Director Shauna F. McIntyre	G	Mgmt	For	For
1f	Elect Director Cassandra M. McKinney	G	Mgmt	For	For
1g	Elect Director Louis P. Miramontes	G	Mgmt	For	Against
<p><i>Blended Rationale: [DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines. [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Submit Severance Agreement to Shareholder Vote	G	SH	Against	Against
<p><i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i></p>					

Lithium Americas Corp.

Meeting Date: 11/06/2025

Country: Canada

Ticker: LAC

Record Date: 15/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Directors at Eight	G	Mgmt	For	For
2a	Elect Director Kelvin Dushnisky	G	Mgmt	For	For
2b	Elect Director Michael Brown	G	Mgmt	For	For
2c	Elect Director Fabiana Chubbs	G	Mgmt	For	For
2d	Elect Director Jonathan Evans	G	Mgmt	For	For
2e	Elect Director Yuan Gao	G	Mgmt	For	For
2f	Elect Director Zach Kirkman	G	Mgmt	For	For
2g	Elect Director Jinhee Magie	G	Mgmt	For	For
2h	Elect Director Philip Montgomery	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Lithium Americas Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Amend Equity Incentive Plan	G	Mgmt	For	For

Littelfuse, Inc.

Meeting Date: 24/04/2025

Country: USA

Ticker: LFUS

Record Date: 26/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kristina A. Cerniglia	G	Mgmt	For	For
1b	Elect Director Tzau-Jin Chung	G	Mgmt	For	For
1c	Elect Director Gayla J. Delly	G	Mgmt	For	For
1d	Elect Director Maria C. Green	G	Mgmt	For	For
1e	Elect Director Anthony Grillo	G	Mgmt	For	For
1f	Elect Director Gregory N. Henderson	G	Mgmt	For	For
1g	Elect Director Gordon Hunter	G	Mgmt	For	For
1h	Elect Director William P. Noglows	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

LivaNova Plc

Meeting Date: 11/06/2025

Country: United Kingdom

Ticker: LIVN

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director J. Christopher Barry	G	Mgmt	For	For
1.2	Elect Director Francesco Bianchi	G	Mgmt	For	For

LivanoVa Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Stacy Enxing Seng	G	Mgmt	For	For
1.4	Elect Director William Kozy	G	Mgmt	For	For
1.5	Elect Director Vladimir A. Makatsaria	G	Mgmt	For	For
1.6	Elect Director Sharon O'Kane	G	Mgmt	For	For
1.7	Elect Director Susan Podlogar	G	Mgmt	For	For
1.8	Elect Director Todd Schermerhorn	G	Mgmt	For	For
1.9	Elect Director Brooke Story	G	Mgmt	For	For
1.10	Elect Director Peter Wilver	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Appoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Approve Non-Employee Director Omnibus Stock Plan	G	Mgmt	For	For
6	Authorize Issue of Equity	G	Mgmt	For	For
7	Authorize Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
8	Approve Remuneration Report	G	Mgmt	For	For
9	Approve Remuneration Policy	G	Mgmt	For	For
10	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
11	Reappoint PricewaterhouseCoopers LLP as UK Statutory Auditor	G	Mgmt	For	For
12	Authorize Board to Fix Remuneration of Auditors	G	Mgmt	For	For

Live Nation Entertainment, Inc.

Meeting Date: 12/06/2025

Country: USA

Ticker: LYV

Record Date: 16/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Maverick Carter	G	Mgmt	For	For
1.2	Elect Director Ping Fu	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Live Nation Entertainment, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Jeffrey T. Hinson	G	Mgmt	For	For
1.4	Elect Director Chad Hollingsworth	G	Mgmt	For	For
1.5	Elect Director James Iovine	G	Mgmt	For	For
1.6	Elect Director James S. Kahan	G	Mgmt	For	For
1.7	Elect Director Randall T. Mays	G	Mgmt	For	For
1.8	Elect Director Richard A. Paul	G	Mgmt	For	For
1.9	Elect Director Michael Rapino	G	Mgmt	For	For
1.10	Elect Director Carl E. Vogel	G	Mgmt	For	For
1.11	Elect Director Latriece Watkins	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Live Oak Bancshares, Inc.

Meeting Date: 20/05/2025

Country: USA

Ticker: LOB

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Tonya W. Bradford	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.2	Elect Director William H. Cameron	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.3	Elect Director David G. Lucht	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.4	Elect Director James S. Mahan, III	G	Mgmt	For	For
1.5	Elect Director Milton E. Petty	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.6	Elect Director Neil L. Underwood	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.7	Elect Director Yousef A. Valine	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Live Oak Bancshares, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director William L. Williams, III	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

LivePerson, Inc.

Meeting Date: 25/06/2025 **Country:** USA **Ticker:** LPSN
Record Date: 01/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Vanessa Pegueros	G	Mgmt	For	For
1b	Elect Director William G. Wesemann	G	Mgmt	For	For
2	Ratify BDO USA, P.C. as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Livzon Pharmaceutical Group Inc.

Meeting Date: 29/05/2025 **Country:** China **Ticker:** 1513
Record Date: 21/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Work Report of the Board	G	Mgmt	For	For
2	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Financial Accounts Report	G	Mgmt	For	For

Livzon Pharmaceutical Group Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Annual Report	G	Mgmt	For	For
5	Approve Grant Thornton (Special General Partnership) as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Approve Capital Contribution to LivzonBio, Inc.	G	Mgmt	For	For
7	Approve Annual Profit Distribution Plan	G	Mgmt	For	For
8	Approve Company's Facility Financing and Provision of Financing Guarantees to Its Subsidiaries	G	Mgmt	For	For
9	Approve Renewal of the Repurchase of Part of the Company's A Shares Scheme	G	Mgmt	For	For
10	Approve Grant of General Mandate to the Board to Repurchase H Shares	G	Mgmt	For	For

Livzon Pharmaceutical Group Inc.

Meeting Date: 29/05/2025 **Country:** China **Ticker:** 1513
Record Date: 21/05/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Renewal of the Repurchase of Part of the Company's A Shares Scheme	G	Mgmt	For	For
2	Approve Grant of General Mandate to the Board to Repurchase H Shares	G	Mgmt	For	For

LKQ Corporation

Meeting Date: 07/05/2025 **Country:** USA **Ticker:** LKQ
Record Date: 11/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Patrick Berard	G	Mgmt	For	For

LKQ Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Andrew C. Clarke	G	Mgmt	For	For
1c	Elect Director Meg A. Divitto	G	Mgmt	For	For
1d	Elect Director Sue Gove	G	Mgmt	For	For
1e	Elect Director Justin L. Jude	G	Mgmt	For	For
1f	Elect Director John W. Mendel	G	Mgmt	For	For
1g	Elect Director James S. Metcalf	G	Mgmt	For	For
1h	Elect Director Jody G. Miller	G	Mgmt	For	For
1i	Elect Director Michael S. Powell	G	Mgmt	For	For
1j	Elect Director Guhan Subramanian	G	Mgmt	For	For
1k	Elect Director Xavier Urbain	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	G	SH	None	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Lloyds Banking Group Plc

Meeting Date: 15/05/2025 **Country:** United Kingdom **Ticker:** LLOY
Record Date: 13/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Re-elect Sir Robin Budenberg as Director	G	Mgmt	For	For
3	Re-elect Charlie Nunn as Director	G	Mgmt	For	For
4	Elect Nathan Bostock as Director	G	Mgmt	For	For
5	Re-elect William Chalmers as Director	G	Mgmt	For	For
6	Re-elect Sarah Legg as Director	G	Mgmt	For	For
7	Re-elect Amanda Mackenzie as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Lloyds Banking Group Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Re-elect Harmeen Mehta as Director	G	Mgmt	For	For
9	Re-elect Cathy Turner as Director	G	Mgmt	For	For
10	Re-elect Scott Wheway as Director	G	Mgmt	For	For
11	Re-elect Catherine Woods as Director	G	Mgmt	For	For
12	Approve Remuneration Report	G	Mgmt	For	For
13	Approve Final Dividend	G	Mgmt	For	For
14	Reappoint Deloitte LLP as Auditors	G	Mgmt	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	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	G	Mgmt	For	For
17	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
18	Authorise Issue of Equity	G	Mgmt	For	For
19	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	G	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	G	Mgmt	For	For
23	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
24	Authorise Market Purchase of Preference Shares	G	Mgmt	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Loblaw Companies Limited

Meeting Date: 06/05/2025

Country: Canada

Ticker: L

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Scott B. Bonham	G	Mgmt	For	For
1.2	Elect Director Shelley G. Broader	G	Mgmt	For	For
1.3	Elect Director Christie J.B. Clark	G	Mgmt	For	For
1.4	Elect Director Daniel Debow	G	Mgmt	For	For
1.5	Elect Director William A. Downe	G	Mgmt	For	For
1.6	Elect Director Janice Fukakusa	G	Mgmt	For	For
1.7	Elect Director M. Marianne Harris	G	Mgmt	For	For
1.8	Elect Director Kevin Holt	G	Mgmt	For	For
1.9	Elect Director Claudia Kotchka	G	Mgmt	For	For
1.10	Elect Director Rima Qureshi	G	Mgmt	For	For
1.11	Elect Director Sarah Raiss	G	Mgmt	For	For
1.12	Elect Director Galen G. Weston	G	Mgmt	For	For
1.13	Elect Director Cornell Wright	G	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
	Shareholder Proposals		Mgmt		
4	SP 1: Approve Policy Mandating Independent Directors Select Independent Lead Director With Authority Over Board Agendas	G	SH	Against	Against
	<i>Blended Rationale: [SF-S0107-101] Company has a designated lead director who fulfills the requirements appropriate to such role.</i>				
5	SP 2: Report on Food Waste Generated and Percentage Diverted from Landfills	E	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Loblaw Companies Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	SP 3: Oversee Independent Data Protection Impact Assessment of Healthcare Offerings	S	SH	Against	Against

Blended Rationale: SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.

Localiza Rent A Car SA

Meeting Date: 30/04/2025 **Country:** Brazil **Ticker:** RENT3
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	G	Mgmt	For	For
4	Fix Number of Fiscal Council Members at Three	G	Mgmt	For	For
5.1	Elect Carla Trematore as Fiscal Council Member and Eder Carvalho Magalhaes as Alternate	G	Mgmt	For	For
5.2	Elect Antonio de Padua Soares Policarpo as Fiscal Council Member and Juliano Lima Pinheiro as Alternate	G	Mgmt	For	For
5.3	Elect Guilherme Bottrel Pereira Tostes as Fiscal Council Member and Marcio Jose Soares Lutterbach as Alternate	G	Mgmt	For	For
6	Approve Remuneration of Fiscal Council Members	G	Mgmt	For	For

Localiza Rent A Car SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8	Fix Number of Directors at Seven	G	Mgmt	For	For
9	Approve Classification of Independent Directors	G	Mgmt	For	For
10.1	Elect Eugenio Pacelli Mattar as Board Chair	G	Mgmt	For	For
10.2	Elect Luis Fernando Memoria Porto as Board Vice-Chair	G	Mgmt	For	For
10.3	Elect Andre Sapoznik as Independent Director	G	Mgmt	For	For
10.4	Elect Artur Noemio Grynbaum as Independent Director	G	Mgmt	For	For
10.5	Elect Maria Leticia de Freitas Costa as Independent Director	G	Mgmt	For	For
10.6	Elect Paula Magalhaes Cardoso Neves as Independent Director	G	Mgmt	For	For
10.7	Elect Paulo Antunes Veras as Independent Director	G	Mgmt	For	For
	If Voting FOR on Item 11, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.		Mgmt		
11	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
12.1	Percentage of Votes to Be Assigned - Elect Eugenio Pacelli Mattar as Board Chair	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
12.2	Percentage of Votes to Be Assigned - Elect Luis Fernando Memoria Porto as Board Vice-Chair	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					

Localiza Rent A Car SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12.3	Percentage of Votes to Be Assigned - Elect Andre Sapoznik as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
12.4	Percentage of Votes to Be Assigned - Elect Artur Noemio Grynbaum as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
12.5	Percentage of Votes to Be Assigned - Elect Maria Leticia de Freitas Costa as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
12.6	Percentage of Votes to Be Assigned - Elect Paula Magalhaes Cardoso Neves as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
12.7	Percentage of Votes to Be Assigned - Elect Paulo Antunes Veras as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
13	Approve Remuneration of Company's Management	G	Mgmt	For	For

Localiza Rent A Car SA

Meeting Date: 30/04/2025 **Country:** Brazil **Ticker:** RENT3
Record Date: **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles	G	Mgmt	For	For
2	Consolidate Bylaws	G	Mgmt	For	For
3	Approve Absorption of Localiza Franchising Brasil S.A.	G	Mgmt	For	For
4	Amend the Types of Guarantees that May be Accepted by the Company as a Guarantee for Payment of Financing Operations	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Localiza Rent A Car SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	In the Event of a Second Call, Can the Voting Instructions Contained in this Proxy Card Be Considered Valid for the Second Call?	G	Mgmt	None	For

Loews Corporation

Meeting Date: 13/05/2025 **Country:** USA **Ticker:** L
Record Date: 18/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Ann E. Berman	G	Mgmt	For	For
1B	Elect Director Charles D. Davidson	G	Mgmt	For	For
1C	Elect Director Charles M. Diker	G	Mgmt	For	For
1D	Elect Director Paul J. Fribourg	G	Mgmt	For	For
1E	Elect Director Walter L. Harris	G	Mgmt	For	For
1F	Elect Director Jonathan C. Locker	G	Mgmt	For	For
1G	Elect Director Susan P. Peters	G	Mgmt	For	For
1H	Elect Director Alexander H. Tisch	G	Mgmt	For	For
1I	Elect Director Benjamin J. Tisch	G	Mgmt	For	For
1J	Elect Director James S. Tisch	G	Mgmt	For	For
1K	Elect Director Anthony Welters	G	Mgmt	For	For
<i>Blended Rationale:</i> .					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For

Logitea AB

Meeting Date: 09/05/2025 **Country:** Sweden **Ticker:** LOGI.A
Record Date: 30/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive CEO's Report	G	Mgmt		
8	Receive Financial Statements and Statutory Reports	G	Mgmt		
9a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9b	Approve Allocation of Income and Dividends of SEK 0.1 Per Share	G	Mgmt	For	For
9c.1	Approve Discharge of Patrik Tillman	G	Mgmt	For	For
9c.2	Approve Discharge of Mia Arnhult	G	Mgmt	For	For
9c.3	Approve Discharge of Karl-Erik Bekken	G	Mgmt	For	For
9c.4	Approve Discharge of Jonas Grander	G	Mgmt	For	For
9c.5	Approve Discharge of Bjornar Andre Ulstein	G	Mgmt	For	For
9c.6	Approve Discharge of Anneli Lindblom	G	Mgmt	For	For
9c.7	Approve Discharge of Erik Dansbo	G	Mgmt	For	For
9c.8	Approve Discharge of Stefan Hansson	G	Mgmt	For	For
9c.9	Approve Discharge of Maria Bjorkling	G	Mgmt	For	For
9c.10	Approve Discharge of Sanja Batljan	G	Mgmt	For	For
9c.11	Approve Discharge of Niklas Zuckerman	G	Mgmt	For	For
10.1	Determine Number of Members (5) and Deputy Members (0) of Board	G	Mgmt	For	For
10.2	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11.1	Approve Remuneration of Directors in the Amount of SEK 375,000 for Chair and SEK 180,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
11.2	Approve Remuneration of Auditors	G	Mgmt	For	For
12.1a	Reelect Patrik Tillman as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
12.1b	Reelect Mia Arnhult as Director	G	Mgmt	For	For
12.1c	Reelect Jonas Grander as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
12.1d	Reelect Anneli Lindblom as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
12.1e	Elect Stig Waernes as New Director	G	Mgmt	For	For
12.2	Reelect Patrik Tillman as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
13	Ratify Ernst & Young as Auditors	G	Mgmt	For	For
14	Approve Nomination Committee Procedures	G	Mgmt	For	For
15	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
16	Approve Warrant Based Incentive Plan 2025/2028 for Key Employees	G	Mgmt	For	For
17	Approve Creation of Pool of Capital without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
18	Authorize Share Repurchase Program	G	Mgmt	For	For

Logistea AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
19	Close Meeting	G	Mgmt		

London Stock Exchange Group plc

Meeting Date: 01/05/2025 Country: United Kingdom Ticker: LSEG
 Record Date: 29/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
4	Re-elect Dominic Blakemore as Director	G	Mgmt	For	For
5	Re-elect Martin Brand as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
6	Re-elect Kathleen DeRose as Director	G	Mgmt	For	For
7	Re-elect Tsega Gebreyes as Director	G	Mgmt	For	For
8	Re-elect Scott Guthrie as Director	G	Mgmt	For	For
9	Re-elect Cressida Hogg as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
10	Re-elect Michel-Alain Proch as Director	G	Mgmt	For	For
11	Re-elect Val Rahmani as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
12	Re-elect Don Robert as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
13	Re-elect David Schwimmer as Director	G	Mgmt	For	For
14	Re-elect William Vereker as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

London Stock Exchange Group plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15	Elect Lloyd Pitchford as Director	G	Mgmt	For	For
16	Reappoint Deloitte LLP as Auditors	G	Mgmt	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
18	Authorise Issue of Equity	G	Mgmt	For	For
19	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Longfor Group Holdings Limited

Meeting Date: 18/06/2025 **Country:** Cayman Islands **Ticker:** 960
Record Date: 12/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3.1	Elect Zhao Yi as Director	G	Mgmt	For	For
3.2	Elect Shen Ying as Director	G	Mgmt	For	For
3.3	Elect Sun Jiahui as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board. [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent. [HK-M0201-008] Audit Committee without majority independence</i>					
3.4	Elect Leong Chong as Director	G	Mgmt	For	For
3.5	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Longfor Group Holdings Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

LONGi Green Energy Technology Co., Ltd.

Meeting Date: 30/06/2025

Country: China

Ticker: 601012

Record Date: 23/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Report of the Independent Directors	G	Mgmt	For	For
7	Approve to Appoint Auditor	G	Mgmt	For	For
8	Approve 2024 and 2025 Remuneration of Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
9	Approve Remuneration of External Directors	G	Mgmt	For	For
10	Approve Cancellation of the Board of Supervisors, Change of Registered Capital and Amend Articles of Association	G	Mgmt	For	For
11	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure..</i>					

LONGi Green Energy Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
13	Amend Working System for Independent Directors	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
14	Amend Special Management System for Raised Funds	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
15	Amend Related Transaction System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
16	Amend Entrusted Financial Management System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
17	Amend Securities Investment and Derivatives Trading Management System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
18	Amend Management System for Providing External Investments	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
19	Amend External Guarantee System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
20	Amend Remuneration Management System for Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
21	Approve Changes in Fund-raising Investment Project	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
22.1	Elect Zhong Baoshen as Director	G	Mgmt	For	For
22.2	Elect Liu Xuewen as Director	G	Mgmt	For	For
22.3	Elect Tian Ye as Director	G	Mgmt	For	For
22.4	Elect Yin Jianan as Director	G	Mgmt	For	For
22.5	Elect Li Shuxuan as Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		

LONGi Green Energy Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
23.1	Elect Lu Yi as Director	G	Mgmt	For	For
23.2	Elect Li Meicheng as Director	G	Mgmt	For	For
23.3	Elect Zhou Zhe as Director	G	Mgmt	For	For

Lonza Group AG

Meeting Date: 09/05/2025 **Country:** Switzerland **Ticker:** LONN
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Non-Financial Report	E, S	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
5	Approve Allocation of Income and Dividends of CHF 4.00 per Share	G	Mgmt	For	For
6.1.1	Reelect Marion Helmes as Director	G	Mgmt	For	For
6.1.2	Reelect Jean-Marc Huet as Director	G	Mgmt	For	For
6.1.3	Reelect Angelica Kohlmann as Director	G	Mgmt	For	For
6.1.4	Reelect Christoph Maeder as Director	G	Mgmt	For	For
6.1.5	Reelect Roger Nitsch as Director	G	Mgmt	For	For
6.1.6	Reelect Barbara Richmond as Director	G	Mgmt	For	For
6.1.7	Reelect Juergen Steinemann as Director	G	Mgmt	For	For
6.2.1	Elect Juan Andres as Director	G	Mgmt	For	For
6.2.2	Elect Eric Drape as Director (from May 14, 2025)	G	Mgmt	For	For
6.2.3	Elect David Meline as Director	G	Mgmt	For	For
6.3	Reelect Jean-Marc Huet as Board Chair	G	Mgmt	For	For
6.4.1	Reappoint Angelica Kohlmann as Member of the Compensation Committee	G	Mgmt	For	For

Lonza Group AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.4.2	Reappoint Christoph Maeder as Member of the Compensation Committee	G	Mgmt	For	For
6.4.3	Reappoint Juergen Steinemann as Member of the Compensation Committee	G	Mgmt	For	For
6.4.4	Appoint Eric Drape as Member of the Compensation Committee	G	Mgmt	For	For
6.4.5	Appoint David Meline as Member of the Compensation Committee	G	Mgmt	For	For
7	Ratify Deloitte AG as Auditors for Fiscal Year 2025	G	Mgmt	For	For
8	Designate Lenz Caemmerer as Independent Proxy	G	Mgmt	For	For
9	Approve Remuneration of Directors in the Amount of CHF 4.3 Million	G	Mgmt	For	For
10.1	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 5.1 Million	G	Mgmt	For	For
10.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 25.6 Million	G	Mgmt	For	For
11	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Loomis AB

Meeting Date: 06/05/2025

Country: Sweden

Ticker: LOOMIS

Record Date: 25/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive President's Report	G	Mgmt		
8a	Receive Financial Statements and Statutory Reports	G	Mgmt		
8b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	G	Mgmt		
9a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9b	Approve Allocation of Income and Dividends of SEK 14.00 Per Share	G	Mgmt	For	For
9c	Approve May 8, 2025 as Record Date for Dividend Payment	G	Mgmt	For	For
9d.1	Approve Discharge of Alf Goransson	G	Mgmt	For	For
9d.2	Approve Discharge of Jeanette Almberg	G	Mgmt	For	For
9d.3	Approve Discharge of Lars Blecko	G	Mgmt	For	For
9d.4	Approve Discharge of Cecilia Daun Wennborg	G	Mgmt	For	For
9d.5	Approve Discharge of Johan Lundberg	G	Mgmt	For	For
9d.6	Approve Discharge of Liv Forhaug	G	Mgmt	For	For
9d.7	Approve Discharge of Santiago Galaz	G	Mgmt	For	For
9d.8	Approve Discharge of Marita Odelius	G	Mgmt	For	For
9d.9	Approve Discharge of Chalanja Henningsson	G	Mgmt	For	For
9d.10	Approve Discharge of CEO Aritz Larrea	G	Mgmt	For	For
10	Determine Number of Members (7) and Deputy Members of Board (0)	G	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of SEK 1.45 Million for Chair and SEK 615,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	G	Mgmt	For	For

Loomis AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Reelect Alf Goransson, Lars Blecko (Chair), Cecilia Daun Wennborg, Liv Forhaug, Johan Lundberg, Santiago Galaz and Marita Odelius as Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [SD-M0201-005] Nominee is not independent and serves on a key committee. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
13	Ratify Deloitte AB as Auditors	G	Mgmt	For	For
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
15	Approve Remuneration Report	G	Mgmt	For	For
16	Approve Performance Share Matching Plan LTIP 2025 for Key Employees	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
18	Approve SEK 13.3 Million Reduction in Share Capital via Share Cancellation; Approve SEK 13.3 Million Increase of Share Capital through a Bonus Issue without the Issuance of New Shares	G	Mgmt	For	For
19	Close Meeting	G	Mgmt		

L'Oreal SA

Meeting Date: 29/04/2025

Country: France

Ticker: OR

Record Date: 25/04/2025

Meeting Type: Annual/Special

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

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
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	G	Mgmt	For	For
4	Elect Thélys as Director	G	Mgmt	For	For
5	Elect Isabelle Seillier as Director	G	Mgmt	For	For
6	Elect Aurélie Jean as Director	G	Mgmt	For	For
7	Reelect Nicolas Hieronimus as Director	G	Mgmt	For	For
8	Reelect Paul Bulcke as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
9	Reelect Alexandre Ricard as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 2 Million	G	Mgmt	For	For
11	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
12	Approve Compensation of Jean-Paul Agon, Chairman of the Board	G	Mgmt	For	For
13	Approve Compensation of Nicolas Hieronimus, CEO	G	Mgmt	For	For
14	Approve Remuneration Policy of Directors	G	Mgmt	For	For
15	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
16	Approve Remuneration Policy of CEO	G	Mgmt	For	For
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		

L'Oreal SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 149,607,365.88	G	Mgmt	For	For
19	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
20	Authorize Capital Increase of up to 2 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	G	Mgmt	For	For
23	Amend Article 9 of Bylaws to Incorporate Legal Changes	G	Mgmt	For	For
24	Amend Article 12 of Bylaws to Incorporate Legal Changes	G	Mgmt	For	For
25	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Lotes Co., Ltd.

Meeting Date: 13/06/2025

Country: Taiwan

Ticker: 3533

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For

Louisiana-Pacific Corporation

Meeting Date: 08/05/2025

Country: USA

Ticker: LPX

Record Date: 10/03/2025

Meeting Type: Annual

Louisiana-Pacific Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kelly H. Barrett	G	Mgmt	For	For
1b	Elect Director Lizanne C. Gottung	G	Mgmt	For	For
1c	Elect Director Dustan E. McCoy	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Lowe's Companies, Inc.

Meeting Date: 30/05/2025

Country: USA

Ticker: LOW

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Raul Alvarez	G	Mgmt	For	For
1.2	Elect Director Scott H. Baxter	G	Mgmt	For	For
1.3	Elect Director Sandra B. Cochran	G	Mgmt	For	For
1.4	Elect Director Laurie Z. Douglas	G	Mgmt	For	For
1.5	Elect Director Richard W. Dreiling	G	Mgmt	For	For
1.6	Elect Director Marvin R. Ellison	G	Mgmt	For	For
1.7	Elect Director Navdeep Gupta	G	Mgmt	For	For
1.8	Elect Director Brian C. Rogers	G	Mgmt	For	For
1.9	Elect Director Bertram L. Scott	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.10	Elect Director Lawrence Simkins	G	Mgmt	For	For
1.11	Elect Director Colleen Taylor	G	Mgmt	For	For
1.12	Elect Director Mary Beth West	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Meeting Date: 04/06/2025

Country: Germany

Ticker: LPK

Record Date: 13/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
6	Elect Paul Owsianowski to the Supervisory Board	G	Mgmt	For	For
7.1	Ratify Baker Tilly GmbH & Co. KG as Auditors for Fiscal Year 2025	G	Mgmt	For	For
7.2	Appoint Baker Tilly GmbH & Co. KG as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For
9	Approve Creation of EUR 12.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 400 Million; Approve Creation of EUR 12.2 Million Pool of Capital to Guarantee Conversion Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					

LPKF Laser & Electronics SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
12.1	Amend Articles Re: Management Board Resolutions	G	Mgmt	For	For
12.2	Amend Articles Re: Supervisory Board Term of Office	G	Mgmt	For	For

LPL Financial Holdings Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: LPLA

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard Steinmeier	G	Mgmt	For	For
1b	Elect Director Edward C. Bernard	G	Mgmt	For	For
1c	Elect Director H. Paulett Eberhart	G	Mgmt	For	For
1d	Elect Director William F. Glavin, Jr.	G	Mgmt	For	For
1e	Elect Director Albert J. Ko	G	Mgmt	For	For
1f	Elect Director Allison H. Mnookin	G	Mgmt	For	For
1g	Elect Director Anne M. Mulcahy	G	Mgmt	For	For
1h	Elect Director James S. Putnam	G	Mgmt	For	For
1i	Elect Director Richard P. Schifter	G	Mgmt	For	For
1j	Elect Director Corey E. Thomas	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

LTC Properties, Inc.

Meeting Date: 28/05/2025

Country: USA

Ticker: LTC

Record Date: 31/03/2025

Meeting Type: Annual

LTC Properties, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Cornelia Cheng	G	Mgmt	For	For
1b	Elect Director David L. Gruber	G	Mgmt	For	For
1c	Elect Director Jeffrey C. Hawken	G	Mgmt	For	For
1d	Elect Director Bradley J. Preber	G	Mgmt	For	For
1e	Elect Director Wendy L. Simpson	G	Mgmt	For	For
1f	Elect Director Timothy J. Triche	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Increase Authorized Common Stock	G	Mgmt	For	For

Lucid Group, Inc.

Meeting Date: 05/06/2025 **Country:** USA **Ticker:** LCID
Record Date: 07/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Turqi A. Alnowaiser	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.2	Elect Director Douglas Grimm	G	Mgmt	For	For
1.3	Elect Director Lisa M. Lambert	G	Mgmt	For	For
1.4	Elect Director Andrew Liveris	G	Mgmt	For	For
1.5	Elect Director Nichelle Maynard-Elliott	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
1.6	Elect Director Chabi Nouri	G	Mgmt	For	For
1.7	Elect Director Ori Winitzer	G	Mgmt	For	For
1.8	Elect Director Janet S. Wong	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Lucid Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

lululemon athletica inc.

Meeting Date: 11/06/2025 **Country:** USA **Ticker:** LULU
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kathryn Henry	G	Mgmt	For	For
1b	Elect Director Alison Loehnis	G	Mgmt	For	For
1c	Elect Director Jon McNeill	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Report on Discrimination in Charitable Contributions	E, S	SH	Against	Against

Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.

Lumen Technologies, Inc.

Meeting Date: 13/05/2025 **Country:** USA **Ticker:** LUMN
Record Date: 19/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Quincy L. Allen	G	Mgmt	For	For
1b	Elect Director Martha Helena Béjar	G	Mgmt	For	For
1c	Elect Director Christopher Capossela	G	Mgmt	For	For
1d	Elect Director Kevin P. Chilton	G	Mgmt	For	For
1e	Elect Director James Fowler	G	Mgmt	For	For
1f	Elect Director T. Michael Glenn	G	Mgmt	For	For

Lumen Technologies, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Michelle J. Goldberg	G	Mgmt	For	For
1h	Elect Director Kate Johnson	G	Mgmt	For	For
1i	Elect Director Hal Stanley Jones	G	Mgmt	For	For
1j	Elect Director Diankha Linear	G	Mgmt	For	For
1k	Elect Director Stephen McMillan	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Approve Reverse Stock Split	G	Mgmt	For	For
4A	Amend Articles of Incorporation to Update References to Prior Corporate Statute	G	Mgmt	For	For
4B	Amend Articles of Incorporation to Clarify Manner of Electing Directors	G	Mgmt	For	For
4C	Reduce Ownership Threshold for Shareholders to Call Special Meetings to 25%	G	Mgmt	For	For
4D	Amend Articles of Incorporation to Remove Outmoded Reference to Transition Period	G	Mgmt	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
6	Adopt Simple Majority Vote	G	SH	None	For

Blended Rationale: [SF-S0311-001] Supermajority vote requirement serves as an entrenchment device for management.

Lundin Mining Corporation

Meeting Date: 08/05/2025

Country: Canada

Ticker: LUN

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Adam I. Lundin	G	Mgmt	For	For
1B	Elect Director C. Ashley Heppenstall	G	Mgmt	For	For
1C	Elect Director Donald K. Charter	G	Mgmt	For	For
1D	Elect Director Jack O. A. Lundin	G	Mgmt	For	For
1E	Elect Director Victoria J. McMillan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Lundin Mining Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1F	Elect Director Dale C. Peniuk	G	Mgmt	For	For
1G	Elect Director Maria Olivia Recart	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1H	Elect Director Natasha N.D. Vaz	G	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Luxshare Precision Industry Co. Ltd.

Meeting Date: 13/05/2025 **Country:** China **Ticker:** 002475
Record Date: 06/05/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Draft and Summary on Stock Option Incentive Plan	G	Mgmt	For	For
2	Approve Formulation of the Stock Option Incentive Plan Implementation Assessment Management Measures	G	Mgmt	For	For
3	Approve Authorization of the Board to Handle All Related Matters	G	Mgmt	For	For

Luxshare Precision Industry Co. Ltd.

Meeting Date: 22/05/2025 **Country:** China **Ticker:** 002475
Record Date: 15/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For

Luxshare Precision Industry Co. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Annual Report and Summary	G	Mgmt	For	For
6	Approve Appointment of Auditor	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.</i>					
7	Approve Remuneration of Directors	G	Mgmt	For	For
8	Approve Remuneration of Supervisors	G	Mgmt	For	For
9	Approve Amendments to Articles of Association	G	Mgmt	For	For
10	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
11	Approve Related Party Transaction	G	Mgmt	For	For

Luxshare Precision Industry Co. Ltd.

Meeting Date: 09/06/2025

Country: China

Ticker: 002475

Record Date: 03/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Acquisition of Equity and Assets	G	Mgmt	For	For

Luzhou Laojiao Co., Ltd.

Meeting Date: 27/06/2025

Country: China

Ticker: 000568

Record Date: 20/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Annual Report	G	Mgmt	For	For

Luzhou Laojiao Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Formulation of Shareholder Return Plan	G	Mgmt	For	For
6	Approve to Authorize Board of Directors to Formulate Interim Dividend Plan	G	Mgmt	For	For
7	Approve Profit Distribution	G	Mgmt	For	For
8	Approve to Appoint Auditor	G	Mgmt	For	For
9	Approve Amendments to Articles of Association and its Annexes	G	Mgmt	For	For

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 17/04/2025

Country: France

Ticker: MC

Record Date: 15/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 13 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>					
5	Ratify Appointment of Wei Sun Christianson as Director	G	Mgmt	For	For
6	Reelect Bernard Arnault as Director	G	Mgmt	For	For
7	Reelect Sophie Chassat as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8	Reelect Clara Gaynard as Director	G	Mgmt	For	For
9	Reelect Hubert Védrine as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Compensation Report of Corporate Officers	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11	Approve Compensation of Bernard Arnault, Chairman and CEO	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i></p>					
12	Approve Compensation of Antonio Belloni, Vice-CEO	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i></p>					
13	Approve Remuneration Policy of Directors	G	Mgmt	For	For
14	Approve Remuneration Policy of Chairman and CEO	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
17	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	G	Mgmt	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	G	Mgmt	For	For

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 20 Million	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
22	Authorize Capital Increase of Up to EUR 20 Million for Future Exchange Offers	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
23	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
24	Authorize up to 1 Percent of Issued Capital for Use in Stock Option Plans Reserved for Employees and Corporate Officers	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	G	Mgmt	For	For
27	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 20 Million	G	Mgmt	For	For

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
28	Amend Articles 12 and 16 of Bylaws Re: Age Limit of Chairman of the Board and CEO	G	Mgmt	For	For
29	Amend Articles of Bylaws to Incorporate Legal Changes	G	Mgmt	For	For

LXP Industrial Trust

Meeting Date: 27/05/2025

Country: USA

Ticker: LXP

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director T. Wilson Eglin	G	Mgmt	For	For
1.2	Elect Director Lawrence L. Gray	G	Mgmt	For	For
1.3	Elect Director Arun Gupta	G	Mgmt	For	For
1.4	Elect Director Jamie Handwerker	G	Mgmt	For	For
1.5	Elect Director Derrick Johnson	G	Mgmt	For	For
1.6	Elect Director Claire A. Koeneman	G	Mgmt	For	For
1.7	Elect Director Nancy Elizabeth Noe	G	Mgmt	For	For
1.8	Elect Director Howard Roth	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

LY Corp.

Meeting Date: 19/06/2025

Country: Japan

Ticker: 4689

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kawabe, Kentaro	G	Mgmt	For	For
1.2	Elect Director Idezawa, Takeshi	G	Mgmt	For	For

LY Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Elect Director and Audit Committee Member Usumi, Yoshio	G	Mgmt	For	For

Lyft, Inc.

Meeting Date: 05/06/2025 **Country:** USA **Ticker:** LYFT
Record Date: 22/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Management Nominee Director Sean Aggarwal	G	Mgmt	For	For
1b	Elect Management Nominee Director Jill Beggs	G	Mgmt	For	For
1c	Elect Management Nominee Director Ariel Cohen *Withdrawn Resolution*	G	Mgmt		
1d	Elect Management Nominee Director Betsey Stevenson	G	Mgmt	For	For
1e	Elect Dissident Nominee Director Alan L. Bazaar *Withdrawn Resolution*	G	Mgmt		
1f	Elect Dissident Nominee Director Daniel B. Silvers *Withdrawn Resolution*	G	Mgmt		
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Commission Third Party Human Risk Assessment Regarding Use of Artificial Intelligence	S	SH	Against	Against

Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.

LyondellBasell Industries N.V.

Meeting Date: 23/05/2025 **Country:** Netherlands **Ticker:** LYB
Record Date: 25/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jacques Aigrain	G	Mgmt	For	For
1b	Elect Director Lincoln Benet	G	Mgmt	For	For
1c	Elect Director Robin Buchanan	G	Mgmt	For	For
1d	Elect Director Anthony Chase	G	Mgmt	For	For
1e	Elect Director Robert Dudley	G	Mgmt	For	For
1f	Elect Director Claire Farley	G	Mgmt	For	For
1g	Elect Director Rita Griffin	G	Mgmt	For	For
1h	Elect Director Michael Hanley	G	Mgmt	For	For
1i	Elect Director Virginia Kamsky	G	Mgmt	For	For
1j	Elect Director Bridget Karlin	G	Mgmt	For	For
1k	Elect Director Albert Manifold	G	Mgmt	For	For
1l	Elect Director Peter Vanacker	G	Mgmt	For	For
2	Approve Discharge of Directors	G	Mgmt	For	For
3	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
4	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	G	Mgmt	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
6	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
8	Approve Cancellation of Shares	G	Mgmt	For	For

M&G Plc

Meeting Date: 30/04/2025

Country: United Kingdom

Ticker: MNG

Record Date: 28/04/2025

Meeting Type: Annual

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

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Remuneration Report	G	Mgmt	For	For
4	Elect Paul Evans as Director	G	Mgmt	For	For
5	Re-elect Clive Adamson as Director	G	Mgmt	For	For
6	Re-elect Sir Edward Braham as Director	G	Mgmt	For	For
7	Re-elect Clare Chapman as Director	G	Mgmt	For	For
8	Re-elect Kathryn McLeland as Director	G	Mgmt	For	For
9	Re-elect Andrea Rossi as Director	G	Mgmt	For	For
10	Re-elect Debasish Sanyal as Director	G	Mgmt	For	For
11	Re-elect Elisabeth Stheeman as Director	G	Mgmt	For	For
12	Re-elect Clare Thompson as Director	G	Mgmt	For	For
13	Re-elect Massimo Tosato as Director	G	Mgmt	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
17	Authorise Issue of Equity	G	Mgmt	For	For
18	Authorise Issue of Preference Shares	G	Mgmt	For	For
19	Authorise Issue of Equity in Connection with the Issue of Mandatory Convertible Securities	G	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Mandatory Convertible Securities	G	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

M&T Bank Corporation

Meeting Date: 15/04/2025

Country: USA

Ticker: MTB

Record Date: 20/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director John P. Barnes	G	Mgmt	For	For
1.2	Elect Director Carlton J. Charles	G	Mgmt	For	For
1.3	Elect Director Jane Chwick	G	Mgmt	For	For
1.4	Elect Director William F. Cruger, Jr.	G	Mgmt	For	For
1.5	Elect Director Gary N. Geisel	G	Mgmt	For	For
1.6	Elect Director Leslie V. Godridge	G	Mgmt	For	For
1.7	Elect Director Rene F. Jones	G	Mgmt	For	For
1.8	Elect Director Richard H. Ledgett, Jr.	G	Mgmt	For	For
1.9	Elect Director Melinda R. Rich	G	Mgmt	For	For
1.10	Elect Director Robert E. Sadler, Jr.	G	Mgmt	For	For
1.11	Elect Director Denis J. Salamone	G	Mgmt	For	For
1.12	Elect Director Rudina Seseeri	G	Mgmt	For	For
1.13	Elect Director Kirk W. Walters	G	Mgmt	For	For
1.14	Elect Director Herbert L. Washington	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

M/I Homes, Inc.

Meeting Date: 14/05/2025

Country: USA

Ticker: MHO

Record Date: 19/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nancy J. Kramer	G	Mgmt	For	For

Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.

M/I Homes, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Yvette McGee Brown	G	Mgmt	For	For
1.3	Elect Director Robert H. Schottenstein	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

M3, Inc.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 2413

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Tanimura, Itaru	G	Mgmt	For	For
1.2	Elect Director Tomaru, Akihiko	G	Mgmt	For	For
1.3	Elect Director Tsuchiya, Eiji	G	Mgmt	For	For
1.4	Elect Director Nakamura, Rie	G	Mgmt	For	For
1.5	Elect Director Tanaka, Yoshinao	G	Mgmt	For	For
1.6	Elect Director Yamazaki, Satoshi	G	Mgmt	For	For
1.7	Elect Director Tsugawa, Yusuke	G	Mgmt	For	For

Macnica Holdings, Inc.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 3132

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 35	G	Mgmt	For	For
2.1	Elect Director Hara, Kazumasa	G	Mgmt	For	For
2.2	Elect Director Miyoshi, Akinobu	G	Mgmt	For	For
2.3	Elect Director Nishizawa, Eiichi	G	Mgmt	For	For

Macnica Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.4	Elect Director Okawara, Makoto	G	Mgmt	For	For
2.5	Elect Director Omori, Shinichiro	G	Mgmt	For	For
2.6	Elect Director Sugaya, Tsunesaburo	G	Mgmt	For	For
2.7	Elect Director Mori, Yasuaki	G	Mgmt	For	For
2.8	Elect Director Abe, Shinichi	G	Mgmt	For	For

MacroGenics, Inc.

Meeting Date: 21/05/2025 **Country:** USA **Ticker:** MGNX
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Karen Ferrante	G	Mgmt	For	For
1.2	Elect Director William Heiden	G	Mgmt	For	For
1.3	Elect Director Edward Hurwitz	G	Mgmt	For	For
1.4	Elect Director Meenu Chhabra Karson	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Macy's, Inc.

Meeting Date: 16/05/2025 **Country:** USA **Ticker:** M
Record Date: 20/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Emilie Arel	G	Mgmt	For	For
1b	Elect Director Torrence N. Boone	G	Mgmt	For	For
1c	Elect Director Marie Chandoha	G	Mgmt	For	For
1d	Elect Director Robert (Bob) Chavez	G	Mgmt	For	For

Macy's, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1e	Elect Director Naveen K. Chopra	G	Mgmt	For	For
1f	Elect Director Richard Clark	G	Mgmt	For	For
1g	Elect Director Deirdre P. Connelly	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1h	Elect Director Jill Granoff	G	Mgmt	For	For
1i	Elect Director Richard L. Markee	G	Mgmt	For	For
1j	Elect Director Douglas W. Sesler	G	Mgmt	For	For
1k	Elect Director Tony Spring	G	Mgmt	For	For
1l	Elect Director Paul C. Varga	G	Mgmt	For	For
1m	Elect Director Tracey Zhen	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Madison Square Garden Sports Corp.

Meeting Date: 10/06/2025 **Country:** USA **Ticker:** MSGS
Record Date: 14/04/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Change State of Incorporation from Delaware to Nevada	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.</i>					

Madrigal Pharmaceuticals, Inc.

Meeting Date: 20/06/2025 **Country:** USA **Ticker:** MDGL
Record Date: 24/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Julian C. Baker	G	Mgmt	For	For
1.2	Elect Director Raymond Cheong	G	Mgmt	For	For

Madrigal Pharmaceuticals, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Jacquelyn A. Fouse	G	Mgmt	For	For
1.4	Elect Director Richard S. Levy	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Magna International Inc.

Meeting Date: 08/05/2025 **Country:** Canada **Ticker:** MG
Record Date: 19/03/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Mary S. Chan	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1B	Elect Director V. Peter Harder	G	Mgmt	For	For
1C	Elect Director Jan R. Hauser	G	Mgmt	For	For
1D	Elect Director Seetarama S. Kotagiri	G	Mgmt	For	For
1E	Elect Director Jay K. Kunkel	G	Mgmt	For	For
1F	Elect Director Robert F. MacLellan	G	Mgmt	For	For
1G	Elect Director Mary Lou Maher	G	Mgmt	For	For
1H	Elect Director William A. Ruh	G	Mgmt	For	For
1I	Elect Director Indira V. Samarasekera	G	Mgmt	For	For
1J	Elect Director Peter Sklar	G	Mgmt	For	For
1K	Elect Director Matthew Tsien	G	Mgmt	For	For
1L	Elect Director Thomas Weber	G	Mgmt	For	For
1M	Elect Director Lisa S. Westlake	G	Mgmt	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Approve Stock Option Plan	G	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Magnachip Semiconductor Corporation

Meeting Date: 23/06/2025

Country: USA

Ticker: MX

Record Date: 24/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Young-Joon (YJ) Kim	G	Mgmt	For	For
1.2	Elect Director Ilbok Lee	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.3	Elect Director Camillo Martino	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.4	Elect Director Gilbert Nathan	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.5	Elect Director Kyo-Hwa (Liz) Chung	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young Han Young as Auditors	G	Mgmt	For	For

Maha Energy AB

Meeting Date: 27/05/2025

Country: Sweden

Ticker: MAHA.A

Record Date: 19/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	G	Mgmt	For	For
2	Prepare and Approve List of Shareholders	G	Mgmt	For	For
3	Approve Agenda of Meeting	G	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Maha Energy AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
9	Approve Discharge of Board and President	G	Mgmt	For	For
10	Determine Number of Members (5) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of SEK 415,000 for Chair and SEK 300,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	G	Mgmt	For	For
12	Reelect Paulo Thiago Mendonca (Chair), Fabio Vassel, Richard Norris and Halvard Idland as Directors; Elect Carlos Gomez-Lackington as New Director; Ratify Deloitte AB as Auditors	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>					
13	Approve Remuneration Report	G	Mgmt	For	For
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
15	Approve Issuance of up to 20 Percent of Share Capital without Preemptive Rights	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i></p>					
16	Close Meeting	G	Mgmt		

Main Street Capital Corporation

Meeting Date: 05/05/2025 **Country:** USA **Ticker:** MAIN
Record Date: 04/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director J. Kevin Griffin	G	Mgmt	For	Against

Main Street Capital Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i>					
1.2	Elect Director John E. Jackson	G	Mgmt	For	For
1.3	Elect Director Brian E. Lane	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i>					
1.4	Elect Director Dunia A. Shive	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i>					
1.5	Elect Director Stephen B. Solcher	G	Mgmt	For	For
1.6	Elect Director Vincent D. Foster	G	Mgmt	For	For
1.7	Elect Director Dwayne L. Hyzak	G	Mgmt	For	For
2	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Makita Corp.

Meeting Date: 25/06/2025 **Country:** Japan **Ticker:** 6586
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 90	G	Mgmt	For	For
2.1	Elect Director Goto, Munetoshi	G	Mgmt	For	For
2.2	Elect Director Kaneko, Tetsuhisa	G	Mgmt	For	For
2.3	Elect Director Tsuchiya, Takashi	G	Mgmt	For	For
2.4	Elect Director Yoshida, Masaki	G	Mgmt	For	For
2.5	Elect Director Omote, Takashi	G	Mgmt	For	For
2.6	Elect Director Otsu, Yukihiro	G	Mgmt	For	For
2.7	Elect Director Inuzuka, Yoshihisa	G	Mgmt	For	For
2.8	Elect Director Kawase, Hideyuki	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Makita Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.9	Elect Director Iwase, Takahiro	G	Mgmt	For	For
2.10	Elect Director Ando, Takashi	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Tsuzuki, Koji	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Nishikawa, Koji	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Ujihara, Ayumi	G	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Fukumoto, Minae	G	Mgmt	For	For
4	Approve Annual Bonus	G	Mgmt	For	For

Malayan Banking Berhad

Meeting Date: 24/04/2025

Country: Malaysia

Ticker: 1155

Record Date: 16/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Fauziah Hisham as Director	G	Mgmt	For	For
2	Elect Shariffuddin Khalid as Director	G	Mgmt	For	For
3	Elect Shirley Goh as Director	G	Mgmt	For	For
4	Elect Chiam Sou Hong as Director	G	Mgmt	For	For
5	Elect Vittorio Furlan as Director	G	Mgmt	For	For
6	Approve Directors' Fees	G	Mgmt	For	For
7	Approve Directors' Benefits	G	Mgmt	For	For
8	Approve Ernst & Young PLT as Auditors and Authorize Directors to Fix Their Remuneration	G	Mgmt	For	For
9	Approve Issuance of New Ordinary Shares Under the Dividend Reinvestment Plan	G	Mgmt	For	For

Man Group Plc (Jersey)

Meeting Date: 09/05/2025

Country: Jersey

Ticker: EMG

Record Date: 07/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Policy	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	For
4	Approve Final Dividend	G	Mgmt	For	For
5	Re-elect Lucinda Bell as Director	G	Mgmt	For	For
6	Re-elect Richard Berliand as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
7	Re-elect Laurie Fitch as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
8	Re-elect Antoine Forterre as Director	G	Mgmt	For	For
9	Re-elect Robyn Grew as Director	G	Mgmt	For	For
10	Elect Dixit Joshi as Director	G	Mgmt	For	For
11	Re-elect Cecelia Kurzman as Director	G	Mgmt	For	For
12	Elect Sarah Legg as Director	G	Mgmt	For	For
13	Re-elect Anne Wade as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
14	Elect Paco Ybarra as Director	G	Mgmt	For	For
15	Reappoint Deloitte LLP as Auditors	G	Mgmt	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
17	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
18	Authorise Issue of Equity	G	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
21	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For

Man Group Plc (Jersey)

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Man Wah Holdings Limited

Meeting Date: 30/06/2025 **Country:** Bermuda **Ticker:** 1999
Record Date: 24/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Elect Alan Marnie as Director and Authorize Board to Fix His Remuneration	G	Mgmt	For	For
4	Elect Yang Siu Shun as Director and Authorize Board to Fix His Remuneration	G	Mgmt	For	For
5	Elect Lam Yin Shing, Donald as Director and Authorize Board to Fix His Remuneration	G	Mgmt	For	For
6	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
8	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
9	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Manhattan Associates, Inc.

Meeting Date: 13/05/2025 **Country:** USA **Ticker:** MANH
Record Date: 18/03/2025 **Meeting Type:** Annual

Manhattan Associates, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas E. Noonan	G	Mgmt	For	For
1b	Elect Director Kimberly A. Kuryea	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

MannKind Corporation

Meeting Date: 14/05/2025

Country: USA

Ticker: MNKD

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director James S. Shannon	G	Mgmt	For	For
1.2	Elect Director Michael E. Castagna	G	Mgmt	For	For
1.3	Elect Director Steven B. Binder	G	Mgmt	For	For
1.4	Elect Director Ronald J. Consiglio	G	Mgmt	For	For
1.5	Elect Director Michael A. Friedman	G	Mgmt	For	For
1.6	Elect Director Jennifer Grancio	G	Mgmt	For	For
1.7	Elect Director Anthony Hooper	G	Mgmt	For	For
1.8	Elect Director Sabrina Kay	G	Mgmt	For	For
1.9	Elect Director Christine Mundkur	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

ManpowerGroup Inc.

Meeting Date: 02/05/2025

Country: USA

Ticker: MAN

Record Date: 21/02/2025

Meeting Type: Annual

ManpowerGroup Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jean-Philippe Courtois	G	Mgmt	For	For
1.2	Elect Director John F. Ferraro	G	Mgmt	For	For
1.3	Elect Director William P. Gipson	G	Mgmt	For	For
1.4	Elect Director Julie M. Howard	G	Mgmt	For	For
1.5	Elect Director Ulice Payne, Jr.	G	Mgmt	For	For
1.6	Elect Director Muriel Penicaud	G	Mgmt	For	For
1.7	Elect Director Jonas Prising	G	Mgmt	For	For
1.8	Elect Director Paul Read	G	Mgmt	For	For
1.9	Elect Director Elizabeth P. Sartain	G	Mgmt	For	For
1.10	Elect Director Michael J. Van Handel	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Manulife Financial Corporation

Meeting Date: 08/05/2025

Country: Canada

Ticker: MFC

Record Date: 12/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nicole S. Arnaboldi	G	Mgmt	For	For
1.2	Elect Director Guy L.T. Bainbridge	G	Mgmt	For	For
1.3	Elect Director Nancy J. Carroll	G	Mgmt	For	For
1.4	Elect Director Julie E. Dickson	G	Mgmt	For	For
1.5	Elect Director J. Michael Durland	G	Mgmt	For	For
1.6	Elect Director Donald P. Kanak	G	Mgmt	For	For
1.7	Elect Director Donald R. Lindsay	G	Mgmt	For	For
1.8	Elect Director Anna Manning	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Manulife Financial Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.9	Elect Director John S. Montalbano	G	Mgmt	For	For
1.10	Elect Director May Tan	G	Mgmt	For	For
1.11	Elect Director Leigh E. Turner	G	Mgmt	For	For
1.12	Elect Director Philip J. Witherington	G	Mgmt	For	For
1.13	Elect Director John W.P-K. Wong	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Manulife US Real Estate Investment Trust

Meeting Date: 30/04/2025 **Country:** Singapore **Ticker:** BTOU
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Trustee's Report, Statement by the Manager, Audited Financial Statements and Auditors' Report	G	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Manager to Fix Their Remuneration	G	Mgmt	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For

Maple Leaf Foods Inc.

Meeting Date: 11/06/2025 **Country:** Canada **Ticker:** MFI
Record Date: 23/04/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director William E. Aziz	G	Mgmt	For	For
1.2	Elect Director Ronald G. Close	G	Mgmt	For	For
1.3	Elect Director Curtis E. Frank	G	Mgmt	For	For
1.4	Elect Director Thomas P. Hayes	G	Mgmt	For	For

Maple Leaf Foods Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Fareed Khan	G	Mgmt	For	For
1.6	Elect Director Katherine N. Lemon	G	Mgmt	For	For
1.7	Elect Director Andrew G. Macdonald	G	Mgmt	For	For
1.8	Elect Director Linda Mantia	G	Mgmt	For	For
1.9	Elect Director Jonathan W.F. McCain	G	Mgmt	For	For
1.10	Elect Director Michael H. McCain	G	Mgmt	For	For
1.11	Elect Director Beth Newlands Campbell	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Approve Spin-Off Agreement with Canada Packers Inc.	G	Mgmt	For	For
4	Approve Canada Packers Share Option Plan	G	Mgmt	For	For
5	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Maplebear Inc.

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** CART
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ravi Gupta	G	Mgmt	For	For
1b	Elect Director Daniel Sundheim	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against

Blended Rationale: SD-M0550-002] Remuneration arrangements and remuneration committee are poorly structured.

MARA Holdings, Inc.

Meeting Date: 26/06/2025 **Country:** USA **Ticker:** MARA
Record Date: 28/04/2025 **Meeting Type:** Annual

MARA Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Georges Antoun	G	Mgmt	For	For
1.2	Elect Director Jay Leupp	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>					
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Maravai Lifesciences Holdings, Inc.

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** MRVI
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sean L. Cunningham	G	Mgmt	For	For
1.2	Elect Director John DeFord	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
1.3	Elect Director Jessica Hopfield	G	Mgmt	For	For
1.4	Elect Director Murali K. Prahalad	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0550-001] Pay is not aligned with performance and peers.</i>					

Markel Group Inc.

Meeting Date: 21/05/2025 **Country:** USA **Ticker:** MKL
Record Date: 13/03/2025 **Meeting Type:** Annual

Markel Group Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mark M. Besca	G	Mgmt	For	For
1b	Elect Director Lawrence A. Cunningham	G	Mgmt	For	For
1c	Elect Director Thomas S. Gayner	G	Mgmt	For	For
1d	Elect Director Greta J. Harris	G	Mgmt	For	For
1e	Elect Director Morgan E. Housel	G	Mgmt	For	For
1f	Elect Director Diane Leopold	G	Mgmt	For	For
1g	Elect Director Steven A. Markel	G	Mgmt	For	For
1h	Elect Director Jonathan E. Michael	G	Mgmt	For	For
1i	Elect Director Harold L. Morrison, Jr.	G	Mgmt	For	For
1j	Elect Director Michael O'Reilly	G	Mgmt	For	For
1k	Elect Director A. Lynne Puckett	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Disclose GHG Emissions from Underwriting, Insuring, and Investing	E	SH	Against	For
<i>Blended Rationale: [DC-D0000-010] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
5	Adopt Simple Majority Vote	G	SH	Against	For
<i>Blended Rationale: [SF-S0311-001] Supermajority vote requirement serves as an entrenchment device for management.</i>					

MarketAxess Holdings Inc.

Meeting Date: 04/06/2025

Country: USA

Ticker: MKTX

Record Date: 07/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Carlos M. Hernandez	G	Mgmt	For	For
1b	Elect Director Christopher R. Concannon	G	Mgmt	For	For
1c	Elect Director Nancy Altobello	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

MarketAxess Holdings Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Steven L. Begleiter	G	Mgmt	For	For
1e	Elect Director Stephen P. Casper	G	Mgmt	For	For
1f	Elect Director Jane Chwick	G	Mgmt	For	For
1g	Elect Director William F. Cruger	G	Mgmt	For	For
1h	Elect Director Kourtney Gibson	G	Mgmt	For	For
1i	Elect Director Roberto Hoorweg	G	Mgmt	For	For
1j	Elect Director Richard G. Ketchum	G	Mgmt	For	For
1k	Elect Director Emily H. Portney	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Right to Call Special Meeting	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Marriott International, Inc.

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

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Anthony G. Capuano	G	Mgmt	For	For
1b	Elect Director Isabella D. Goren	G	Mgmt	For	For
1c	Elect Director Deborah Marriott Harrison	G	Mgmt	For	For
1d	Elect Director Frederick A. Henderson	G	Mgmt	For	For
1e	Elect Director Lauren R. Hobart	G	Mgmt	For	For
1f	Elect Director Debra L. Lee	G	Mgmt	For	For
1g	Elect Director Aylwin B. Lewis	G	Mgmt	For	For
1h	Elect Director David S. Marriott	G	Mgmt	For	For
1i	Elect Director Margaret M. McCarthy	G	Mgmt	For	For
1j	Elect Director Grant F. Reid	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Marriott International, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1k	Elect Director Horacio D. Rozanski	G	Mgmt	For	For
1l	Elect Director Susan C. Schwab	G	Mgmt	For	For
1m	Elect Director Sean C. Tresvant	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Marriott Vacations Worldwide Corporation

Meeting Date: 13/05/2025

Country: USA

Ticker: VAC

Record Date: 14/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Matthew E. Avril	G	Mgmt	For	For
1.2	Elect Director James A. "Jim" Dausch	G	Mgmt	For	For
1.3	Elect Director Lizanne Galbreath	G	Mgmt	For	For
1.4	Elect Director Mary E. Galligan	G	Mgmt	For	For
1.5	Elect Director John E. Geller, Jr.	G	Mgmt	For	For
1.6	Elect Director Jonice M. Gray	G	Mgmt	For	For
1.7	Elect Director Dianna F. Morgan	G	Mgmt	For	For
1.8	Elect Director Stephen R. Quazzo	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Marsh & McLennan Companies, Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: MMC

Record Date: 17/03/2025

Meeting Type: Annual

Marsh & McLennan Companies, Inc.

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

Marshalls Plc

Meeting Date: 14/05/2025

Country: United Kingdom

Ticker: MSLH

Record Date: 12/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Reappoint Deloitte LLP as Auditors	G	Mgmt	For	For
3	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
4	Approve Final Dividend	G	Mgmt	For	For
5	Re-elect Vanda Murray as Director	G	Mgmt	For	For
6	Re-elect Matthew Pullen as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Marshalls Plc

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

Martin Marietta Materials, Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: MLM

Record Date: 07/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Dorothy M. Ables	G	Mgmt	For	For
1.2	Elect Director Sue W. Cole	G	Mgmt	For	For
1.3	Elect Director Anthony R. Foxx	G	Mgmt	For	For
1.4	Elect Director John J. Koraleski	G	Mgmt	For	For
1.5	Elect Director Mary T. Mack	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Martin Marietta Materials, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.6	Elect Director C. Howard Nye	G	Mgmt	For	For
1.7	Elect Director Laree E. Perez	G	Mgmt	For	For
1.8	Elect Director Thomas H. Pike	G	Mgmt	For	For
1.9	Elect Director Donald W. Slager	G	Mgmt	For	For
1.10	Elect Director David C. Wajsgras	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Qualified Employee Stock Purchase Plan	G	Mgmt	For	For

Marubeni Corp.

Meeting Date: 20/06/2025

Country: Japan

Ticker: 8002

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kakinoki, Masumi	G	Mgmt	For	For
1.2	Elect Director Omoto, Masayuki	G	Mgmt	For	For
1.3	Elect Director Oikawa, Kenichiro	G	Mgmt	For	For
1.4	Elect Director Furuya, Takayuki	G	Mgmt	For	For
1.5	Elect Director Okina, Yuri	G	Mgmt	For	For
1.6	Elect Director Ishizuka, Shigeki	G	Mgmt	For	For
1.7	Elect Director Ando, Hisayoshi	G	Mgmt	For	For
1.8	Elect Director Minami, Soichiro	G	Mgmt	For	For
1.9	Elect Director Kojima, Keiji	G	Mgmt	For	For
1.10	Elect Director Kajiwara, Yumiko	G	Mgmt	For	For
1.11	Elect Director Iwamura, Miki	G	Mgmt	For	For
2.1	Appoint Statutory Auditor Yokoshiki, Satoru	G	Mgmt	For	For
2.2	Appoint Statutory Auditor Fukami, Yasuo	G	Mgmt	For	For

Marudai Food Co., Ltd.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 2288

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	G	Mgmt	For	For
2.1	Elect Director Sato, Yuji	G	Mgmt	For	For
2.2	Elect Director Fukushima, Shigeki	G	Mgmt	For	For
2.3	Elect Director Morimoto, Yoshifumi	G	Mgmt	For	For
2.4	Elect Director Ikeda, Tomokatsu	G	Mgmt	For	For
2.5	Elect Director Fuchizaki, Masahiro	G	Mgmt	For	For
2.6	Elect Director Nakano, Yuri	G	Mgmt	For	For
3	Appoint Statutory Auditor Nakane, Masato	G	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Tabuchi, Kenji	G	Mgmt	For	For
5	Approve Compensation Ceiling for Directors	G	Mgmt	For	For
6	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

Maruha Nichiro Corp.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 1333

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 60	G	Mgmt	For	For
2	Amend Articles to Change Company Name - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval - Indemnify Directors	G	Mgmt	For	For
3.1	Elect Director Ikemi, Masaru	G	Mgmt	For	For
3.2	Elect Director Yasuda, Daisuke	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Maruha Nichiro Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.3	Elect Director Kokaji, Satoshi	G	Mgmt	For	For
3.4	Elect Director Hiroshima, Seiichi	G	Mgmt	For	For
3.5	Elect Director Okuda, Katsue	G	Mgmt	For	For
3.6	Elect Director Tonoike, Yoshiko	G	Mgmt	For	For
3.7	Elect Director Bradley Edmister	G	Mgmt	For	For
3.8	Elect Director Takamatsu, Nobuhiko	G	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Ono, Taiichi	G	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Kimura, Yoshio	G	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Yamazaki, Mutsumi	G	Mgmt	For	For
5	Elect Alternate Director and Audit Committee Member Saotome, Yoshihiro	G	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For
8	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

Marui Group Co., Ltd.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 8252

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 53	G	Mgmt	For	For
2	Approve Accounting Transfers	G	Mgmt	For	For
3.1	Elect Director Aoi, Hiroshi	G	Mgmt	For	For
3.2	Elect Director Okajima, Etsuko	G	Mgmt	For	For
3.3	Elect Director Nakagami, Yasunori	G	Mgmt	For	For
3.4	Elect Director Peter D. Pedersen	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Marui Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.5	Elect Director Kato, Hirotsugu	G	Mgmt	For	For
3.6	Elect Director Kojima, Reiko	G	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Nozaki, Akira	G	Mgmt	For	For
5	Approve Donation of Treasury Shares to Social Intrapreneur Development Foundation	G	Mgmt	For	Against

Blended Rationale: [TK-M0000-001] AGAINST as the proposal is not in shareholders' best interests.

Maruichi Steel Tube Ltd.

Meeting Date: 24/06/2025 **Country:** Japan **Ticker:** 5463
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Suzuki, Hiroyuki	G	Mgmt	For	For
1.2	Elect Director Yoshimura, Yoshinori	G	Mgmt	For	For
1.3	Elect Director Morita, Wataru	G	Mgmt	For	For
1.4	Elect Director Maria Montserrat Anderson	G	Mgmt	For	For
1.5	Elect Director Nakano, Kenjiro	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
1.6	Elect Director Ushino, Kenichiro	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
1.7	Elect Director Fujioka, Yuka	G	Mgmt	For	For
1.8	Elect Director Tsuji, Koichi	G	Mgmt	For	For
1.9	Elect Director Yamahira, Keiko	G	Mgmt	For	For
2	Appoint Statutory Auditor Okumura, Masuo	G	Mgmt	For	Against

Blended Rationale: [RJ-M0280-001] AGAINST affiliated outsiders.

Marvell Technology, Inc.

Meeting Date: 13/06/2025 **Country:** USA **Ticker:** MRVL
Record Date: 17/04/2025 **Meeting Type:** Annual

Marvell Technology, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sara Andrews	G	Mgmt	For	For
1b	Elect Director W. Tudor Brown	G	Mgmt	For	For
1c	Elect Director Brad W. Buss	G	Mgmt	For	For
1d	Elect Director Daniel Durn	G	Mgmt	For	For
1e	Elect Director Rebecca W. House	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1f	Elect Director Marachel L. Knight	G	Mgmt	For	For
1g	Elect Director Matthew J. Murphy	G	Mgmt	For	For
1h	Elect Director Richard P. Wallace	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Require Independent Board Chair	G	SH	Against	Against
<i>Blended Rationale: [SF-S0107-101] Company has a designated lead director who fulfills the requirements appropriate to such role.</i>					

Masco Corporation

Meeting Date: 09/05/2025

Country: USA

Ticker: MAS

Record Date: 14/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jonathon J. Nudi	G	Mgmt	For	For
1b	Elect Director Lisa A. Payne	G	Mgmt	For	For
1c	Elect Director Sandeep Reddy	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-005] Vote against for failure of the nom/gov committee to take action with respect to substantial votes against one or more directors last year.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Masco Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Eliminate Supermajority Vote Requirement	G	Mgmt	For	For
5	Amend Certificate of Incorporation to Amend the Business Combination Provisions	G	Mgmt	For	For
6	Declassify the Board of Directors	G	Mgmt	For	For

Masimo Corporation

Meeting Date: 29/04/2025 **Country:** USA **Ticker:** MASI
Record Date: 03/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director William Jellison	G	Mgmt	For	For
1b	Elect Director Wendy Lane	G	Mgmt	For	For
1c	Elect Director Timothy Scannell	G	Mgmt	For	For
1d	Elect Director Darlene Solomon	G	Mgmt	For	For
1e	Elect Director Catherine Szyman	G	Mgmt	For	For
2	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MasTec, Inc.

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** MTZ
Record Date: 14/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director C. Robert Campbell	G	Mgmt	For	For
1.2	Elect Director Robert J. Dwyer	G	Mgmt	For	For
1.3	Elect Director Ava L. Parker	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

MasTec, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Mastercard Incorporated

Meeting Date: 24/06/2025 Country: USA Ticker: MA
Record Date: 25/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Merit E. Janow	G	Mgmt	For	For
1b	Elect Director Candido Bracher	G	Mgmt	For	For
1c	Elect Director Richard K. Davis	G	Mgmt	For	For
1d	Elect Director Julius Genachowski	G	Mgmt	For	For
1e	Elect Director Choon Phong Goh	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1f	Elect Director Oki Matsumoto	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1g	Elect Director Michael Miebach	G	Mgmt	For	For
1h	Elect Director Youngme Moon	G	Mgmt	For	For
1i	Elect Director Rima Qureshi	G	Mgmt	For	For
1j	Elect Director Gabrielle Sulzberger	G	Mgmt	For	For
1k	Elect Director Harit Talwar	G	Mgmt	For	For
1l	Elect Director Lance Uggla	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Officers	G	Mgmt	For	For
5	Amend Articles of Incorporation to Remove Industry Director Concept	G	Mgmt	For	For
6	Amend Certificate of Incorporation	G	Mgmt	For	For

Mastercard Incorporated

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Oversee and Report on a Racial Equity Audit	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					
8	Report on Discrimination Risks of Affirmative Action Initiatives	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					

Matas A/S

Meeting Date: 16/06/2025 **Country:** Denmark **Ticker:** MATAS
Record Date: 09/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	G	Mgmt		
2	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 2 Per Share	G	Mgmt	For	For
4	Approve Discharge of Management and Board	G	Mgmt	For	For
5	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
6	Approve Remuneration of Directors in the Amount of DKK 811,125 for Chair, DKK 486,675 for Deputy Chair and DKK 324,450 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
7.1	Reelect Marie-Louise (Malou) Aamund as Director	G	Mgmt	For	For
7.2	Reelect Mette Maix as Director	G	Mgmt	For	For
7.3	Reelect Henrik Taudorf Lorensen as Director	G	Mgmt	For	For
7.4	Reelect Kenneth Melchior as Director	G	Mgmt	For	For
7.5	Reelect Barbara Plucnar Jensen as Director	G	Mgmt	For	For
7.6	Reelect Espen Eldal as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Matas A/S

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.a	Ratify PricewaterhouseCoopers as Auditors; Ratify PricewaterhouseCoopers as Auditor for the Sustainability Reporting	G	Mgmt	For	For
9	Authorize Share Repurchase Program	G	Mgmt	For	For
10.a	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	G	Mgmt	For	For
11	Other Business	G	Mgmt		

Match Group, Inc.

Meeting Date: 18/06/2025 **Country:** USA **Ticker:** MTCH
Record Date: 24/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Stephen Bailey	G	Mgmt	For	For
1b	Elect Director Melissa Brenner	G	Mgmt	For	For
1c	Elect Director Kelly Campbell	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
5	Declassify the Board of Directors	G	Mgmt	For	For

Materion Corporation

Meeting Date: 07/05/2025 **Country:** USA **Ticker:** MTRN
Record Date: 12/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Vinod M. Khilnani	G	Mgmt	For	For
1.2	Elect Director Emily M. Liggett	G	Mgmt	For	For

Materion Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Robert J. Phillippy	G	Mgmt	For	For
1.4	Elect Director Patrick Prevost	G	Mgmt	For	For
1.5	Elect Director N. Mohan Reddy	G	Mgmt	For	For
1.6	Elect Director Craig S. Shular	G	Mgmt	For	For
1.7	Elect Director Darlene J. S. Solomon	G	Mgmt	For	For
1.8	Elect Director Robert B. Toth	G	Mgmt	For	For
1.9	Elect Director Jugal K. Vijayvargiya	G	Mgmt	For	For
2	Approve Omnibus Stock Plan	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Mativ Holdings, Inc.

Meeting Date: 30/04/2025 **Country:** USA **Ticker:** MATV
Record Date: 10/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kimberly E. Ritrievi	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Matson, Inc.

Meeting Date: 24/04/2025 **Country:** USA **Ticker:** MATX
Record Date: 21/02/2025 **Meeting Type:** Annual

Matson, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Meredith J. Ching	G	Mgmt	For	For
1.2	Elect Director Matthew J. Cox	G	Mgmt	For	For
1.3	Elect Director Mark H. Fukunaga	G	Mgmt	For	For
1.4	Elect Director Stanley M. Kuriyama	G	Mgmt	For	For
1.5	Elect Director Constance H. Lau	G	Mgmt	For	For
1.6	Elect Director Bradley D. Tilden	G	Mgmt	For	For
1.7	Elect Director Jenai S. Wall	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Matsuda Sangyo Co., Ltd.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 7456

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	G	Mgmt	For	For
2.1	Elect Director Matsuda, Yoshiaki	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i>					
2.2	Elect Director Tsushima, Koji	G	Mgmt	For	For
2.3	Elect Director Yamazaki, Ryuichi	G	Mgmt	For	For
2.4	Elect Director Isawa, Kenji	G	Mgmt	For	For
2.5	Elect Director Ueda, Takehiro	G	Mgmt	For	For
2.6	Elect Director Imai, Hidehito	G	Mgmt	For	For
2.7	Elect Director Tanaka, Yoshinori	G	Mgmt	For	For

Matsuda Sangyo Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.1	Elect Director and Audit Committee Member Hatakeyama, Shinichi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
3.2	Elect Director and Audit Committee Member Miyata, Reiko	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Suzuki, Kazuhiro	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
3.4	Elect Director and Audit Committee Member Kojima, Yasuo	G	Mgmt	For	For
4	Approve Director Retirement Bonus	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0582-002] AGAINST as all grantees did not serve the board for at least two years. [RJ-M0582-006] AGAINST because of the lack of payment amount disclosure.</i>					
5	Approve Bonus Related to Retirement Bonus System Abolition	G	Mgmt	For	For
6	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

MatsukiyoCocokara & Co.

Meeting Date: 20/06/2025 **Country:** Japan **Ticker:** 3088
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 23	G	Mgmt	For	For
2.1	Elect Director Matsumoto, Namio	G	Mgmt	For	For
2.2	Elect Director Matsumoto, Kiyo	G	Mgmt	For	For
2.3	Elect Director Tsukamoto, Atsushi	G	Mgmt	For	For
2.4	Elect Director Matsumoto, Takashi	G	Mgmt	For	For
2.5	Elect Director Obe, Shingo	G	Mgmt	For	For
2.6	Elect Director Ishibashi, Akio	G	Mgmt	For	For
2.7	Elect Director Yamamoto, Tsuyoshi	G	Mgmt	For	For
2.8	Elect Director Matsuda, Takashi	G	Mgmt	For	For

MatsukiyoCocokara & Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.9	Elect Director Omura, Hiro	G	Mgmt	For	For
2.10	Elect Director Kimura, Keiji	G	Mgmt	For	For
2.11	Elect Director Kawai, Junko	G	Mgmt	For	For
2.12	Elect Director Okiyama, Tomoko	G	Mgmt	For	For
2.13	Elect Director Shinada, Hideaki	G	Mgmt	For	For
2.14	Elect Director Yamamoto, Taeko	G	Mgmt	For	For
3	Appoint Statutory Auditor Okumura, Yoko	G	Mgmt	For	For
4	Approve Compensation Ceiling for Directors	G	Mgmt	For	For

Matsuya Co., Ltd.

Meeting Date: 29/05/2025

Country: Japan

Ticker: 8237

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Akita, Masaki	G	Mgmt	For	For
1.2	Elect Director Furuya, Takehiko	G	Mgmt	For	For
1.3	Elect Director Yokozeki, Naoki	G	Mgmt	For	For
1.4	Elect Director Morita, Kazunori	G	Mgmt	For	For
1.5	Elect Director Imai, Yukio	G	Mgmt	For	For
1.6	Elect Director Nezu, Yoshizumi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
1.7	Elect Director Kashiwaki, Hitoshi	G	Mgmt	For	For
1.8	Elect Director Ishido, Nanako	G	Mgmt	For	For
1.9	Elect Director Muto, Jun	G	Mgmt	For	For
2	Approve Performance Share Plan	G	Mgmt	For	For
3	Approve Takeover Defense Plan (Poison Pill)	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0609-007] AGAINST as other defense measures are in place.</i>					

Matsuya Foods Holdings Co., Ltd.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 9887

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 12	G	Mgmt	For	For
2.1	Elect Director Kawarabuki, Toshio	G	Mgmt	For	Against
<p><i>Blended Rationale: [RJ-M0201-022] AGAINST directors responsible as the board lacks two independent directors. [RJ-M0201-024] AGAINST directors responsible as the board is less than 1/3 independent in face of major blockholders. [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i></p>					
2.2	Elect Director Kawarabuki, Kazutoshi	G	Mgmt	For	Against
<p><i>Blended Rationale: [RJ-M0201-022] AGAINST directors responsible as the board lacks two independent directors. [RJ-M0201-024] AGAINST directors responsible as the board is less than 1/3 independent in face of major blockholders. [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i></p>					
2.3	Elect Director Usui, Yoshito	G	Mgmt	For	For
2.4	Elect Director Nakamura, Yoichi	G	Mgmt	For	For
2.5	Elect Director Fujiwara, Eri	G	Mgmt	For	For
3	Appoint Statutory Auditor Kurosawa, Shuichi	G	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Suzuki, Kazunori	G	Mgmt	For	For

Mattel, Inc.

Meeting Date: 28/05/2025

Country: USA

Ticker: MAT

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Adriana Cisneros	G	Mgmt	For	For
1b	Elect Director Diana Ferguson	G	Mgmt	For	For
1c	Elect Director Julius Genachowski	G	Mgmt	For	For
1d	Elect Director Noreena Hertz	G	Mgmt	For	For
1e	Elect Director Ynon Kreiz	G	Mgmt	For	For
1f	Elect Director Soren Laursen	G	Mgmt	For	For
1g	Elect Director Roger Lynch	G	Mgmt	For	For
1h	Elect Director Dominic Ng	G	Mgmt	For	For
1i	Elect Director Judy Olian	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Mattel, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Dawn Ostroff	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	G	Mgmt	For	For
5	Report on Plans to Reduce and Align GHG Emissions with Paris Agreement Goals	E	SH	Against	For

Blended Rationale: [DC-D0000-009] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines

Matt Corp.

Meeting Date: 15/05/2025

Country: Canada

Ticker: MATR

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Laura Cillis	G	Mgmt	For	For
1.2	Elect Director Kathleen Hall	G	Mgmt	For	For
1.3	Elect Director Alan Hibben	G	Mgmt	For	For
1.4	Elect Director Kevin Nugent	G	Mgmt	For	For
1.5	Elect Director Michael Reeves	G	Mgmt	For	For
1.6	Elect Director Marvin Riley	G	Mgmt	For	For
1.7	Elect Director Katherine Rethy	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
4	Amend Restricted Share Unit Plan	G	Mgmt	For	For

Maxis Berhad

Meeting Date: 15/05/2025

Country: Malaysia

Ticker: 6012

Record Date: 07/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Johan bin Idris as Director	G	Mgmt	For	For
2	Elect Uthaya Kumar A/L K Vivekananda as Director	G	Mgmt	For	For
3	Elect Ooi Huey Tyng as Director	G	Mgmt	For	For
4	Elect Lim Ghee Keong as Director	G	Mgmt	For	For
5	Approve Directors' Fees and Benefits	G	Mgmt	For	For
6	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Approve Hamidah binti Naziadin to Continue Office as Independent Director	G	Mgmt	For	For
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
9	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with Astro Malaysia Holdings Berhad and/or its Affiliates	G	Mgmt	For	For
10	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with Usaha Tegas Sdn. Bhd. and/or its Affiliates	G	Mgmt	For	For
11	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with MEASAT Global Berhad and/or its Affiliates	G	Mgmt	For	For
12	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with Maxis Communications Berhad and/or its Affiliates	G	Mgmt	For	For
13	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with Saudi Telecom Company and/or its Affiliates	G	Mgmt	For	For

Maxis Berhad

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with SRG Asia Pacific Sdn. Bhd.	G	Mgmt	For	For
15	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions Malaysian Landed Property Sdn. Bhd. and/or its Affiliates	G	Mgmt	For	For
16	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with ZenREIT Sdn. Bhd	G	Mgmt	For	For
17	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with Bumi Armada Automation International Sdn. Bhd.	G	Mgmt	For	For

MaxLinear, Inc.

Meeting Date: 20/05/2025 **Country:** USA **Ticker:** MXL
Record Date: 26/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Director Daniel A. Artusi	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>				
3	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0500-003] Plan permits repricing without shareholder approval.[SF-M0500-007] Plan contains an evergreen provision, which we believe is not in the best interests of shareholders.</i>				

Mazda Motor Corp.

Meeting Date: 25/06/2025 **Country:** Japan **Ticker:** 7261
Record Date: 31/03/2025 **Meeting Type:** Annual

Mazda Motor Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	G	Mgmt	For	For
2.1	Elect Director Shobuda, Kiyotaka	G	Mgmt	For	For
2.2	Elect Director Moro, Masahiro	G	Mgmt	For	For
2.3	Elect Director Jeffrey H. Guyton	G	Mgmt	For	For
2.4	Elect Director Aoyama, Yasuhiro	G	Mgmt	For	For
2.5	Elect Director Mukai, Takeshi	G	Mgmt	For	For
2.6	Elect Director Kojima, Takeji	G	Mgmt	For	For
2.7	Elect Director Umeshita, Ryuichi	G	Mgmt	For	For
2.8	Elect Director Sato, Kiyoshi	G	Mgmt	For	For
2.9	Elect Director Ogawa, Michiko	G	Mgmt	For	For
2.10	Elect Director Oikawa, Miki	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Tanaka, Hironori	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Kitamura, Akira	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Shibasaki, Hiroko	G	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Sugimori, Masato	G	Mgmt	For	For
3.5	Elect Director and Audit Committee Member Inoue, Hiroshi	G	Mgmt	For	For

McDonald's Corporation

Meeting Date: 20/05/2025

Country: USA

Ticker: MCD

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Anthony Capuano	G	Mgmt	For	For
1b	Elect Director Kareem Daniel	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

McDonald's Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Lloyd Dean	G	Mgmt	For	For
1d	Elect Director Catherine Engelbert	G	Mgmt	For	For
1e	Elect Director Margaret Georgiadis	G	Mgmt	For	For
1f	Elect Director Michael Hsu	G	Mgmt	For	For
1g	Elect Director Christopher Kempczinski	G	Mgmt	For	For
1h	Elect Director Jennifer Taubert	G	Mgmt	For	For
1i	Elect Director Paul Walsh	G	Mgmt	For	For
1j	Elect Director Amy Weaver	G	Mgmt	For	For
1k	Elect Director Miles White	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Report on Risks of Discriminating Against Ad Buyers and Sellers Based on Religious/Political Views	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosure</i>					
5	Disclose an Assessment of Current Climate Transition Plans	E	SH	Against	For
<i>Blended Rationale: [DC-D0000-009] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines</i>					
6	Consider Eliminating DEI Goals from Compensation Plan Incentives	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					

McGrath RentCorp

Meeting Date: 04/06/2025 **Country:** USA **Ticker:** MGRC
Record Date: 17/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nicolas C. Anderson	G	Mgmt	For	For
1.2	Elect Director Kimberly A. Box	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

McGrath RentCorp

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Smita Conjeevaram	G	Mgmt	For	For
1.4	Elect Director William J. Dawson	G	Mgmt	For	For
1.5	Elect Director Joseph F. Hanna	G	Mgmt	For	For
1.6	Elect Director Bradley M. Shuster	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MDU Resources Group, Inc.

Meeting Date: 13/05/2025 **Country:** USA **Ticker:** MDU
Record Date: 14/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Darrel T. Anderson	G	Mgmt	For	For
1b	Elect Director Vernon A. Dosch	G	Mgmt	For	For
1c	Elect Director Marian M. Durkin	G	Mgmt	For	For
1d	Elect Director Douglas W. Jaeger	G	Mgmt	For	For
1e	Elect Director Dennis W. Johnson	G	Mgmt	For	For
1f	Elect Director Nicole A. Kivisto	G	Mgmt	For	For
1g	Elect Director Priti R. Patel	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Restricted Stock Plan	G	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Mebuki Financial Group, Inc.

Meeting Date: 24/06/2025 **Country:** Japan **Ticker:** 7167
Record Date: 31/03/2025 **Meeting Type:** Annual

Mebuki Financial Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Akino, Tetsuya	G	Mgmt	For	For
1.2	Elect Director Shimizu, Kazuyuki	G	Mgmt	For	For
1.3	Elect Director Ono, Toshihiko	G	Mgmt	For	For
1.4	Elect Director Otsuka, Hiroki	G	Mgmt	For	For
1.5	Elect Director Toba, Yoshitsugu	G	Mgmt	For	For
1.6	Elect Director Tozuka, Shoichiro	G	Mgmt	For	For
1.7	Elect Director Shu, Yoshimi	G	Mgmt	For	For

Medacta Group SA

Meeting Date: 07/05/2025

Country: Switzerland

Ticker: MOVE

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Non-Financial Report	E, S	Mgmt	For	For
1.3	Approve Remuneration Report	G	Mgmt	For	For
2.1	Approve Allocation of Income and Dividends of CHF 0.345 per Share	G	Mgmt	For	For
2.2	Approve Dividends of CHF 0.345 per Share from Capital Contribution Reserves	G	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
4.1	Reelect Alberto Siccardi as Director	G	Mgmt	For	For
4.2	Reelect Maria Siccardi Tonolli as Director	G	Mgmt	For	For
4.3	Reelect Victor Balli as Director	G	Mgmt	For	For
4.4	Reelect Riccardo Braglia as Director	G	Mgmt	For	For
4.5	Reelect Philippe Weber as Director	G	Mgmt	For	For

Medacta Group SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Reelect Alberto Siccardi as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [LN-M0201-010] As chairman of the board, responsible for lack of diversity.</i>					
6.1	Reappoint Philippe Weber as Member of the Human Resources and Remuneration Committee	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
6.2	Reappoint Riccardo Braglia as Member of the Human Resources and Remuneration Committee	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
7	Designate Fulvio Pelli as Independent Proxy	G	Mgmt	For	For
8	Ratify Deloitte SA as Auditors	G	Mgmt	For	For
9.1.a	Approve Remuneration of Directors in the Amount of CHF 1.1 Million	G	Mgmt	For	For
9.1.b	Approve Remuneration for Consulting Services of Directors in the Amount of CHF 150,000	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
9.2.a	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.1 Million	G	Mgmt	For	For
9.2.b	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 1.8 Million	G	Mgmt	For	For
9.2.c	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 1.5 Million	G	Mgmt	For	For
10	Transact Other Business (Voting)	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>					

MEDIA DO Co., Ltd.

Meeting Date: 29/05/2025

Country: Japan

Ticker: 3678

Record Date: 28/02/2025

Meeting Type: Annual

MEDIA DO Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Fujita, Yasushi	G	Mgmt	For	For
1.2	Elect Director Kanda, Hiroshi	G	Mgmt	For	For
1.3	Elect Director Hanamura, Kayoko	G	Mgmt	For	For
1.4	Elect Director Sekiya, Koichi	G	Mgmt	For	For
1.5	Elect Director Kanamaru, Ayako	G	Mgmt	For	For
1.6	Elect Director Miyagi, Haruo	G	Mgmt	For	For
1.7	Elect Director Mokuno, Junko	G	Mgmt	For	For
2	Appoint Statutory Auditor Shiina, Tsuyoshi	G	Mgmt	For	For

MediaTek, Inc.

Meeting Date: 29/05/2025

Country: Taiwan

Ticker: 2454

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTOR VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect Hsiao-Wuen Hon with SHAREHOLDER NO. A120101XXX as Independent Director	G	Mgmt	For	For
5	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	For

Medical Properties Trust, Inc.

Meeting Date: 29/05/2025

Country: USA

Ticker: MPW

Record Date: 18/03/2025

Meeting Type: Annual

Medical Properties Trust, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Edward K. Aldag, Jr.	G	Mgmt	For	For
1.2	Elect Director G. Steven Dawson	G	Mgmt	For	For
1.3	Elect Director R. Steven Hamner	G	Mgmt	For	For
1.4	Elect Director Caterina A. Mozingo	G	Mgmt	For	For
1.5	Elect Director Emily W. Murphy	G	Mgmt	For	For
1.6	Elect Director Elizabeth N. Pitman	G	Mgmt	For	For
1.7	Elect Director D. Paul Sparks, Jr.	G	Mgmt	For	For
1.8	Elect Director Michael G. Stewart	G	Mgmt	For	For
1.9	Elect Director C. Reynolds Thompson, III	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>					

Medifast, Inc.

Meeting Date: 18/06/2025 **Country:** USA **Ticker:** MED
Record Date: 21/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jeffrey J. Brown	G	Mgmt	For	For
1b	Elect Director Daniel R. Chard	G	Mgmt	For	For
1c	Elect Director Elizabeth A. Geary	G	Mgmt	For	For
1d	Elect Director Michael A. Hoer	G	Mgmt	For	For
1e	Elect Director Scott Schlackman	G	Mgmt	For	For
1f	Elect Director Andrea B. Thomas	G	Mgmt	For	For

Medifast, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Ming Xian	G	Mgmt	For	For
2	Ratify RSM US LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Medipal Holdings Corp.

Meeting Date: 25/06/2025 **Country:** Japan **Ticker:** 7459
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Watanabe, Shuichi	G	Mgmt	For	For
1.2	Elect Director Chofuku, Yasuhiro	G	Mgmt	For	For
1.3	Elect Director Yoda, Toshihide	G	Mgmt	For	For
1.4	Elect Director Sakon, Yuji	G	Mgmt	For	For
1.5	Elect Director Watanabe, Shinjiro	G	Mgmt	For	For
1.6	Elect Director Imagawa, Kuniaki	G	Mgmt	For	For
1.7	Elect Director Yoshida, Takuya	G	Mgmt	For	For
1.8	Elect Director Wakita, Hidemitsu	G	Mgmt	For	For
1.9	Elect Director Kagami, Mitsuko	G	Mgmt	For	For
1.10	Elect Director Asano, Toshio	G	Mgmt	For	For
1.11	Elect Director Shoji, Kuniko	G	Mgmt	For	For
1.12	Elect Director Iwamoto, Hiroshi	G	Mgmt	For	For
2	Appoint Statutory Auditor Mitsuka, Masayuki	G	Mgmt	For	For

Medpace Holdings, Inc.

Meeting Date: 16/05/2025 **Country:** USA **Ticker:** MEDP
Record Date: 20/03/2025 **Meeting Type:** Annual

Medpace Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director August J. Troendle	G	Mgmt	For	For
1.2	Elect Director Dani S. Zander	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Adopt Simple Majority Vote	G	SH	Against	For

Blended Rationale: [SF-S0311-001] Supermajority vote requirement serves as an entrenchment device for management.

Mega Financial Holding Co., Ltd.

Meeting Date: 20/06/2025

Country: Taiwan

Ticker: 2886

Record Date: 21/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Consolidated Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve Release of Restrictions of Competitive Activities of Director Ray Beam Dawn Representative of the Ministry of Finance,R.O.C.	G	Mgmt	For	For
5	Approve Release of Restrictions of Competitive Activities of Director Chuan Chang Chang Representative of the Ministry of Finance,R.O.C.	G	Mgmt	For	For
6	Approve Release of Restrictions of Competitive Activities of Director Kwo Tsai Wang Representative of Chunghwa Post Co., Ltd.	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Meidensha Corp.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 6508

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 88	G	Mgmt	For	For
2.1	Elect Director Miida, Takeshi	G	Mgmt	For	For
2.2	Elect Director Inoue, Akio	G	Mgmt	For	For
2.3	Elect Director Suzuki, Masahiko	G	Mgmt	For	For
2.4	Elect Director Adachi, Hiroji	G	Mgmt	For	For
2.5	Elect Director Kinoshita, Manabu	G	Mgmt	For	For
2.6	Elect Director Shirai, Kumiko	G	Mgmt	For	For

Meiji Holdings Co., Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 2269

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Matsuda, Katsunari	G	Mgmt	For	For
1.2	Elect Director Nagasato, Toshiaki	G	Mgmt	For	For
1.3	Elect Director Yao, Bunjiro	G	Mgmt	For	For
1.4	Elect Director Furuta, Jun	G	Mgmt	For	For
1.5	Elect Director Hishinuma, Jun	G	Mgmt	For	For
1.6	Elect Director Matsumura, Mariko	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.7	Elect Director Kawata, Masaya	G	Mgmt	For	For
1.8	Elect Director Kuboyama, Michiko	G	Mgmt	For	For
1.9	Elect Director Peter D. Pedersen	G	Mgmt	For	For
2.1	Appoint Statutory Auditor Tamaki, Masayori	G	Mgmt	For	For
2.2	Appoint Statutory Auditor Watanabe, Yasushi	G	Mgmt	For	For

Meiji Holdings Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.3	Appoint Statutory Auditor Ando, Makoto	G	Mgmt	For	For
2.4	Appoint Statutory Auditor Komatsu, Masakazu	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Mikura, Kazumi	G	Mgmt	For	For

Meituan

Meeting Date: 09/06/2025 **Country:** Cayman Islands **Ticker:** 3690
Record Date: 03/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Elect Leng Xuesong as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [DC-D0000-001] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
3	Elect Shum Heung Yeung Harry as Director	G	Mgmt	For	For
4	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Class B Shares	G	Mgmt	For	For
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
7	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Amend Existing Articles of Association, Adopt Ninth Amended and Restated Memorandum of Association and Articles of Association and Related Transactions	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chair of Meeting	G	Mgmt	For	For
2	Prepare and Approve List of Shareholders	G	Mgmt	For	For
3	Approve Agenda of Meeting	G	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Receive President's Report	G	Mgmt		
8	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9.1	Approve Discharge of Eivor Andersson	G	Mgmt	For	For
9.2	Approve Discharge of Kenny Brack	G	Mgmt	For	For
9.3	Approve Discharge of Robert M. Hanser	G	Mgmt	For	For
9.4	Approve Discharge of Joseph M. Holsten	G	Mgmt	For	For
9.5	Approve Discharge of Magnus Hakansson	G	Mgmt	For	For
9.6	Approve Discharge of Michael Love	G	Mgmt	For	For
9.7	Approve Discharge of Helena Skantorp	G	Mgmt	For	For
9.8	Approve Discharge of Justin Jude	G	Mgmt	For	For
9.9	Approve Discharge of Dominick Zarcone	G	Mgmt	For	For
9.10	Approve Discharge of Robert Reppa	G	Mgmt	For	For
9.11	Approve Discharge of Jorn Werner	G	Mgmt	For	For
9.12	Approve Discharge of Marie Bjorklund	G	Mgmt	For	For
9.13	Approve Discharge of CEO Pehr Oscarsson	G	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 3.90 per Share	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Amend Articles Re: Number of Board Members (3-9)	G	Mgmt	For	For
12	Determine Number of Members (9) and Deputy Members (0) of Board	G	Mgmt	For	For
13.1	Approve Remuneration of Directors: SEK 950,000 for Chair, SEK 605,000 for Vice Chair and SEK 475,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
13.2	Approve Remuneration of Auditors	G	Mgmt	For	For
14.1a	Reelect Eivor Andersson as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
14.1b	Reelect Marie Bjorklund as Director	G	Mgmt	For	For
14.1c	Reelect Kenny Brack as Director	G	Mgmt	For	For
14.1d	Reelect Magnus Hakansson as Director	G	Mgmt	For	For
14.1e	Reelect Robert Reppa as Director	G	Mgmt	For	For
14.1f	Reelect Helena Skantorp as Director	G	Mgmt	For	For
14.1g	Reelect Jorn Werner as Director	G	Mgmt	For	For
14.1h	Reelect Dominick Zarccone as Director	G	Mgmt	For	For
14.1i	Elect Walter Hanley as New Director	G	Mgmt	For	For
14.2	Elect Dominick Zarccone as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
15	Ratify Ernst & Young as Auditor	G	Mgmt	For	For
16	Approve Remuneration Report	G	Mgmt	For	For
17	Approve Performance Share Plan LTIP 2025	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
18.a	Authorize Share Repurchase Program	G	Mgmt	For	For
18.b	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	For
19	Approve Issuance of 5.6 Million Shares without Preemptive Rights	G	Mgmt	For	For

Melco International Development Limited

Meeting Date: 05/06/2025

Country: Hong Kong

Ticker: 200

Record Date: 30/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2a1	Elect Evan Andrew Winkler as Director	G	Mgmt	For	For
2a2	Elect Chung Yuk Man, Clarence as Director	G	Mgmt	For	For
2b	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
3	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
5.1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
5.2	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Melia Hotels International SA

Meeting Date: 08/05/2025

Country: Spain

Ticker: MEL

Record Date: 02/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Standalone Financial Statements	G	Mgmt	For	For
1.2	Approve Consolidated Financial Statements	G	Mgmt	For	For
1.3	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
1.4	Approve Discharge of Board	G	Mgmt	For	For
1.5	Approve Allocation of Income	G	Mgmt	For	For
1.6	Approve Dividends Charged Against Reserves	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Melia Hotels International SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.1	Reelect Carina Szpilka Lazaro as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
2.2	Ratify Appointment of and Elect Maria Mercedes Escarrer Jaume as Director	G	Mgmt	For	For
2.3	Ratify Appointment of and Elect Cristobal Valdes Guinea as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
3.1	Advisory Vote on Remuneration Report	G	Mgmt	For	For
3.2	Approve Long-Term Incentive Plan	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
4.1	Authorize Share Repurchase Program	G	Mgmt	For	For
5.1	Receive Information on Euro Commercial Paper Program	G	Mgmt		
6.1	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Melison Ltd.

Meeting Date: 22/04/2025

Country: Israel

Ticker: MLSR

Record Date: 24/03/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	G	Mgmt		
2	Reappoint Brightman Almagor Zohar & Co. (Deloitte) as Auditors	G	Mgmt	For	For
3	Reelect Liora Ofer as Director	G	Mgmt	For	For
4	Reelect Smadar Barber Tsadik as Director	G	Mgmt	For	For
5	Reelect Roie Azar as Director	G	Mgmt	For	For
6	Reelect Shouky (Yehoshua) Oren as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Melisron Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Reelect Shlomo Zohar as External Director	G	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	G	Mgmt	None	Against
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	G	Mgmt	None	For

Melrose Industries Plc

Meeting Date: 30/04/2025 **Country:** United Kingdom **Ticker:** MRO
Record Date: 28/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-006] Vesting conditions and performance hurdles are unsatisfactory.</i>					
3	Approve Final Dividend	G	Mgmt	For	For
4	Re-elect Peter Dilnot as Director	G	Mgmt	For	For
5	Re-elect Matthew Gregory as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Melrose Industries Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Re-elect David Lis as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
7	Re-elect Charlotte Twynning as Director	G	Mgmt	For	For
	<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
8	Re-elect Heather Lawrence as Director	G	Mgmt	For	For
9	Re-elect Gillian Elcock as Director	G	Mgmt	For	For
	<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
10	Elect Chris Grigg as Director	G	Mgmt	For	For
11	Elect Ian Barkshire as Director	G	Mgmt	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
14	Authorise Issue of Equity	G	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
17	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Menicon Co., Ltd.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 7780

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kawaura, Koji	G	Mgmt	For	For
1.2	Elect Director Takino, Yoshiyuki	G	Mgmt	For	For
1.3	Elect Director Shinoda, Hiroki	G	Mgmt	For	For

Menicon Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Horinishi, Yoshimi	G	Mgmt	For	For
1.5	Elect Director Watanabe, Shingo	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-031] AGAINST affiliated outsiders at board with three committee structure.</i>					
1.6	Elect Director Honda, Ryutaro	G	Mgmt	For	For
1.7	Elect Director Yanagawa, Katsuhiko	G	Mgmt	For	For
1.8	Elect Director Terasaki, Hiroko	G	Mgmt	For	For
2	Approve Deep Discount Stock Option Plan	G	Mgmt	For	For
3	Approve Deep Discount Stock Option Plan	G	Mgmt	For	For

MercadoLibre, Inc.

Meeting Date: 17/06/2025 **Country:** USA **Ticker:** MELI

Record Date: 21/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Stelleo Passos Tolda	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
1b	Elect Director Emiliano Calemzuk	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1c	Elect Director Marcos Galperin	G	Mgmt	For	For
1d	Elect Director Martin Lawson	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Pistrelli, Henry Martin y Asociados S.A. as Auditors	G	Mgmt	For	For
4	Change State of Incorporation from Delaware to Texas *Withdrawn Resolution*	G	Mgmt		

Mercialys SA

Meeting Date: 29/04/2025 **Country:** France **Ticker:** MERY

Record Date: 25/04/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1 per Share	G	Mgmt	For	For
4	Reelect Éric Le Gentil as Director	G	Mgmt	For	For
5	Reelect Stéphanie Bensimon as Director	G	Mgmt	For	For
6	Reelect Élisabeth Cunin as Director	G	Mgmt	For	For
7	Reelect Pascale Roque as Director	G	Mgmt	For	For
8	Elect Arnaud Le Mintier de la Motte-Basse as Director	G	Mgmt	For	For
9	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
10	Approve Compensation of Eric Le Gentil, Chairman of the Board	G	Mgmt	For	For
11	Approve Compensation of Vincent Ravat, CEO	G	Mgmt	For	For
12	Approve Compensation of Elizabeth Blaise, Vice-CEO	G	Mgmt	For	For
13	Approve Remuneration Policy of Directors	G	Mgmt	For	For
14	Approve Remuneration Policy of Éric Le Gentil, Chairman of the Board	G	Mgmt	For	For
15	Approve Remuneration Policy of Vincent Ravat, CEO	G	Mgmt	For	For
16	Approve Remuneration Policy of Elizabeth Blaise, Vice-CEO	G	Mgmt	For	For
17	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	For
18	Appoint Ernst & Young et Autres as Auditor for Sustainability Reporting	G	Mgmt	For	For
19	Appoint KPMG S.A. as Auditor for Sustainability Reporting	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Extraordinary Business	G	Mgmt	For	For
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 46.5 Million	G	Mgmt	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 9.3 Million	G	Mgmt	For	For
24	Approve Issuance of Equity or Equity-Linked Securities Reserved for Private Placement, up to Aggregate Nominal Amount of EUR 9.3 Million	G	Mgmt	For	For
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 22-24	G	Mgmt	For	For
26	Authorize Capitalization of Reserves of Up to EUR 46.5 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
27	Authorize Capital Increase of Up to EUR 9.3 Million for Future Exchange Offers	G	Mgmt	For	For
28	Authorize Capital Increase for Contributions in Kind, up to Aggregate Nominal Amount of EUR 9.3 Million	G	Mgmt	For	For
29	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 46.5 Million	G	Mgmt	For	For
30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
31	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers With Performance Conditions Attached	G	Mgmt	For	For
32	Amend Article 18 of Bylaws Re: Board Deliberation	G	Mgmt	For	For

Mercialys SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
33	Remove Article 35 of Bylaws Re: Decline in Shareholder Equity to Below Half the Nominal Value of Company's Issued Capital Ordinary Business	G	Mgmt	For	For
34	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Merck & Co., Inc.

Meeting Date: 27/05/2025

Country: USA

Ticker: MRK

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr.	G	Mgmt	For	For
1b	Elect Director Mary Ellen Coe	G	Mgmt	For	For
1c	Elect Director Pamela J. Craig	G	Mgmt	For	For
1d	Elect Director Robert M. Davis	G	Mgmt	For	For
1e	Elect Director Thomas H. Gloer	G	Mgmt	For	For
1f	Elect Director Surendralal "Lal" L. Karsanbhai	G	Mgmt	For	For
1g	Elect Director Risa J. Lavizzo-Mourey	G	Mgmt	For	For
1h	Elect Director Stephen L. Mayo	G	Mgmt	For	For
1i	Elect Director Paul B. Rothman	G	Mgmt	For	For
1j	Elect Director Patricia F. Russo	G	Mgmt	For	For
1k	Elect Director Christine E. Seidman	G	Mgmt	For	For
1l	Elect Director Inge G. Thulin	G	Mgmt	For	For
1m	Elect Director Kathy J. Warden	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Report on a Human Rights Impact Assessment	S	SH	Against	Against

Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.

Merck & Co., Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Publish Tax Transparency Report	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					
6	Consider Eliminating DEI Goals from Compensation Plan Incentives	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S4578-108] Corporate policy decisions are best left to the board absent demonstrable harm to shareholders by prior board action or inaction. The board can be held accountable for its decisions through the election of directors</i>					
7	Report on Risks of Discriminating Against Ad Buyers and Sellers Based on Religious/Political Views	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					

Merck KGaA

Meeting Date: 25/04/2025

Country: Germany

Ticker: MRK

Record Date: 03/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Accept Financial Statements and Statutory Reports for Fiscal Year 2024	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	G	Mgmt	For	For
4	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
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	G	Mgmt	For	For
7	Approve Remuneration Report	G	Mgmt	For	For
8	Approve Remuneration Policy	G	Mgmt	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Mercury General Corporation

Meeting Date: 14/05/2025

Country: USA

Ticker: MCY

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director George Joseph	G	Mgmt	For	For
1.2	Elect Director Martha E. Marcon	G	Mgmt	For	For
1.3	Elect Director Joshua E. Little	G	Mgmt	For	For
1.4	Elect Director Gabriel Tirador	G	Mgmt	For	For
1.5	Elect Director James G. Ellis	G	Mgmt	For	For
1.6	Elect Director George G. Braunegg	G	Mgmt	For	For
1.7	Elect Director Ramona L. Cappello	G	Mgmt	For	For
1.8	Elect Director Vicky Wai Yee Joseph	G	Mgmt	For	For
1.9	Elect Director Victor G. Joseph	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Merit Medical Systems, Inc.

Meeting Date: 14/05/2025

Country: USA

Ticker: MMSI

Record Date: 18/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas J. Gunderson	G	Mgmt	For	For
1b	Elect Director Laura S. Kaiser	G	Mgmt	For	For
1c	Elect Director Michael R. McDonnell	G	Mgmt	For	For
1d	Elect Director F. Ann Millner	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Meritage Homes Corporation

Meeting Date: 22/05/2025

Country: USA

Ticker: MTH

Record Date: 27/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Dennis V. Arriola	G	Mgmt	For	For
1.2	Elect Director Peter L. Ax	G	Mgmt	For	For
1.3	Elect Director Joseph Keough	G	Mgmt	For	For
1.4	Elect Director Erin Lantz	G	Mgmt	For	For
1.5	Elect Director Phillippe Lord	G	Mgmt	For	For
1.6	Elect Director Michael R. Odell	G	Mgmt	For	For
1.7	Elect Director Geisha Williams	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Declassify the Board of Directors	G	Mgmt	For	For
5	Report on Political Contributions	S	SH	Against	For

Blended Rationale: [SF-S0809-002] We recognize the Company's efforts to date, but believe that supporting the proposal may accelerate company's progress on material political activities/lobbying issues [DC-D0000-011] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.

Merlin Properties SOCIMI SA

Meeting Date: 29/04/2025

Country: Spain

Ticker: MRL

Record Date: 25/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Standalone Financial Statements	G	Mgmt	For	For
1.2	Approve Consolidated Financial Statements	G	Mgmt	For	For
1.3	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
2.1	Approve Allocation of Income and Dividends	G	Mgmt	For	For
2.2	Approve Distribution of Share Issuance Premium	G	Mgmt	For	For
3	Approve Discharge of Board	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Merlin Properties SOCIMI SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.1	Fix Number of Directors at 14	G	Mgmt	For	For
4.2	Ratify Appointment of and Elect Jose Luis de Mora Gil-Gallardo as Director	G	Mgmt	For	For
4.3	Reelect Juan Maria Aguirre Gonzalo as Director	G	Mgmt	For	For
4.4	Reelect Maria del Pilar Cavero Mestre as Director	G	Mgmt	For	For
4.5	Reelect Francisca Ortega Hernandez-Agero as Director	G	Mgmt	For	For
5	Approve Remuneration Policy	G	Mgmt	For	For
6	Approve Long-Term Incentive Plan	G	Mgmt	For	For
7	Advisory Vote on Remuneration Report	G	Mgmt	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	G	Mgmt	For	For
9	Authorize Share Repurchase Program	G	Mgmt	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	G	Mgmt	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	G	Mgmt	For	For
11	Authorize Company to Call EGM with 15 Days' Notice	G	Mgmt	For	For
12	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Merus N.V.

Meeting Date: 21/05/2025

Country: Netherlands

Ticker: MRUS

Record Date: 23/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Ratify KPMG Accountants N.V. as Auditors	G	Mgmt	For	For
3	Approve Discharge of Directors	G	Mgmt	For	For
4a	Opportunity to Make Recommendations	G	Mgmt	For	For
4b	Re-Elect Anand Mehra as Non-Executive Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-005] Vote against for failure of the nom/gov committee to take action with respect to substantial votes against one or more directors last year.</i>					
5a	Opportunity to Make Recommendations	G	Mgmt	For	For
5b	Re-Elect Maxine Gowen as Non-Executive Director	G	Mgmt	For	For
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
7	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

METAWATER Co., Ltd.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 9551

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Yamaguchi, Kenji	G	Mgmt	For	For
1.2	Elect Director Sakai, Masashi	G	Mgmt	For	For
1.3	Elect Director Fujii, Michio	G	Mgmt	For	For
1.4	Elect Director Ito, Hajime	G	Mgmt	For	For
1.5	Elect Director Aizawa, Kaoru	G	Mgmt	For	For
1.6	Elect Director Kosao, Fumiko	G	Mgmt	For	For
1.7	Elect Director Tanai, Tsuneo	G	Mgmt	For	For
2.1	Appoint Statutory Auditor Tanji, Michiko	G	Mgmt	For	For
2.2	Appoint Statutory Auditor Fukui, Taku	G	Mgmt	For	For

Methanex Corporation

Meeting Date: 01/05/2025

Country: Canada

Ticker: MX

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Doug Arnell	G	Mgmt	For	For
1.2	Elect Director Jim Bertram	G	Mgmt	For	For
1.3	Elect Director Paul Dobson	G	Mgmt	For	For
1.4	Elect Director Maureen Howe	G	Mgmt	For	For
1.5	Elect Director Leslie O'Donoghue	G	Mgmt	For	For
1.6	Elect Director Roger Perreault	G	Mgmt	For	For
1.7	Elect Director Kevin Rodgers	G	Mgmt	For	For
1.8	Elect Director John Sampson	G	Mgmt	For	For
1.9	Elect Director Rich Sumner	G	Mgmt	For	For
1.10	Elect Director Benita Warmbold	G	Mgmt	For	For
1.11	Elect Director Xiaoping Yang	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Metlen Energy & Metals SA

Meeting Date: 03/06/2025

Country: Greece

Ticker: MYTIL

Record Date: 28/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3	Advisory Vote on Remuneration Report	G	Mgmt	For	For
4	Amend Remuneration Policy	G	Mgmt	For	Against

Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.

Metlen Energy & Metals SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Receive Audit Committee's Report	G	Mgmt		
6	Receive Report of Independent Non-Executive Directors	G	Mgmt		
7	Approve Management of Company and Grant Discharge to Auditors	G	Mgmt	For	For
8	Approve Auditors and Fix Their Remuneration	G	Mgmt	For	For
9	Approve Equity Plan Financing	G	Mgmt	For	For
10	Approve Special Reserve Account	G	Mgmt	For	For
11	Approve Director Remuneration	G	Mgmt	For	Against

Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.

12	Various Announcements	G	Mgmt		
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MetLife, Inc.

Meeting Date: 17/06/2025

Country: USA

Ticker: MET

Record Date: 21/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Carlos M. Gutierrez	G	Mgmt	For	For
1b	Elect Director Carla A. Harris	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1c	Elect Director Laura J. Hay	G	Mgmt	For	For
1d	Elect Director R. Glenn Hubbard	G	Mgmt	For	For
1e	Elect Director Jeh C. Johnson	G	Mgmt	For	For
1f	Elect Director William E. Kennard	G	Mgmt	For	For
1g	Elect Director Michel A. Khalaf	G	Mgmt	For	For
1h	Elect Director Diana L. McKenzie	G	Mgmt	For	For
1i	Elect Director Denise M. Morrison	G	Mgmt	For	For
1j	Elect Director Christian Mumenthaler	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

MetLife, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1k	Elect Director Mark A. Weinberger	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Metropolitan Bank & Trust Company

Meeting Date: 23/04/2025

Country: Philippines

Ticker: MBT

Record Date: 06/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Minutes of the Annual Meeting	G	Mgmt	For	For
2	Ratify All Acts and Resolutions of the Board of Directors, Management and All Committees	G	Mgmt	For	For
	Elect 12 Directors by Cumulative Voting		Mgmt		
3.1	Elect Arthur Ty as Director	G	Mgmt	For	For
3.2	Elect Francisco C. Sebastian as Director	G	Mgmt	For	For
3.3	Elect Fabian S. Dee as Director	G	Mgmt	For	For
3.4	Elect Alfred V. Ty as Director	G	Mgmt	For	For
3.5	Elect Vicente R. Cuna, Jr. as Director	G	Mgmt	For	For
3.6	Elect Solomon S. Cua as Director	G	Mgmt	For	For
3.7	Elect Jose Vicente L. Alde as Director	G	Mgmt	For	For
3.8	Elect Edgar O. Chua as Director	G	Mgmt	For	For
3.9	Elect Angelica H. Lavares as Director	G	Mgmt	For	For
3.10	Elect Philip G. Soliven as Director	G	Mgmt	For	For
3.11	Elect Marcelo C. Fernando, Jr. as Director	G	Mgmt	For	For
3.12	Elect Juan Miguel L. Escaler as Director	G	Mgmt	For	For
4	Appoint Sycip Gorres Velayo & Co. as External Auditor	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Call the Meeting to Order	G	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt		
5	Prepare and Approve List of Shareholders	G	Mgmt		
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.38 Per Share	G	Mgmt	For	For
9	Approve Discharge of Board and President	G	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
11	Approve Remuneration of Directors in the Amount of EUR 176,500 for Chairman, EUR 88,300 for Vice Chairman, and EUR 71,500 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	G	Mgmt	For	For
12	Fix Number of Directors at Nine	G	Mgmt	For	For
13	Reelect Brian Beamish, Klaus Cawen (Vice), Terhi Koipijarvi, Niko Pakalen, Reima Rytsoala, Kari Stadigh (Chair) and Arja Talma as Directors; Elect Anders Svensson and Eriikka Soderstrom as New Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>					
14	Approve Remuneration of Auditor	G	Mgmt	For	For
15	Ratify Ernst & Young as Auditor	G	Mgmt	For	For

Metso Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16	Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
17	Appoint Ernst & Young as Auditor for Sustainability Reporting	G	Mgmt	For	For
18	Amend Articles Re: Auditor and Sustainability Reporting Assurance Provider; Annual General Meeting	G	Mgmt	For	For
19	Authorize Share Repurchase Program	G	Mgmt	For	For
20	Approve Issuance of up to 82 Million Shares without Preemptive Rights	G	Mgmt	For	For
21	Approve Charitable Donations of up to EUR 350,000	S	Mgmt	For	For
22	Close Meeting	G	Mgmt		

Mettler-Toledo International Inc.

Meeting Date: 01/05/2025

Country: USA

Ticker: MTD

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Roland Diggelmann	G	Mgmt	For	For
1.2	Elect Director Domitille Doat-Le Bigot	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.3	Elect Director Elisha W. Finney	G	Mgmt	For	For
1.4	Elect Director Michael A. Kelly	G	Mgmt	For	For
1.5	Elect Director Thomas P. Salice	G	Mgmt	For	For
1.6	Elect Director Brian Shepherd	G	Mgmt	For	For
1.7	Elect Director Wolfgang Wienand	G	Mgmt	For	For
1.8	Elect Director Ingrid Zhang	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MFA Financial, Inc.

Meeting Date: 03/06/2025

Country: USA

Ticker: MFA

Record Date: 08/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lisa Polsky	G	Mgmt	For	For
1b	Elect Director Christopher Small	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

MFE-MEDIAFOREUROPE NV

Meeting Date: 07/05/2025

Country: Netherlands

Ticker: MFEB

Record Date: 09/04/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda		Mgmt		
1.	Open Meeting	G	Mgmt		
2.	Discuss Voluntary Public Takeover Offer by the Company for the Acquisition of the Shares of ProSiebenSat.1 Media SE	G	Mgmt		
3.	Grant Board Authority to Issue Ordinary Shares A and Restrict/Exclude Preemptive Rights	G	Mgmt	For	For
4.	Close Meeting	G	Mgmt		

MFE-MEDIAFOREUROPE NV

Meeting Date: 18/06/2025

Country: Netherlands

Ticker: MFEB

Record Date: 21/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		

MFE-MEDIAFOREUROPE NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.	Open Meeting	G	Mgmt		
2.a	Receive Report of Management Board (Non-Voting)	G	Mgmt		
2.b.	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
2.c.	Approve Remuneration Policy	G	Mgmt	For	For
2.d.	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
2.e.	Receive Explanation on Company's Reserves and Dividend Policy	G	Mgmt		
2.f.	Approve Dividends	G	Mgmt	For	For
3.a.	Approve Discharge of Fedele Confalonieri as Non-Executive Director	G	Mgmt	For	For
3.b.	Approve Discharge of Pier Silvio Berlusconi as Executive Director	G	Mgmt	For	For
3.c.	Approve Discharge of Patrizia Arienti as Non-Executive Director	G	Mgmt	For	For
3.d.	Approve Discharge of Stefania Bariatti as Non-Executive Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
3.e.	Approve Discharge of Marina Berlusconi as Non-Executive Director	G	Mgmt	For	For
3.f.	Approve Discharge of Marina Brogi as Non-Executive Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
3.g.	Approve Discharge of Consuelo Crespo Bofill as Non-Executive Director	G	Mgmt	For	For
3.h.	Approve Discharge of Javier Diez de Polanco as Non-Executive Director	G	Mgmt	For	For
3.i.	Approve Discharge of Giulio Gallazzi as Non-Executive Director	G	Mgmt	For	For
3.j.	Approve Discharge of Marco Giordani as Executive Director	G	Mgmt	For	For

MFE-MEDIAFOREUROPE NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.k.	Approve Discharge of Gina Nieri as Executive Director	G	Mgmt	For	For
3.l.	Approve Discharge of Danilo Pellegrino as Non-Executive Director	G	Mgmt	For	For
3.m.	Approve Discharge of Alessandra Piccinino as Non-Executive Director	G	Mgmt	For	For
3.n.	Approve Discharge of Niccolo Querci as Executive Director	G	Mgmt	For	For
3.o.	Approve Discharge of Stefano Sala as Executive Director	G	Mgmt	For	For
3.p.	Approve Discharge of Raffaele Cappiello as Non-Executive Director	G	Mgmt	For	For
3.q	Approve Discharge of Costanza Esclapon de Villeneuve as Non-Executive Director	G	Mgmt	For	For
3.r.	Approve Discharge of Carlo Secchi as Non-Executive Director	G	Mgmt	For	For
4.	Appoint Deloitte Accountants B.V. as Auditor for Sustainability Reporting	G	Mgmt	For	For
5.	Authorize Repurchase of Shares	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0346-001] Proposed repurchase authority is excessive.</i>					
6.	Grant Board Authority to Issue Ordinary Shares A and Restrict or Exclude Preemptive Rights	G	Mgmt	For	For
7.	Close Meeting	G	Mgmt		

MFE-MEDIAFOREUROPE NV

Meeting Date: 24/06/2025

Country: Netherlands

Ticker: MFEB

Record Date: 27/05/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda		Mgmt		
1.	Open Meeting	G	Mgmt		
2.	Amend Articles Re: Increase of the Authorized Share Capital	G	Mgmt	For	For
3.	Close Meeting	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

MGI Tech Co., Ltd.

Meeting Date: 09/06/2025

Country: China

Ticker: 688114

Record Date: 03/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Financial Budget Report	G	Mgmt	For	For
5	Approve Annual Report and Summary	G	Mgmt	For	For
6	Approve Profit Distribution	G	Mgmt	For	For
7	Approve Unrecovered Losses Reaching One-third of the Total Paid-in Share Capital	G	Mgmt	For	For
8	Approve Appointment of Financial Auditor and Internal Control Auditor	G	Mgmt	For	For

MGI Tech Co., Ltd.

Meeting Date: 24/06/2025

Country: China

Ticker: 688114

Record Date: 16/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Liu Longqi as Non-independent Director	G	Mgmt	For	For

MGIC Investment Corporation

Meeting Date: 24/04/2025

Country: USA

Ticker: MTG

Record Date: 07/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Analisa M. Allen	G	Mgmt	For	For
1.2	Elect Director C. Edward Chaplin	G	Mgmt	For	For
1.3	Elect Director Curt S. Culver	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

MGIC Investment Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Jay C. Hartzell	G	Mgmt	For	For
1.5	Elect Director Jodeen A. Kozlak	G	Mgmt	For	For
1.6	Elect Director Teresita M. Lowman	G	Mgmt	For	For
1.7	Elect Director Timothy J. Matkke	G	Mgmt	For	For
1.8	Elect Director Sheryl L. Sculley	G	Mgmt	For	For
1.9	Elect Director Michael L. Thompson	G	Mgmt	For	For
1.10	Elect Director Mark M. Zandi	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

MGM China Holdings Limited

Meeting Date: 22/05/2025

Country: Cayman Islands

Ticker: 2282

Record Date: 09/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3A1	Elect Kenneth Xiaofeng Feng as Director	G	Mgmt	For	For
3A2	Elect Daniel J. Taylor as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence</i>					
3A3	Elect Russell Francis Banham as Director	G	Mgmt	For	For
3A4	Elect Simon Meng as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence[HK-M0201-013] Remuneration Committee without majority independence[SF-M0201-025] The nomination committee is not majority independent.</i>					
3B	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

MGM China Holdings Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

MGM Resorts International

Meeting Date: 07/05/2025

Country: USA

Ticker: MGM

Record Date: 14/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Keith Barr	G	Mgmt	For	For
1b	Elect Director Barry Diller	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1c	Elect Director Alexis M. Herman	G	Mgmt	For	For
1d	Elect Director William J. Hornbuckle	G	Mgmt	For	For
1e	Elect Director Donna Langley	G	Mgmt	For	For
1f	Elect Director Joey Levin	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1g	Elect Director Rose McKinney-James	G	Mgmt	For	For
1h	Elect Director Keith A. Meister	G	Mgmt	For	For
1i	Elect Director Paul Salem	G	Mgmt	For	For
1j	Elect Director Jan G. Swartz	G	Mgmt	For	For
1k	Elect Director Daniel J. Taylor	G	Mgmt	For	For
1l	Elect Director Ben Winston	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

MicroPort Scientific Corporation

Meeting Date: 30/05/2025

Country: Cayman Islands

Ticker: 853

Record Date: 23/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2.1	Elect Zhaohua Chang as Director	G	Mgmt	For	For
2.2	Elect Hiroshi Shirafuji as Director	G	Mgmt	For	For
2.3	Elect Chunyang Shao as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence[HK-M0201-008] Audit Committee without majority independence[HK-M0201-013] Remuneration Committee without majority independence[SF-M0201-025] The nomination committee is not majority independent.</i></p>					
3	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i></p>					
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i></p>					

Micro-Star International Co., Ltd.

Meeting Date: 10/06/2025

Country: Taiwan

Ticker: 2377

Record Date: 11/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Amend Procedures Governing the Acquisition or Disposal of Assets	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Micro-Star International Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Amend Trading Procedures Governing Derivatives Products	G	Mgmt	For	For

MicroStrategy Incorporated

Meeting Date: 12/06/2025 Country: USA Ticker: MSTR
Record Date: 22/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael J. Saylor	G	Mgmt	For	For
1.2	Elect Director Phong Q. Le	G	Mgmt	For	For
1.3	Elect Director Brian P. Brooks	G	Mgmt	For	For
1.4	Elect Director Jane A. Dietze	G	Mgmt	For	For
1.5	Elect Director Stephen X. Graham	G	Mgmt	For	For
1.6	Elect Director Jarrod M. Patten	G	Mgmt	For	For
1.7	Elect Director Carl J. Rickertsen	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.8	Elect Director Gregg J. Winiarski	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Mid-America Apartment Communities, Inc.

Meeting Date: 20/05/2025 Country: USA Ticker: MAA
Record Date: 14/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director H. Eric Bolton, Jr.	G	Mgmt	For	For
1b	Elect Director Deborah H. Caplan	G	Mgmt	For	For
1c	Elect Director John P. Case	G	Mgmt	For	For
1d	Elect Director Tamara Fischer	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1e	Elect Director Alan B. Graf, Jr.	G	Mgmt	For	For

Mid-America Apartment Communities, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Brad Hill	G	Mgmt	For	For
1g	Elect Director Edith Kelly-Green	G	Mgmt	For	For
1h	Elect Director Sheila K. McGrath	G	Mgmt	For	For
1i	Elect Director Claude B. Nielsen	G	Mgmt	For	For
1j	Elect Director Gary S. Shorb	G	Mgmt	For	For
1k	Elect Director David P. Stockert	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Middlesex Water Company

Meeting Date: 20/05/2025 **Country:** USA **Ticker:** MSEX
Record Date: 25/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Steven M. Klein	G	Mgmt	For	For
1.2	Elect Director Amy B. Mansue	G	Mgmt	For	For
1.3	Elect Director Walter G. Reinhard	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Midea Group Co., Ltd.

Meeting Date: 30/05/2025 **Country:** China **Ticker:** 300
Record Date: 23/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Work Report of the Board	G	Mgmt	For	For

Midea Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Final Accounts Report	G	Mgmt	For	For
4	Approve Annual Report and Summary of Annual Report	G	Mgmt	For	For
5	Approve Profit Distribution Proposal	G	Mgmt	For	For
6	Approve Shareholders' Return Plan for the Next Three Years	G	Mgmt	For	For
7	Approve Plan for the Repurchase of the Company's A Shares by Way of Centralized Bidding	G	Mgmt	For	For
8	Approve Change of Use and Cancellation of the Repurchased A Shares	G	Mgmt	For	For
9	Approve General Mandate to Repurchase H Shares of the Company	G	Mgmt	For	For
10	Approve General Mandate to Issue Shares of the Company	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
11	Approve 2025 A Share Ownership Plan (Draft) and Summary	G	Mgmt	For	For
12	Approve Administrative Measures for 2025 A Share Ownership Plan	G	Mgmt	For	For
13	Approve Authorization to the Board by General Meeting to Deal with Matters Relating to 2025 A Share Ownership Plan	G	Mgmt	For	For
14	Adopt (H Share) Share Award Scheme	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
15	Approve Provision of Guarantees for Controlled Subsidiaries	G	Mgmt	For	For
16	Approve Provision of Guarantees for Asset Pool Business of Controlled Subsidiaries	G	Mgmt	For	For
17	Approve Launch of Foreign Exchange Derivatives Business	G	Mgmt	For	For

Midea Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
18	Approve PricewaterhouseCoopers Zhong Tian LLP (Special General Partnership) and PricewaterhouseCoopers as Domestic and Overseas Auditors, Respectively, and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0155-001] Vote AGAINST auditor appointment due to concerns about the professional qualification of the auditor.</i>					
19	Amend Articles of Association	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
20	Amend Rules of Procedure of the Shareholders' General Meeting	G	Mgmt	For	For
21	Amend Rules of Procedure of the Board of Directors	G	Mgmt	For	For
22	Amend Work System of Independent Directors	G	Mgmt	For	For
23	Amend Management System of Related-Party Transactions	G	Mgmt	For	For
24	Amend Management Measures for Remuneration of Directors, Supervisors and Senior Management	G	Mgmt	For	For
25	Amend Management Measures for Proceeds	G	Mgmt	For	For
26	Amend System of Making Decisions on External Guarantees	G	Mgmt	For	For
27	Approve Compliance of the Spin-Off with the Relevant Laws and Regulations	G	Mgmt	For	For
28	Approve Plan of Annto's Initial Public Offering of H Shares and Its Listing on the Main Board of the Hong Kong Stock Exchange	G	Mgmt	For	For
29	Approve Proposal on the Spin-Off	G	Mgmt	For	For
30	Approve Compliance of the Spin-Off with the Spin-Off Rules	G	Mgmt	For	For
31	Approve Spin-Off Which Benefits the Safeguarding of Legitimate Rights and Interests of Shareholders and Creditors	G	Mgmt	For	For
32	Approve Company's Ability to Maintain Independence and Sustainable Operation	G	Mgmt	For	For

Midea Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
33	Approve Capability of Annto to Implement Regulated Operation	G	Mgmt	For	For
34	Approve Explanation on the Completeness of and Compliance with Legal Procedures of the Spin-Off and the Validity of the Legal Documents Submitted	G	Mgmt	For	For
35	Approve Analysis of the Objectives, Commercial Rationality, Necessity and Feasibility of the Spin-Off	G	Mgmt	For	For
36	Approve Provision of Assured Entitlement to the H Share Shareholders Only for the Spin-Off	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.</i>					
37	Approve Authorization to the Board and Its Authorized Persons to Deal with All Matters Related to the Spin-Off	G	Mgmt	For	For
38	Approve Repurchase and Cancellation of Certain Restricted Shares Under the 2021 Restricted Share Incentive Scheme	G	Mgmt	For	For
39	Approve Repurchase and Cancellation of Certain Restricted Shares Under the 2022 Restricted Share Incentive Scheme	G	Mgmt	For	For
40	Approve Repurchase and Cancellation of Certain Restricted Shares Under the 2023 Restricted Share Incentive Scheme	G	Mgmt	For	For
41	Approve Issuance of Ultra-Short-Term Financing Bonds and Medium-Term Notes of the Company in the Inter-Bank Bond Market	G	Mgmt	For	For

Mie Kotsu Group Holdings, Inc.

Meeting Date: 17/06/2025

Country: Japan

Ticker: 3232

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 8	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Mie Kotsu Group Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Director Ogura, Toshihide	G	Mgmt	For	For
2.2	Elect Director Takeya, Kenichi	G	Mgmt	For	For
2.3	Elect Director Okamoto, Naoyuki	G	Mgmt	For	For
2.4	Elect Director Tabata, Hideaki	G	Mgmt	For	For
2.5	Elect Director Masuda, Michiyasu	G	Mgmt	For	For
2.6	Elect Director Murata, Yoko	G	Mgmt	For	For
2.7	Elect Director Nakamura, Michitaka	G	Mgmt	For	For
2.8	Elect Director Kusui, Yoshiyuki	G	Mgmt	For	For
2.9	Elect Director Tsuji, Takashi	G	Mgmt	For	Against
<p><i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i></p>					
2.10	Elect Director Tanaka, Ayako	G	Mgmt	For	For
2.11	Elect Director Takamiya, Izumi	G	Mgmt	For	For
2.12	Elect Director Ueda, Takashi	G	Mgmt	For	For

Minebea Mitsumi, Inc.

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 6479
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	G	Mgmt	For	For
2.1	Elect Director Kainuma, Yoshihisa	G	Mgmt	For	For
2.2	Elect Director Moribe, Shigeru	G	Mgmt	For	For
2.3	Elect Director Yoshida, Katsuhiko	G	Mgmt	For	For
2.4	Elect Director Iwaya, Ryoza	G	Mgmt	For	For
2.5	Elect Director Mizuma, Satoshi	G	Mgmt	For	For
2.6	Elect Director Suzuki, Katsutoshi	G	Mgmt	For	For
2.7	Elect Director Matsuoka, Takashi	G	Mgmt	For	For
2.8	Elect Director Miyazaki, Yuko	G	Mgmt	For	For

Minebea Mitsumi, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.9	Elect Director Matsumura, Atsuko	G	Mgmt	For	For
2.10	Elect Director Haga, Yuko	G	Mgmt	For	For
2.11	Elect Director Katase, Hirofumi	G	Mgmt	For	For

Minerals Technologies Inc.

Meeting Date: 14/05/2025

Country: USA

Ticker: MTX

Record Date: 18/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Douglas T. Dietrich	G	Mgmt	For	For
1b	Elect Director Rocky Motwani	G	Mgmt	For	For
1c	Elect Director Carolyn K. Pittman	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Ming Yang Smart Energy Group Co., Ltd.

Meeting Date: 21/05/2025

Country: China

Ticker: 601615

Record Date: 12/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Report of the Independent Directors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Annual Report and Summary	G	Mgmt	For	For
6	Approve Shareholder Return Plan	G	Mgmt	For	For
7	Approve Profit Distribution	G	Mgmt	For	For

Ming Yang Smart Energy Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Remuneration of Non-independent Directors	G	Mgmt	For	For
9	Approve Remuneration of Independent Directors	G	Mgmt	For	For
10	Approve Remuneration of Supervisors	G	Mgmt	For	For
11	Approve Foreign Exchange Hedging Business	G	Mgmt	For	For
12	Approve Related Party Transaction	G	Mgmt	For	For
13	Approve External Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
14	Approve Application of Credit Lines	G	Mgmt	For	For

MINISO Group Holding Limited

Meeting Date: 12/06/2025 **Country:** Cayman Islands **Ticker:** 9896
Record Date: 13/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
3	Approve Ernst & Young and Ernst & Young Hua Ming LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
4B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
4C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					

Mips AB

Meeting Date: 07/05/2025 **Country:** Sweden **Ticker:** MIPS
Record Date: 28/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
6	Approve Agenda of Meeting	G	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8	Receive Board Chair Report	G	Mgmt		
9	Receive CEO's Report	G	Mgmt		
10	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
11	Approve Allocation of Income and Dividends of SEK 6.50 Per Share	G	Mgmt	For	For
12(a)	Approve Discharge of Magnus Welander	G	Mgmt	For	For
12(b)	Approve Discharge of Thomas Brautigam	G	Mgmt	For	For
12(c)	Approve Discharge of Maria Hedengren	G	Mgmt	For	For
12(d)	Approve Discharge of Anna Hallöf	G	Mgmt	For	For
12(e)	Approve Discharge of Jonas Rahmn	G	Mgmt	For	For
12(f)	Approve Discharge of Jenny Rosberg	G	Mgmt	For	For
12(g)	Approve Discharge of CEO Max Strandwitz	G	Mgmt	For	For
13	Approve Remuneration Report	G	Mgmt	For	For
14	Determine Number of Members (6) and Deputy Members (0) of Board	G	Mgmt	For	For
15(a)	Approve Remuneration of Directors in the Amount of SEK 850,000 for Chair and SEK 350,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
15(b)	Approve Remuneration of Auditors	G	Mgmt	For	For

Mips AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16.1a	Reelect Magnus Welander as Director	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
16.1b	Reelect Thomas Brautigam as Director	G	Mgmt	For	For
16.1c	Reelect Maria Hedengren as Director	G	Mgmt	For	For
16.1d	Reelect Anna Hallov as Director	G	Mgmt	For	For
16.1e	Reelect Jonas Rahmn as Director	G	Mgmt	For	For
16.1f	Reelect Jenny Rosberg as Director	G	Mgmt	For	For
16.2	Reelect Magnus Welander as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
17	Ratify KPMG AB as Auditors	G	Mgmt	For	For
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
19	Approve Creation of Pool of Capital without Preemptive Rights	G	Mgmt	For	For
20	Authorize Share Repurchase Program	G	Mgmt	For	For
21	Close Meeting	G	Mgmt		

Mirai Industry Co., Ltd.

Meeting Date: 17/06/2025

Country: Japan

Ticker: 7931

Record Date: 20/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nakashima, Yasushi	G	Mgmt	For	For
1.2	Elect Director Kawase, Wataru	G	Mgmt	For	For
1.3	Elect Director Yamada, Masahiro	G	Mgmt	For	For
1.4	Elect Director Yamauchi, Koji	G	Mgmt	For	For
1.5	Elect Director Goto, Shigeyuki	G	Mgmt	For	For

Mirai Industry Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.6	Elect Director Yoshizawa, Nobuyuki	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Isobe, Takahide	G	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Takeuchi, Yumi	G	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Masunari, Kunihiko	G	Mgmt	For	For
2.4	Elect Director and Audit Committee Member Yuge, Yukie	G	Mgmt	For	For

Mirion Technologies, Inc.

Meeting Date: 15/05/2025 **Country:** USA **Ticker:** MIR
Record Date: 17/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Thomas D. Logan	G	Mgmt	For	For
1.2	Elect Director Kenneth C. Bockhorst	G	Mgmt	For	For
1.3	Elect Director Robert A. Cascella	G	Mgmt	For	For
1.4	Elect Director Steven W. Etzel	G	Mgmt	For	For
1.5	Elect Director Lawrence D. Kingsley	G	Mgmt	For	For
1.6	Elect Director John W. Kuo	G	Mgmt	For	For
1.7	Elect Director Jody A. Markopoulos	G	Mgmt	For	For
1.8	Elect Director Sheila Rege	G	Mgmt	For	For
2	Ratify Deloitte & Touche, LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Miroku Jyoho Service Co., Ltd.

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 9928
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 55	G	Mgmt	For	For
2.1	Elect Director Koreda, Hiroki	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-022] AGAINST directors responsible as the board lacks two independent directors. [RJ-M0201-024] AGAINST directors responsible as the board is less than 1/3 independent in face of major blockholders. [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>					
2.2	Elect Director Koreda, Nobuhiko	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-022] AGAINST directors responsible as the board lacks two independent directors. [RJ-M0201-024] AGAINST directors responsible as the board is less than 1/3 independent in face of major blockholders. [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>					
2.3	Elect Director Suzuki, Masanori	G	Mgmt	For	For
2.4	Elect Director Ishikawa, Tetsushi	G	Mgmt	For	For
2.5	Elect Director Takada, Eiichi	G	Mgmt	For	For
2.6	Elect Director Sato, Junichi	G	Mgmt	For	For
2.7	Elect Director Okubo, Toshiharu	G	Mgmt	For	For
2.8	Elect Director Terasawa, Keishi	G	Mgmt	For	For
2.9	Elect Director Gomi, Hirofumi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
2.10	Elect Director Kitabata, Takao	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
2.11	Elect Director Ishiyama, Takuma	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
2.12	Elect Director Yamauchi, Aki	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
3.1	Appoint Alternate Statutory Auditor Inoue, Shin	G	Mgmt	For	For
3.2	Appoint Alternate Statutory Auditor Ofuchi, Hiroyoshi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0280-001] AGAINST affiliated outsiders.</i>					

MISC Berhad

Meeting Date: 14/05/2025

Country: Malaysia

Ticker: 3816

Record Date: 07/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Zahid Osman as Director	G	Mgmt	For	For
2	Elect Adif Zulkifli as Director	G	Mgmt	For	For
3	Elect Norazah Mohamed Razali as Director	G	Mgmt	For	For
4	Elect Mohammad Suhaimi Mohd Yasin as Director	G	Mgmt	For	For
5	Approve Directors' Fees (Inclusive of Benefits-in-Kind)	G	Mgmt	For	For
6	Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Approve Share Repurchase Program	G	Mgmt	For	For

MISUMI Group, Inc.

Meeting Date: 19/06/2025

Country: Japan

Ticker: 9962

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 23.38	G	Mgmt	For	For
2.1	Elect Director Nishimoto, Kosuke	G	Mgmt	For	For
2.2	Elect Director Ono, Ryusei	G	Mgmt	For	For
2.3	Elect Director Shimizu, Arata	G	Mgmt	For	For
2.4	Elect Director Kanatani, Tomoki	G	Mgmt	For	For
2.5	Elect Director Shimizu, Shigetaka	G	Mgmt	For	For
2.6	Elect Director Shaochun Xu	G	Mgmt	For	For
2.7	Elect Director Nakano, Yoichi	G	Mgmt	For	For
2.8	Elect Director Suseki, Tomoharu	G	Mgmt	For	For
2.9	Elect Director Yano, Keiko	G	Mgmt	For	For
2.10	Elect Director Figen Ulgen	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

MISUMI Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.1	Appoint Statutory Auditor Aono, Nanako	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Ichikawa, Shizuyo	G	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Yadomi, Kentaro	G	Mgmt	For	For

Mitsubishi Chemical Group Corp.

Meeting Date: 25/06/2025 Country: Japan Ticker: 4188
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Sale of Mitsubishi Tanabe Pharma Corporation Shares to Bain Capital Private Equity, LP	G	Mgmt	For	For
2.1	Elect Director Fukuda, Nobuo	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.2	Elect Director Chikumoto, Manabu	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.3	Elect Director Kikuchi, Kiyomi	G	Mgmt	For	For
2.4	Elect Director Yamada, Tatsumi	G	Mgmt	For	For
2.5	Elect Director Eto, Akihiro	G	Mgmt	For	For
2.6	Elect Director Sakamoto, Shuichi	G	Mgmt	For	For
2.7	Elect Director Geoffrey Coates	G	Mgmt	For	For
2.8	Elect Director Kuraishi, Seiji	G	Mgmt	For	For

Mitsubishi Corp.

Meeting Date: 20/06/2025 Country: Japan Ticker: 8058
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	G	Mgmt	For	For

Mitsubishi Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Director Kakiuchi, Takehiko	G	Mgmt	For	For
2.2	Elect Director Nakanishi, Katsuya	G	Mgmt	For	For
2.3	Elect Director Tsukamoto, Kotaro	G	Mgmt	For	For
2.4	Elect Director Kashiwagi, Yutaka	G	Mgmt	For	For
2.5	Elect Director Nochi, Yuzo	G	Mgmt	For	For
2.6	Elect Director Nojima, Yoshiyuki	G	Mgmt	For	For
2.7	Elect Director Miyanaga, Shunichi	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.8	Elect Director Akiyama, Sakie	G	Mgmt	For	For
2.9	Elect Director Sagiya, Mari	G	Mgmt	For	For
2.10	Elect Director Kogiso, Mari	G	Mgmt	For	For
3	Approve Fixed Cash Compensation Ceiling and Annual Bonus Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
4	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For
5	Amend Articles to Add Provision on Disclosure of Financial Risk Audit by Audit Committee	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0222-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
6	Amend Articles to Add Provision on Disclosure of Financial Impact resulting from Failure to Meet 1.5 Degree Celsius Target under the Paris Agreement	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0742-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

Mitsubishi Electric Corp.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 6503

Record Date: 31/03/2025

Meeting Type: Annual

Mitsubishi Electric Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Provisions on Executive Officer Titles	G	Mgmt	For	For
2.1	Elect Director Kosaka, Tatsuro	G	Mgmt	For	For
2.2	Elect Director Yanagi, Hiroyuki	G	Mgmt	For	For
2.3	Elect Director Egawa, Masako	G	Mgmt	For	For
2.4	Elect Director Matsuyama, Haruka	G	Mgmt	For	For
2.5	Elect Director Minakawa, Kunihito	G	Mgmt	For	For
2.6	Elect Director Peter D. Pedersen	G	Mgmt	For	For
2.7	Elect Director Uruma, Kei	G	Mgmt	For	For
2.8	Elect Director Yabu, Atsuhiko	G	Mgmt	For	For
2.9	Elect Director Takazawa, Noriyuki	G	Mgmt	For	For
2.10	Elect Director Fujimoto, Kenichiro	G	Mgmt	For	For

Mitsubishi Estate Co., Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 8802

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 22	G	Mgmt	For	For
2.1	Elect Director Yoshida, Junichi	G	Mgmt	For	For
2.2	Elect Director Nakajima, Atsushi	G	Mgmt	For	For
2.3	Elect Director Yotsuzuka, Yutaro	G	Mgmt	For	For
2.4	Elect Director Umeda, Naoki	G	Mgmt	For	For
2.5	Elect Director Hirai, Mikihito	G	Mgmt	For	For
2.6	Elect Director Katayama, Hiroshi	G	Mgmt	For	For
2.7	Elect Director Kimura, Toru	G	Mgmt	For	For
2.8	Elect Director Shirakawa, Masaaki	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Mitsubishi Estate Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.9	Elect Director Narukawa, Tetsuo	G	Mgmt	For	For
2.10	Elect Director Okamoto, Tsuyoshi	G	Mgmt	For	For
2.11	Elect Director Melanie Brock	G	Mgmt	For	For
2.12	Elect Director Sueyoshi, Wataru	G	Mgmt	For	For
2.13	Elect Director Sonoda, Ayako	G	Mgmt	For	For
2.14	Elect Director Oda, Naosuke	G	Mgmt	For	For

Mitsubishi Estate Logistics REIT Investment Corp.

Meeting Date: 27/05/2025 Country: Japan Ticker: 3481
Record Date: 28/02/2025 Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Permitted Investment Types - Amend Asset Management Compensation	G	Mgmt	For	For
2	Elect Executive Director Yokota, Takuya	G	Mgmt	For	For
3.1	Elect Alternate Executive Director Takeda, Kazuyuki	G	Mgmt	For	For
3.2	Elect Alternate Executive Director Aso, Ken	G	Mgmt	For	For
4.1	Elect Supervisory Director Saito, So	G	Mgmt	For	For
4.2	Elect Supervisory Director Fukano, Akira	G	Mgmt	For	For
4.3	Elect Supervisory Director Yanaka, Naoko	G	Mgmt	For	For

Mitsubishi Gas Chemical Co., Inc.

Meeting Date: 25/06/2025 Country: Japan Ticker: 4182
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Make Technical Changes	G	Mgmt	For	For

Mitsubishi Gas Chemical Co., Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Director Fujii, Masashi	G	Mgmt	For	For
2.2	Elect Director Isahaya, Yoshinori	G	Mgmt	For	For
2.3	Elect Director Kitagawa, Motoyasu	G	Mgmt	For	For
2.4	Elect Director Yamaguchi, Ryoza	G	Mgmt	For	For
2.5	Elect Director Kedo, Ko	G	Mgmt	For	For
2.6	Elect Director Akase, Hideaki	G	Mgmt	For	For
2.7	Elect Director Azuma, Tomoyuki	G	Mgmt	For	For
2.8	Elect Director Kobayashi, Chika	G	Mgmt	For	For
2.9	Elect Director Manabe, Yasushi	G	Mgmt	For	For
2.10	Elect Director Kurihara, Kazue	G	Mgmt	For	For
2.11	Elect Director Sato, Kuni	G	Mgmt	For	For
2.12	Elect Director Manabe, Mihoko	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Ariyoshi, Nobuhisa	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Mayako Perez Takahashi	G	Mgmt	For	For

Mitsubishi HC Capital Inc.

Meeting Date: 26/06/2025 **Country:** Japan **Ticker:** 8593
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Yanai, Takahiro	G	Mgmt	For	For
1.2	Elect Director Hisai, Taiju	G	Mgmt	For	For
1.3	Elect Director Matsunaga, Aiichiro	G	Mgmt	For	For
1.4	Elect Director Anei, Kazumi	G	Mgmt	For	For
1.5	Elect Director Sato, Haruhiko	G	Mgmt	For	For
1.6	Elect Director Sasaki, Yuri	G	Mgmt	For	For
1.7	Elect Director Kawamura, Kayoko	G	Mgmt	For	For
1.8	Elect Director Kondo, Shota	G	Mgmt	For	Against

Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.

Mitsubishi Heavy Industries, Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 7011

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 12	G	Mgmt	For	For
2.1	Elect Director Izumisawa, Seiji	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2.2	Elect Director Ito, Eisaku	G	Mgmt	For	For
2.3	Elect Director Suematsu, Masayuki	G	Mgmt	For	For
2.4	Elect Director Nishio, Hiroshi	G	Mgmt	For	For
2.5	Elect Director Kobayashi, Ken	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2.6	Elect Director Hirano, Nobuyuki	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2.7	Elect Director Furusawa, Mitsuhiro	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Kozawa, Hisato	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Unora, Hiro	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Morikawa, Noriko	G	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Ii, Masako	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
4	Elect Alternate Director and Audit Committee Member Oka, Nobuhiro	G	Mgmt	For	For

Mitsubishi Logistics Corp.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 9301

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 16	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Mitsubishi Logistics Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Amend Articles to Amend Business Lines	G	Mgmt	For	For
3.1	Elect Director Fujikura, Masao	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3.2	Elect Director Saito, Hidechika	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3.3	Elect Director Kimura, Munenori	G	Mgmt	For	For
3.4	Elect Director Yamao, Akira	G	Mgmt	For	For
3.5	Elect Director Maekawa, Masanori	G	Mgmt	For	For
3.6	Elect Director Wakabayashi, Tatsuo	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3.7	Elect Director Kitazawa, Toshifumi	G	Mgmt	For	For
3.8	Elect Director Naito, Tadaaki	G	Mgmt	For	For
3.9	Elect Director Shoji, Tetsuya	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3.10	Elect Director Kimura, Kazuko	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

Mitsubishi UFJ Financial Group, Inc.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 8306

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 39	G	Mgmt	For	For
2.1	Elect Director Honda, Keiko	G	Mgmt	For	For
2.2	Elect Director Kuwabara, Satoko	G	Mgmt	For	For
2.3	Elect Director Nomoto, Hirofumi	G	Mgmt	For	For
2.4	Elect Director Mari Elka Pangestu	G	Mgmt	For	For
2.5	Elect Director Shimizu, Hiroshi	G	Mgmt	For	For
2.6	Elect Director David Sneider	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Mitsubishi UFJ Financial Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.7	Elect Director Suzuki, Miyuki	G	Mgmt	For	For
2.8	Elect Director Tsuji, Koichi	G	Mgmt	For	For
2.9	Elect Director Ueda, Teruhisa	G	Mgmt	For	For
2.10	Elect Director Shinke, Ryoichi	G	Mgmt	For	For
2.11	Elect Director Yasuda, Takayuki	G	Mgmt	For	For
2.12	Elect Director Mike, Kanetsugu	G	Mgmt	For	For
2.13	Elect Director Kamezawa, Hironori	G	Mgmt	For	For
2.14	Elect Director Hanzawa, Junichi	G	Mgmt	For	For
2.15	Elect Director Kobayashi, Makoto	G	Mgmt	For	For
2.16	Elect Director Kubota, Hiroshi	G	Mgmt	For	For
3	Amend Articles to Add Provision on Disclosure of Financial Risk Audit by Audit Committee	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0222-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
4	Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0742-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
5	Amend Articles to Add Provision concerning Responsible Contribution to Japan's Capital Markets	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
6	Amend Articles to Change Company Name	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
7	Amend Articles to Add Provision on Compliance and Etiquette	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
8	Initiate Share Repurchase Program (with Trigger Setting)	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0315-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Mitsubishi UFJ Financial Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.1	Appoint Shareholder Director Nominee Horie, Takafumi	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0250-002] AGAINST shareholder proposal as the proposed candidate is not likely to contribute to improvement of corporate governance of the company.</i>					
9.2	Appoint Shareholder Director Nominee Tachibana, Takashi	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0250-002] AGAINST shareholder proposal as the proposed candidate is not likely to contribute to improvement of corporate governance of the company.</i>					
9.3	Appoint Shareholder Director Nominee Misaki, Yuta	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0250-002] AGAINST shareholder proposal as the proposed candidate is not likely to contribute to improvement of corporate governance of the company.</i>					

Mitsui & Co., Ltd.

Meeting Date: 18/06/2025 Country: Japan Ticker: 8031
 Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	G	Mgmt	For	For
2.1	Elect Director Yasunaga, Tatsuo	G	Mgmt	For	For
2.2	Elect Director Hori, Kenichi	G	Mgmt	For	For
2.3	Elect Director Takemasu, Yoshiaki	G	Mgmt	For	For
2.4	Elect Director Shigeta, Tetsuya	G	Mgmt	For	For
2.5	Elect Director Nakai, Kazumasa	G	Mgmt	For	For
2.6	Elect Director Fukuda, Tetsuya	G	Mgmt	For	For
2.7	Elect Director Samuel Walsh	G	Mgmt	For	For
2.8	Elect Director Uchiyamada, Takeshi	G	Mgmt	For	For
2.9	Elect Director Egawa, Masako	G	Mgmt	For	For
2.10	Elect Director Ishiguro, Fujiyo	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.11	Elect Director Sarah L. Casanova	G	Mgmt	For	For
2.12	Elect Director Jessica Tan Soon Neo	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Mitsui & Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Appoint Statutory Auditor Takanami, Hiroyuki	G	Mgmt	For	For
4	Amend Articles to Add Provision on Disclosure of Financial Risk Audit by Statutory Auditor Board	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0222-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
5	Amend Articles to Add Provision on Disclosure of Financial Impact resulting from Failure to Meet 1.5 Degree Celsius Target under the Paris Agreement	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0742-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

Mitsui Chemicals, Inc.

Meeting Date: 24/06/2025 Country: Japan Ticker: 4183
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 75	G	Mgmt	For	For
2.1	Elect Director Tannowa, Tsutomu	G	Mgmt	For	For
2.2	Elect Director Hashimoto, Osamu	G	Mgmt	For	For
2.3	Elect Director Ando, Yoshinori	G	Mgmt	For	For
2.4	Elect Director Hirahara, Akio	G	Mgmt	For	For
2.5	Elect Director Ichimura, Satoshi	G	Mgmt	For	For
2.6	Elect Director Mabuchi, Akira	G	Mgmt	For	For
2.7	Elect Director Mimura, Takayoshi	G	Mgmt	For	For
2.8	Elect Director Kihara, Tami	G	Mgmt	For	For
3	Appoint Statutory Auditor Kikuchi, Shin	G	Mgmt	For	For

Mitsui DM Sugar Co., Ltd.

Meeting Date: 24/06/2025 Country: Japan Ticker: 2109
Record Date: 31/03/2025 Meeting Type: Annual

Mitsui DM Sugar Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 65	G	Mgmt	For	For
2.1	Elect Director Morimoto, Taku	G	Mgmt	For	For
2.2	Elect Director Nakaso, Kazuo	G	Mgmt	For	For
2.3	Elect Director Tsuda, Takuya	G	Mgmt	For	For
2.4	Elect Director Mori, Masahiko	G	Mgmt	For	For
2.5	Elect Director Tamai, Hiroto	G	Mgmt	For	For
2.6	Elect Director Shimoishikawa, Satoru	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
2.7	Elect Director Nagasaki, Go	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					

Mitsui Fudosan Co., Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 8801

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 16	G	Mgmt	For	For
2.1	Elect Director Komoda, Masanobu	G	Mgmt	For	For
2.2	Elect Director Ueda, Takashi	G	Mgmt	For	For
2.3	Elect Director Yamamoto, Takashi	G	Mgmt	For	For
2.4	Elect Director Suzuki, Shingo	G	Mgmt	For	For
2.5	Elect Director Tokuda, Makoto	G	Mgmt	For	For
2.6	Elect Director Saito, Yutaka	G	Mgmt	For	For
2.7	Elect Director Mochimaru, Nobuhiko	G	Mgmt	For	For
2.8	Elect Director Kaito, Akiko	G	Mgmt	For	For
2.9	Elect Director Nakayama, Tsunehiro	G	Mgmt	For	For
2.10	Elect Director Kawai, Eriko	G	Mgmt	For	For
2.11	Elect Director Indo, Mami	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Mitsui Fudosan Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.12	Elect Director Hibino, Takashi	G	Mgmt	For	For
2.13	Elect Director Homma, Yo	G	Mgmt	For	For
3	Approve Annual Bonus	G	Mgmt	For	For
4	Approve Two Types of Restricted Stock Plans	G	Mgmt	For	For

Mitsui High-tec, Inc.

Meeting Date: 18/04/2025 **Country:** Japan **Ticker:** 6966
Record Date: 31/01/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mitsui, Yasunari	G	Mgmt	For	For
1.2	Elect Director Mitsui, Kozo	G	Mgmt	For	For
1.3	Elect Director Kusano, Toshiaki	G	Mgmt	For	For
1.4	Elect Director Funakoshi, Tomomi	G	Mgmt	For	For
1.5	Elect Director Kyo, Masahide	G	Mgmt	For	For
1.6	Elect Director Shimizu, Koji	G	Mgmt	For	For
1.7	Elect Director Izumi, Masahiro	G	Mgmt	For	For
1.8	Elect Director Uike, Masakiyo	G	Mgmt	For	For

Mitsui O.S.K. Lines, Ltd.

Meeting Date: 24/06/2025 **Country:** Japan **Ticker:** 9104
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 180	G	Mgmt	For	For
2.1	Elect Director Ikeda, Junichiro	G	Mgmt	For	For
2.2	Elect Director Hashimoto, Takeshi	G	Mgmt	For	For
2.3	Elect Director Shinoda, Toshinobu	G	Mgmt	For	For
2.4	Elect Director Hamazaki, Kazuya	G	Mgmt	For	For

Mitsui O.S.K. Lines, Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.5	Elect Director Moro, Junko	G	Mgmt	For	For
2.6	Elect Director Toyonaga, Atsushi	G	Mgmt	For	For
2.7	Elect Director Yamaguchi, Yumi	G	Mgmt	For	For
2.8	Elect Director Hashimoto, Eiji	G	Mgmt	For	For
2.9	Elect Director Hyodo, Masayuki	G	Mgmt	For	For
2.10	Elect Director Tanaka, Keiko	G	Mgmt	For	For
3	Appoint Statutory Auditor Ichikawa, Kayo	G	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Sugiyama, Hiroshi	G	Mgmt	For	For
5	Approve Restricted Stock Plan	G	Mgmt	For	For
6	Approve Restricted Stock Plan	G	Mgmt	For	For
7	Approve Restricted Stock Plan	G	Mgmt	For	For

Mitsuuroko Group Holdings Co., Ltd.

Meeting Date: 17/06/2025

Country: Japan

Ticker: 8131

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Tajima, Kohei	G	Mgmt	For	For
1.2	Elect Director Kojima, Kazuhiro	G	Mgmt	For	For
1.3	Elect Director Matsumoto, Takashi	G	Mgmt	For	For
1.4	Elect Director Sakanishi, Manabu	G	Mgmt	For	For
1.5	Elect Director Omori, Motoyasu	G	Mgmt	For	For
1.6	Elect Director Goh Wee Meng	G	Mgmt	For	For
1.7	Elect Director Yoshizawa, Kenji	G	Mgmt	For	For
1.8	Elect Director Matsui, Kaori	G	Mgmt	For	For
1.9	Elect Director Kawano, Yoshiyuki	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Sugahara, Hideo	G	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Tajima, Kei	G	Mgmt	For	For

Mitsuuroko Group Holdings Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.3	Elect Director and Audit Committee Member Shiohara, Norio	G	Mgmt	For	For
3	Elect Alternate Director and Audit Committee Member Yanase, Yasutaka	G	Mgmt	For	For

Miura Co., Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 6005

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 37	G	Mgmt	For	For
2	Amend Articles to Amend Business Lines	G	Mgmt	For	For
3.1	Elect Director Miyauchi, Daisuke	G	Mgmt	For	For
3.2	Elect Director Yoneda, Tsuyoshi	G	Mgmt	For	For
3.3	Elect Director Hiroi, Masayuki	G	Mgmt	For	For
3.4	Elect Director Kawamoto, Kenichi	G	Mgmt	For	For
3.5	Elect Director Muto, Naoki	G	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Yamauchi, Osamu	G	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Ando, Yoshiaki	G	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Koike, Tatsuko	G	Mgmt	For	For
4.4	Elect Director and Audit Committee Member Shoriki, Yuko	G	Mgmt	For	For

Mizuho Financial Group, Inc.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 8411

Record Date: 31/03/2025

Meeting Type: Annual

Mizuho Financial Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kobayashi, Yoshimitsu	G	Mgmt	For	For
1.2	Elect Director Tsukioka, Takashi	G	Mgmt	For	For
1.3	Elect Director Ono, Kotaro	G	Mgmt	For	For
1.4	Elect Director Shinohara, Hiromichi	G	Mgmt	For	For
1.5	Elect Director Noda, Yumiko	G	Mgmt	For	For
1.6	Elect Director Uchida, Takakazu	G	Mgmt	For	For
1.7	Elect Director Tezuka, Masahiko	G	Mgmt	For	For
1.8	Elect Director Ikuno, Yuki	G	Mgmt	For	For
1.9	Elect Director Imai, Seiji	G	Mgmt	For	For
1.10	Elect Director Hirama, Hisaaki	G	Mgmt	For	For
1.11	Elect Director Kihara, Masahiro	G	Mgmt	For	For
1.12	Elect Director Take, Hidekatsu	G	Mgmt	For	For
1.13	Elect Director Kanazawa, Mitsuhiro	G	Mgmt	For	For
1.14	Elect Director Yonezawa, Takefumi	G	Mgmt	For	For
2	Amend Articles to Add Provision on Disclosure of Financial Risk Audit by Audit Committee	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0222-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
3	Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0742-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

MKS Instruments, Inc.

Meeting Date: 12/05/2025

Country: USA

Ticker: MKSI

Record Date: 04/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director John T.C. Lee	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

MKS Instruments, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Jacqueline F. Moloney	G	Mgmt	For	For
2	Reduce Supermajority Vote Requirement	G	Mgmt	For	For
3	Reduce Supermajority Vote Requirement to Amend Bylaws	G	Mgmt	For	For
4	Change Company Name to MKS Inc.	G	Mgmt	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
6	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

MMG Limited

Meeting Date: 22/05/2025 **Country:** Hong Kong **Ticker:** 1208
Record Date: 16/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2a	Elect Zhao Jing Ivo as Director	G	Mgmt	For	For
2b	Elect Chen Ying as Director	G	Mgmt	For	For
2c	Elect Xu Jiqing as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence [HK-M0201-006] Director responsible for failing to ensure sufficient board independence.</i>					
2d	Elect Zhang Shuqiang as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence [HK-M0201-006] Director responsible for failing to ensure sufficient board independence.</i>					
3	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

MMG Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against

Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion

Mobile Telecommunications Co. KSCP

Meeting Date: 16/04/2025

Country: Kuwait

Ticker: ZAIN

Record Date: 06/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Board Report on Company Operations for FY 2024	G	Mgmt	For	For
2	Approve Corporate Governance Report and Audit Committee Report for FY 2024	G	Mgmt	For	For
3	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
4	Accept Consolidated Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0105-002] Vote against accepting because of serious qualifications by auditors.</i>					
5	Approve Special Report on Penalties for FY 2024	G	Mgmt	For	For
6	Approve Dividend Annual Distribution Policy with a Minimum Value of KWD 0.035 Per Share for a Period of Three Years Starting 2026	G	Mgmt	For	For
7	Approve Dividends of KWD 0.025 per Share for Second Half of FY 2024 and Authorize the Board to Amend the Distribution Timetable if Needed	G	Mgmt	For	For
8	Authorize Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2025	G	Mgmt	For	For
9	Approve Remuneration of Directors of KWD 540,641 for FY 2024	G	Mgmt	For	For
10	Authorize Share Repurchase Program of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Mobile Telecommunications Co. KSCP

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Approve Related Party Transactions That Took Place During FY 2024 or will Take Place	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>					
12	Approve Discharge of Directors for FY 2024	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0261-001] Concerns with the level of oversight provided by the supervisory board.</i>					
13	Ratify the Appointment or Reappointment of Auditors and Authorize Board to Fix Their Remuneration for FY 2025	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					

Mochida Pharmaceutical Co., Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 4534

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	G	Mgmt	For	For
2.1	Elect Director Mochida, Naoyuki	G	Mgmt	For	For
2.2	Elect Director Sakata, Chu	G	Mgmt	For	For
2.3	Elect Director Sakaki, Junichi	G	Mgmt	For	For
2.4	Elect Director Mitsuishi, Motoi	G	Mgmt	For	For
2.5	Elect Director Kawakami, Yutaka	G	Mgmt	For	For
2.6	Elect Director Nezu, Junichi	G	Mgmt	For	For
2.7	Elect Director Miyajima, Kenji	G	Mgmt	For	For
2.8	Elect Director Sonoda, Tomoaki	G	Mgmt	For	For
2.9	Elect Director Yoshikawa, Shigeaki	G	Mgmt	For	For
2.10	Elect Director Kobayashi, Mami	G	Mgmt	For	For
2.11	Elect Director Tanaka, Sanae	G	Mgmt	For	For
3	Appoint Statutory Auditor Miyata, Yoshifumi	G	Mgmt	For	For

Mochida Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Takeover Defense Plan (Poison Pill)	G	Mgmt	For	Against
<p><i>Blended Rationale: [RJ-M0609-003] AGAINST as there is concern of management entrenchment. [RJ-M0609-007] AGAINST as other defense measures are in place.</i></p>					

Moderna, Inc.

Meeting Date: 30/04/2025 **Country:** USA **Ticker:** MRNA
Record Date: 05/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Noubar B. Afeyan	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i></p>					
1b	Elect Director Stéphane Bancel	G	Mgmt	For	For
1c	Elect Director François Nader	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Mohawk Industries, Inc.

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** MHK
Record Date: 27/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Joseph A. Onorato	G	Mgmt	For	For
1b	Elect Director William H. Runge, III	G	Mgmt	For	For
1c	Elect Director W. Christopher Wellborn	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i></p>					
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Mohawk Industries, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Molina Healthcare, Inc.

Meeting Date: 30/04/2025 Country: USA Ticker: MOH
Record Date: 07/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Barbara L. Brasier	G	Mgmt	For	For
1b	Elect Director Leo P. Grohowski	G	Mgmt	For	For
1c	Elect Director Stephen H. Lockhart	G	Mgmt	For	For
1d	Elect Director Steven J. Orlando	G	Mgmt	For	For
1e	Elect Director Ronna E. Romney	G	Mgmt	For	For
1f	Elect Director Richard M. Schapiro	G	Mgmt	For	For
1g	Elect Director Dale B. Wolf	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
1h	Elect Director Richard C. Zoretic	G	Mgmt	For	For
1i	Elect Director Joseph M. Zubretsky	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>					
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	G	SH	Against	Against
<i>Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.</i>					

Molson Coors Beverage Company

Meeting Date: 14/05/2025

Country: USA

Ticker: TAP

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Christian "Chris" P. Cocks	G	Mgmt	For	For
1.2	Elect Director Roger G. Eaton	G	Mgmt	For	For
1.3	Elect Director Charles M. Herington	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Multiply Group SpA

Meeting Date: 23/04/2025

Country: Italy

Ticker: MOL

Record Date: 10/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1.	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2.	Approve Allocation of Income	G	Mgmt	For	For
3.	Approve Distribution of Profit Reserves	G	Mgmt	For	For
4.a	Approve Remuneration Policy	G	Mgmt	For	For
4.b	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
5.	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For

momo.com, Inc.

Meeting Date: 27/05/2025

Country: Taiwan

Ticker: 8454

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

momo.com, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Cash Distribution from Legal Reserve	G	Mgmt	For	For
4	Approve the Issuance of New Shares by Capitalization of Capital Surplus	G	Mgmt	For	For
5	Approve the Company Plans to Lease Hsinchu Hukou Development Project Buildings from Fubon Life Insurance Co., Ltd. to Acquire the Right-of-Use Asset of the Real Estate	G	Mgmt	For	For
6	Approve Amendments to Articles of Association	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTOR VIA CUMULATIVE VOTING		Mgmt		
7.1	Elect Hsu Jean Chiu with SHAREHOLDER NO.H221599XXX as Independent Director	G	Mgmt	For	For
8	Approve Release of Restrictions of Competitive Activities of Director Jamie Lin	G	Mgmt	For	For

Moncler SpA

Meeting Date: 16/04/2025

Country: Italy

Ticker: MONC

Record Date: 07/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
	Management Proposals		Mgmt		
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Allocation of Income	G	Mgmt	For	For
2.1	Approve Remuneration Policy	G	Mgmt	For	For
2.2	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
	Shareholder Proposals Submitted by Double R Srl		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Moncler SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.1	Fix Number of Directors	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
4.2	Fix Board Terms for Directors	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
4.3	Management Proposal Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
4.4.1	Appoint Directors (Slate Election) - Choose One of the Following Slates Slate 1 Submitted by Double R Srl	G	SH	None	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.4.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	G	SH	None	For
	<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>				
4.5	Shareholder Proposal Submitted by Double R Srl Approve Remuneration of Directors	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				

Monde Nissin Corporation

Meeting Date: 27/06/2025

Country: Philippines

Ticker: MONDE

Record Date: 30/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Minutes of Previous Stockholders' Meeting	G	Mgmt	For	For
2	Approve Noting of the Management Report	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Monde Nissin Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Ratification of the Annual Audited Consolidated Financial Statements	G	Mgmt	For	For
4	Ratify All Acts of the Board of Directors, Board Committees, Officers, and Management	G	Mgmt	For	For
	Elect 9 Directors by Cumulative Voting		Mgmt		
5.1	Elect Hartono Kweefanus as Director	G	Mgmt	For	For
5.2	Elect Kataline Darmono as Director	G	Mgmt	For	For
5.3	Elect Hoediono Kweefanus as Director	G	Mgmt	For	For
5.4	Elect Betty T. Ang as Director	G	Mgmt	For	For
5.5	Elect Henry Soesanto as Director	G	Mgmt	For	For
5.6	Elect Monica Darmono as Director	G	Mgmt	For	For
5.7	Elect Nina Perpetua D. Aguas as Director	G	Mgmt	For	For
5.8	Elect Anabelle L. Chua as Director	G	Mgmt	For	For
5.9	Elect Ramon Felicisimo M. Lopez as Director	G	Mgmt	For	For
6	Approve Appointment of SyCip Gorres Velayo & Co. as External Auditor and Fixing Its Remuneration	G	Mgmt	For	For
7	Approve Other Matters	G	Mgmt	For	Against

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Mondelez International, Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: MDLZ

Record Date: 12/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ertharin Cousin	G	Mgmt	For	For
1.2	Elect Director Cees 't Hart	G	Mgmt	For	For
1.3	Elect Director Nancy McKinstry	G	Mgmt	For	For

Blended Rationale: .

Mondelez International, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Brian J. McNamara	G	Mgmt	For	For
1.5	Elect Director Jorge S. Mesquita	G	Mgmt	For	For
1.6	Elect Director Jane Hamilton Nielsen	G	Mgmt	For	For
1.7	Elect Director Paula A. Price	G	Mgmt	For	For
1.8	Elect Director Patrick T. Siewert	G	Mgmt	For	For
<i>Blended Rationale:</i> .					
1.9	Elect Director Michael A. Todman	G	Mgmt	For	For
1.10	Elect Director Dirk Van de Put	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Nonqualified Employee Stock Purchase Plan	G	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
5	Commission Third Party Assessment of Company's Commitment to Freedom of Association and Collective Bargaining	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies</i>					
6	Report on Sustainable Packaging Policies for Flexible Plastics	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					
7	Report on Climate Lobbying	E, S	SH	Against	For
<i>Blended Rationale: [DC-D0000-009] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines</i>					
8	Commission Third-Party Report on Effectiveness of Implementing Human Rights Policy in High Risk Areas	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					
9	Report on Recycled Content Claims of Plastic Packaging	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Meeting Date: 08/05/2025

Country: United Kingdom

Ticker: MNDI

Record Date: 06/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For
4	Elect Sucheta Govil as Director	G	Mgmt	For	For
5	Re-elect Svein Brandtzaeg as Director	G	Mgmt	For	For
6	Re-elect Sue Clark as Director	G	Mgmt	For	For
7	Re-elect Anke Groth as Director	G	Mgmt	For	For
8	Re-elect Andrew King as Director	G	Mgmt	For	For
9	Re-elect Saki Macozoma as Director	G	Mgmt	For	For
10	Re-elect Mike Powell as Director	G	Mgmt	For	For
11	Re-elect Dame Angela Strank as Director	G	Mgmt	For	For
12	Re-elect Philip Yea as Director	G	Mgmt	For	For
13	Re-elect Stephen Young as Director	G	Mgmt	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
16	Approve Long-Term Incentive Plan	G	Mgmt	For	For
17	Approve Bonus Share Plan	G	Mgmt	For	For
18	Authorise Issue of Equity	G	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Monex Group, Inc.

Meeting Date: 28/06/2025

Country: Japan

Ticker: 8698

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Matsumoto, Oki	G	Mgmt	For	For
1.2	Elect Director Seimei, Yuko	G	Mgmt	For	For
1.3	Elect Director Oyagi, Takashi	G	Mgmt	For	For
1.4	Elect Director Yamada, Naofumi	G	Mgmt	For	For
1.5	Elect Director Domae, Nobuo	G	Mgmt	For	For
1.6	Elect Director Makihara, Jun	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-031] AGAINST affiliated outsiders at board with three committee structure.</i>					
1.7	Elect Director Koizumi, Masaaki	G	Mgmt	For	For
1.8	Elect Director Habu, Sachiko	G	Mgmt	For	For
1.9	Elect Director Suzuki, Rami	G	Mgmt	For	For
1.10	Elect Director Shimokawa, Ryoko	G	Mgmt	For	For
1.11	Elect Director Sawano, Takayuki	G	Mgmt	For	For

MongoDB, Inc.

Meeting Date: 30/06/2025

Country: USA

Ticker: MDB

Record Date: 01/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Francisco D'Souza	G	Mgmt	For	For
1.2	Elect Director Charles M. Hazard, Jr.	G	Mgmt	For	For
1.3	Elect Director Tom Killalea	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Monolithic Power Systems, Inc.

Meeting Date: 12/06/2025

Country: USA

Ticker: MPWR

Record Date: 16/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Herbert Chang	G	Mgmt	For	For
1.2	Elect Director Michael Hsing	G	Mgmt	For	For
1.3	Elect Director Carintia Martinez	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Declassify the Board of Directors	G	Mgmt	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Monster Beverage Corporation

Meeting Date: 12/06/2025

Country: USA

Ticker: MNST

Record Date: 21/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rodney C. Sacks	G	Mgmt	For	For
1b	Elect Director Hilton H. Schlosberg	G	Mgmt	For	For
1c	Elect Director Mark J. Hall	G	Mgmt	For	For
1d	Elect Director Ana Demel	G	Mgmt	For	For
1e	Elect Director James L. Dinkins	G	Mgmt	For	For
1f	Elect Director William "Bill" W. Douglas, III	G	Mgmt	For	For
1g	Elect Director Tiffany M. Hall	G	Mgmt	For	For
1h	Elect Director Jeanne P. Jackson	G	Mgmt	For	For
1i	Elect Director Steven G. Pizula	G	Mgmt	For	For
1j	Elect Director Mark S. Vidergauz	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Monster Beverage Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MONTEA NV

Meeting Date: 20/05/2025 **Country:** Belgium **Ticker:** MONT
Record Date: 06/05/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	This is a Duplicate Meeting for Ballots Received via Proxy Providers		Mgmt		
	Annual and Extraordinary Shareholders Meeting		Mgmt		
	Annual Meeting Agenda		Mgmt		
1	Receive Directors' Reports (Non-Voting)	G	Mgmt		
2	Receive Auditors' Reports (Non-Voting)	G	Mgmt		
3	Adopt Financial Statements	G	Mgmt	For	For
4	Approve Allocation of Income and Dividends of EUR 3.74 per Share	G	Mgmt	For	For
5	Approve Remuneration Report	G	Mgmt	For	For
6	Approve Discharge of Sole Director	G	Mgmt	For	For
7	Approve Discharge of the Permanent Representative of the Sole Director	G	Mgmt	For	For
8	Approve Discharge of Auditors	G	Mgmt	For	For
9	Approve Remuneration of Sole Director	G	Mgmt	For	For
10	Acknowledge Reelection of Dirk De Pauw, Peter Shoenck, and Lieve Creten as Directors and Elect Dirk Lannoo as Director of the Sole Director	G	Mgmt		
11	Ratify EY as Auditors and Approve Auditors' Remuneration	G	Mgmt	For	For
12.a	Approve Financial Statements and Allocation of Income of the Absorbed Company Corhoe NV	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

MONTEA NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12.b	Approve Discharge to Montea Management NV and Lupus AM BV as Directors of the Absorbed Company Corhoe NV	G	Mgmt	For	For
12.c	Approve Discharge of Auditors of the Absorbed Company Corhoe NV	G	Mgmt	For	For
13.a	Approve Financial Statements and Allocation of Income of the Absorbed Company Immo Fractal NV	G	Mgmt	For	For
13.b	Approve Discharge of Montea Management NV, Sole Director of the Absorbed Company Immo Fractal NV	G	Mgmt	For	For
13.c	Approve Discharge of Auditors of the Absorbed Company Immo Fractal NV	G	Mgmt	For	For
14	Approve Change-of-Control Clause Re: Financing Agreements	G	Mgmt	For	For
	Extraordinary Shareholders' Meeting Agenda		Mgmt		
1	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
2	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	G	Mgmt	For	For

Montrose Environmental Group, Inc.

Meeting Date: 06/05/2025

Country: USA

Ticker: MEG

Record Date: 12/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director J. Thomas Presby	G	Mgmt	For	For
1.2	Elect Director James K. Price	G	Mgmt	For	For
1.3	Elect Director Janet Risi Field	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Montrose Environmental Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Declassify the Board of Directors	G	Mgmt	For	For

MONY Group Plc

Meeting Date: 08/05/2025 Country: United Kingdom Ticker: MONY
 Record Date: 06/05/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For
4	Re-elect Peter Duffy as Director	G	Mgmt	For	For
5	Re-elect Sarah Warby as Director	G	Mgmt	For	For
6	Re-elect Caroline Britton as Director	G	Mgmt	For	For
7	Re-elect Lesley Jones as Director	G	Mgmt	For	For
8	Re-elect Rakesh Sharma as Director	G	Mgmt	For	For
9	Re-elect Niall McBride as Director	G	Mgmt	For	For
10	Re-elect Mary Christie as Director	G	Mgmt	For	For
11	Elect Jonathan Bewes as Director	G	Mgmt	For	For
12	Reappoint KPMG LLP as Auditors	G	Mgmt	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
14	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
15	Authorise Issue of Equity	G	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

MONY Group Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Moody's Corporation

Meeting Date: 15/04/2025 **Country:** USA **Ticker:** MCO
Record Date: 19/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jorge A. Bermudez	G	Mgmt	For	For
1b	Elect Director Therese Esperdy	G	Mgmt	For	For
1c	Elect Director Robert Fauber	G	Mgmt	For	For
1d	Elect Director Vincent A. Forlenza	G	Mgmt	For	For
1e	Elect Director Lloyd W. Howell, Jr.	G	Mgmt	For	For
1f	Elect Director Jose M. Minaya	G	Mgmt	For	For
1g	Elect Director Leslie F. Seidman	G	Mgmt	For	For
1h	Elect Director Zig Serafin	G	Mgmt	For	For
1i	Elect Director Bruce Van Saun	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Submit Severance Agreement to Shareholder Vote	G	SH	Against	Against

Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.

Morgan Advanced Materials Plc

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

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

Morgan Advanced Materials Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Remuneration Policy	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	For
4	Approve Final Dividend	G	Mgmt	For	For
5	Re-elect Jane Aikman as Director	G	Mgmt	For	For
6	Re-elect Richard Armitage as Director	G	Mgmt	For	For
7	Re-elect Ian Marchant as Director	G	Mgmt	For	For
8	Re-elect Pete Raby as Director	G	Mgmt	For	For
9	Re-elect Clement Woon as Director	G	Mgmt	For	For
10	Elect Damien Caby as Director	G	Mgmt	For	For
11	Elect Alison Wood as Director	G	Mgmt	For	For
12	Reappoint Deloitte LLP as Auditors	G	Mgmt	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
14	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
15	Authorise Issue of Equity	G	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Morgan Stanley

Meeting Date: 15/05/2025

Country: USA

Ticker: MS

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Megan Butler	G	Mgmt	For	For
1b	Elect Director Thomas H. Glocer	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Morgan Stanley

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Robert H. Herz	G	Mgmt	For	For
1d	Elect Director Erika H. James	G	Mgmt	For	For
1e	Elect Director Hironori Kamezawa	G	Mgmt	For	For
1f	Elect Director Shelley B. Leibowitz	G	Mgmt	For	For
1g	Elect Director Jami Miscik	G	Mgmt	For	For
1h	Elect Director Masato Miyachi	G	Mgmt	For	For
1i	Elect Director Dennis M. Nally	G	Mgmt	For	For
1j	Elect Director Douglas L. Peterson	G	Mgmt	For	For
1k	Elect Director Edward Pick	G	Mgmt	For	For
1l	Elect Director Mary L. Schapiro	G	Mgmt	For	For
1m	Elect Director Perry M. Traquina	G	Mgmt	For	For
1n	Elect Director Rayford Wilkins, Jr.	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Report Annually on Energy Supply Ratio	E	SH	Against	For

Blended Rationale: [DC-D0000-007] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.

Mori Hills REIT Investment Corp.

Meeting Date: 18/04/2025

Country: Japan

Ticker: 3234

Record Date: 31/01/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Provisions on Record Date for Unitholder Meetings - Amend Permitted Investment Types	G	Mgmt	For	For
2	Elect Executive Director Yamamoto, Hiroyuki	G	Mgmt	For	For
3.1	Elect Supervisory Director Nishimura, Koji	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Mori Hills REIT Investment Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.2	Elect Supervisory Director Ishijima, Miyako	G	Mgmt	For	For
3.3	Elect Supervisory Director Kitamura, Emi	G	Mgmt	For	For

MORI TRUST REIT, Inc.

Meeting Date: 28/05/2025 **Country:** Japan **Ticker:** 8961
Record Date: 28/02/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Permitted Investment Types	G	Mgmt	For	For
2	Elect Executive Director Naito, Hiroshi	G	Mgmt	For	For
3	Elect Alternate Executive Director Aizawa, Nobuyuki	G	Mgmt	For	For
4.1	Elect Supervisory Director Nakagawa, Naomasa	G	Mgmt	For	For
4.2	Elect Supervisory Director Kumamoto, Riki	G	Mgmt	For	For

MORITA HOLDINGS CORP.

Meeting Date: 20/06/2025 **Country:** Japan **Ticker:** 6455
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Provisions on Number of Directors - Amend Provisions on Director Titles - Clarify Director Authority on Board Meetings	G	Mgmt	For	For
2.1	Elect Director Nakajima, Masahiro	G	Mgmt	For	For
2.2	Elect Director Kanaoka, Shinichi	G	Mgmt	For	For
2.3	Elect Director Murai, Shinya	G	Mgmt	For	For
2.4	Elect Director Isoda, Mitsuo	G	Mgmt	For	For
2.5	Elect Director Kawanishi, Takao	G	Mgmt	For	For

MORITA HOLDINGS CORP.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.6	Elect Director Hojo, Masaki	G	Mgmt	For	For
2.7	Elect Director Kaneko, Mari	G	Mgmt	For	For
2.8	Elect Director Kato, Masayoshi	G	Mgmt	For	For
2.9	Elect Director Fukunishi, Hiroyuki	G	Mgmt	For	For
3	Appoint Statutory Auditor Yano, Nahoko	G	Mgmt	For	For
4	Approve Compensation Ceiling for Directors	G	Mgmt	For	For

Morningstar, Inc.

Meeting Date: 09/05/2025 **Country:** USA **Ticker:** MORN
Record Date: 10/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Joe Mansueto	G	Mgmt	For	For
1b	Elect Director Kunal Kapoor	G	Mgmt	For	For
1c	Elect Director Robin Diamonte	G	Mgmt	For	For
1d	Elect Director Cheryl Francis	G	Mgmt	For	For
1e	Elect Director Steve Joynt	G	Mgmt	For	For
1f	Elect Director Steve Kaplan	G	Mgmt	For	For
<i>Blended Rationale:</i> .					
1g	Elect Director Gail Landis	G	Mgmt	For	For
1h	Elect Director Bill Lyons	G	Mgmt	For	For
1i	Elect Director Doniel Sutton	G	Mgmt	For	For
<i>Blended Rationale:</i> .					
1j	Elect Director Caroline Tsay	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Motor Oil (Hellas) Corinth Refineries SA

Meeting Date: 18/06/2025 **Country:** Greece **Ticker:** MOH
Record Date: 12/06/2025 **Meeting Type:** Annual

Motor Oil (Hellas) Corinth Refineries SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Management of Company and Grant Discharge to Auditors; Receive Report from Independent Non-Executive Directors	G	Mgmt	For	For
3	Elect Directors (Bundled)	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
4	Elect Members of Audit Committee (Bundled)	G	Mgmt	For	For
5	Approve Allocation of Income and Dividends	G	Mgmt	For	For
6	Approve Auditors and Fix Their Remuneration	G	Mgmt	For	For
7	Approve Remuneration of Directors	G	Mgmt	For	For
8	Approve Advance Payment for Director Remuneration	G	Mgmt	For	For
9	Approve Profit Distribution to Board Members and Management	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
10	Approve Profit Distribution to Company Personnel	G	Mgmt	For	For
11	Authorize Share Repurchase Program	G	Mgmt	For	For
12	Approve Share Distribution Plan to Board Members and Management	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
13	Approve Stock Option Plan	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
14	Approve Share Distribution Plan to Company Personnel	G	Mgmt	For	For
15	Advisory Vote on Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					

Motor Oil (Hellas) Corinth Refineries SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16	Amend Remuneration Policy	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					

Motorola Solutions, Inc.

Meeting Date: 15/05/2025 **Country:** USA **Ticker:** MSI
Record Date: 17/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Gregory Q. Brown	G	Mgmt	For	For
1b	Elect Director Nicole Anasenes	G	Mgmt	For	For
1c	Elect Director Kenneth D. Denman	G	Mgmt	For	For
1d	Elect Director Ayanna M. Howard	G	Mgmt	For	For
1e	Elect Director Elizabeth D. Mann	G	Mgmt	For	For
1f	Elect Director Gregory K. Mondre	G	Mgmt	For	For
1g	Elect Director Joseph M. Tucci	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Mouwasat Medical Services Co.

Meeting Date: 05/05/2025 **Country:** Saudi Arabia **Ticker:** 4002
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For

Mouwasat Medical Services Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
3	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
4	Ratify Auditors and Fix Their Remuneration for Q2, Q3, and Annual Statement of FY 2025 and Q1 of FY 2026	G	Mgmt	For	For
5	Approve Dividends of SAR 2 Per Share for FY 2024	G	Mgmt	For	For
6	Approve Related Party Transactions with Mouwasat International Co. Limited Re: Rental Contract of a Residential for the Company's Employees in Dammam, Jubail, and Al Khobar	G	Mgmt	For	For
7	Approve Related Party Transactions with Mouwasat international Co. limited Re: Medical and Pharmaceutical Supplies	G	Mgmt	For	For
8	Approve Related Party Transactions with Mouwasat International Co. limited Re: Tickets and Tourism and Travel Services	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>					
9	Approve Related Party Transactions with Mouwasat International Co. limited Re: Supply and Installation of Stainless Steel Works	G	Mgmt	For	For
10	Approve Related Party Transactions with Advision for Trading Est Re: Advertising and Marketing Services	G	Mgmt	For	For
11	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For

Mowi ASA

Meeting Date: 04/06/2025

Country: Norway

Ticker: MOWI

Record Date: 27/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.a	Elect Chair of Meeting	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.b	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
2	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
3	Receive Briefing on the Business	G	Mgmt		
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	G	Mgmt	For	For
5	Discuss Company's Corporate Governance Statement	G	Mgmt		
6	Approve Equity Plan Financing	G	Mgmt	For	For
7	Approve Remuneration Statement	G	Mgmt	For	For
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
8	Approve Remuneration of Directors in the Amount of NOK 1.7 Million for Chair, NOK 655,000 for Deputy Chair and Shareholder Elected Members and NOK 467,000 for Employee Elected Members	G	Mgmt	For	For
9	Approve Remuneration of Nomination Committee	G	Mgmt	For	For
10	Approve Remuneration of Auditor	G	Mgmt	For	For
11.a	Reelect Kristian Melhuus (Deputy Chair) as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11.b	Reelect Lisbet Naero as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
12.a	Reelect Ann Kristin Brautaset as Member of Nominating Committee	G	Mgmt	For	For
13	Authorize Board to Distribute Dividends	G	Mgmt	For	For
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
15	Approve Creation of NOK 387.8 Million Pool of Capital without Preemptive Rights	G	Mgmt	For	For

MP Materials Corp.

Meeting Date: 10/06/2025

Country: USA

Ticker: MP

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Connie K. Duckworth	G	Mgmt	For	For
1b	Elect Director Maryanne R. Lavan	G	Mgmt	For	For
1c	Elect Director Richard B. Myers	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Mr. Cooper Group Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: COOP

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jay Bray	G	Mgmt	For	For
1.2	Elect Director Andrew Bon Salle	G	Mgmt	For	For
1.3	Elect Director Roy Guthrie	G	Mgmt	For	For
1.4	Elect Director Daniela Jorge	G	Mgmt	For	For
1.5	Elect Director Shveta Mujumdar	G	Mgmt	For	For
1.6	Elect Director Tagar Olson	G	Mgmt	For	For
1.7	Elect Director Steven Scheiwe	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

MR. D.I.Y. Group (M) Bhd.

Meeting Date: 05/06/2025

Country: Malaysia

Ticker: 5296

Record Date: 28/05/2025

Meeting Type: Annual

MR. D.I.Y. Group (M) Bhd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Ong Chu Jin Adrian as Director	G	Mgmt	For	For
2	Elect Hamidah binti Naziadin as Director	G	Mgmt	For	For
3	Elect Tan Shie Haur as Director	G	Mgmt	For	For
4	Approve Directors' Fees and Benefits	G	Mgmt	For	For
5	Approve BDO PLT as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions for Provision of Procurement Services, Consultancy Services and Ad-hoc Services	G	Mgmt	For	For
7	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions for Sale of Goods by Mr D.I.Y. Trading Sdn. Bhd. to Mr D.I.Y. Trading (Singapore) Pte. Ltd.	G	Mgmt	For	For
8	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions for Rental of Working Space and Associated Amenities by the Company and/or its Subsidiaries to Mr D.I.Y. International Sdn. Bhd. and/or MDIH Group	G	Mgmt	For	For

MS&AD Insurance Group Holdings, Inc.

Meeting Date: 23/06/2025

Country: Japan

Ticker: 8725

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 72.5	G	Mgmt	For	For

MS&AD Insurance Group Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Indemnify Directors	G	Mgmt	For	For
3.1	Elect Director Hara, Noriyuki	G	Mgmt	For	For
3.2	Elect Director Kanasugi, Yasuzo	G	Mgmt	For	For
3.3	Elect Director Funabiki, Shinichiro	G	Mgmt	For	For
3.4	Elect Director Kudo, Shigeo	G	Mgmt	For	For
3.5	Elect Director Niiro, Keisuke	G	Mgmt	For	For
3.6	Elect Director Tobimatsu, Junichi	G	Mgmt	For	For
3.7	Elect Director Rochelle Kopp	G	Mgmt	For	For
3.8	Elect Director Ishiwata, Akemi	G	Mgmt	For	For
3.9	Elect Director Suzuki, Jun	G	Mgmt	For	For
3.10	Elect Director Okajima, Atsuko	G	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Kawatsu, Hideki	G	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Kunii, Taisei	G	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Murayama, Yukari	G	Mgmt	For	For
5.1	Elect Alternate Director and Audit Committee Member Hayashi, Ryoichi	G	Mgmt	For	For
5.2	Elect Alternate Director and Audit Committee Member Chiya, Eizo	G	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For
8	Approve Restricted Stock Plan	G	Mgmt	For	For

MSA Safety Incorporated

Meeting Date: 13/05/2025

Country: USA

Ticker: MSA

Record Date: 14/02/2025

Meeting Type: Annual

MSA Safety Incorporated

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert A. Bruggeworth	G	Mgmt	For	For
1.2	Elect Director Gregory B. Jordan	G	Mgmt	For	For
1.3	Elect Director William R. Sperry	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MSCI Inc.

Meeting Date: 22/04/2025 Country: USA Ticker: MSCI
 Record Date: 28/02/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Robert G. Ashe	G	Mgmt	For	For
1b	Elect Director Henry A. Fernandez	G	Mgmt	For	For
1c	Elect Director Robin L. Matlock	G	Mgmt	For	For
1d	Elect Director Jacques P. Perold	G	Mgmt	For	For
1e	Elect Director C.D. Baer Pettit	G	Mgmt	For	For
1f	Elect Director Sandy C. Rattray	G	Mgmt	For	For
1g	Elect Director Linda H. Riefler	G	Mgmt	For	For
1h	Elect Director Michelle Seitz	G	Mgmt	For	For
1i	Elect Director Marcus L. Smith	G	Mgmt	For	For
1j	Elect Director Rajat Taneja	G	Mgmt	For	For
1k	Elect Director Paula Volent	G	Mgmt	For	For
1l	Elect Director June Yang	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Re-elect Mcebisi Jonas as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2	Re-elect Khotso Mokhele as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
3	Re-elect Vincent Rague as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
4	Re-elect Lamido Sanusi as Director	G	Mgmt	For	For
5	Elect Sandile Gwala as Director	G	Mgmt	For	For
6	Re-elect Sindi Mabaso-Koyana as Member of the Audit Committee	G	Mgmt	For	For
7	Re-elect Nosipho Molope as Member of the Audit Committee	G	Mgmt	For	For
8	Re-elect Noluthando Gosa as Member of the Audit Committee	G	Mgmt	For	For
9	Re-elect Vincent Rague as Member of the Audit Committee	G	Mgmt	For	For
10	Re-elect Tim Pennington as Member of the Audit Committee	G	Mgmt	For	For
11	Elect Sandile Gwala as Member of the Audit Committee	G	Mgmt	For	For
12	Re-elect Nkunku Sowazi as Member of the Social, Ethics and Sustainability Committee	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
13	Re-elect Khotso Mokhele as Member of the Social, Ethics and Sustainability Committee	G	Mgmt	For	For
14	Re-elect Stanley Miller as Member of the Social, Ethics and Sustainability Committee	G	Mgmt	For	For
15	Elect Sandile Gwala as Member of the Social, Ethics and Sustainability Committee	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16	Re-elect Lamido Sanusi as Member of the Social, Ethics and Sustainability Committee	G	Mgmt	For	For
17	Re-elect Nicky Newton-King as Member of the Social, Ethics and Sustainability Committee	G	Mgmt	For	For
18	Reappoint Ernst and Young Inc as Auditors with Wickus Botha as the Designated Auditor	G	Mgmt	For	For
19	Place Authorised but Unissued Shares under Control of Directors	G	Mgmt	For	For
20	Authorise Board to Issue Shares for Cash	G	Mgmt	For	For
21	Approve Remuneration Policy	G	Mgmt	For	For
22	Approve Remuneration Implementation Report	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
23	Approve Remuneration of Board Local Chairman	G	Mgmt	For	For
24	Approve Remuneration of Board International Chairman	G	Mgmt	For	For
25	Approve Remuneration of Board Local Member	G	Mgmt	For	For
26	Approve Remuneration of Board International Member	G	Mgmt	For	For
27	Approve Remuneration of Board Local Lead Independent Director	G	Mgmt	For	For
28	Approve Remuneration of Board International Lead Independent Director	G	Mgmt	For	For
29	Approve Remuneration of Human Capital and Remuneration Committee Local Chairman	G	Mgmt	For	For
30	Approve Remuneration of Human Capital and Remuneration Committee International Chairman	G	Mgmt	For	For
31	Approve Remuneration of Human Capital and Remuneration Committee Local Member	G	Mgmt	For	For
32	Approve Remuneration of Human Capital and Remuneration Committee International Member	G	Mgmt	For	For
33	Approve Remuneration of Social, Ethics and Sustainability Committee Local Chairman	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
34	Approve Remuneration of Social, Ethics and Sustainability Committee International Chairman	G	Mgmt	For	For
35	Approve Remuneration of Social, Ethics and Sustainability Committee Local Member	G	Mgmt	For	For
36	Approve Remuneration of Social, Ethics and Sustainability Committee International Member	G	Mgmt	For	For
37	Approve Remuneration of Audit Committee Local Chairman	G	Mgmt	For	For
38	Approve Remuneration of Audit Committee International Chairman	G	Mgmt	For	For
39	Approve Remuneration of Audit Committee Local Member	G	Mgmt	For	For
40	Approve Remuneration of Audit Committee International Member	G	Mgmt	For	For
41	Approve Remuneration of Risk Management and Compliance Committee Local Chairman	G	Mgmt	For	For
42	Approve Remuneration of Risk Management and Compliance Committee International Chairman	G	Mgmt	For	For
43	Approve Remuneration of Risk Management and Compliance Committee Local Member	G	Mgmt	For	For
44	Approve Remuneration of Risk Management and Compliance Committee International Member	G	Mgmt	For	For
45	Approve Remuneration of Finance and Investment Committee Local Chairman	G	Mgmt	For	For
46	Approve Remuneration of Finance and Investment Committee International Chairman	G	Mgmt	For	For
47	Approve Remuneration of Finance and Investment Committee Local Member	G	Mgmt	For	For
48	Approve Remuneration of Finance and Investment Committee International Member	G	Mgmt	For	For
49	Approve Remuneration of Ad Hoc Strategy Committee Local Chairman	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
50	Approve Remuneration of Ad Hoc Strategy Committee International Chairman	G	Mgmt	For	For
51	Approve Remuneration of Ad Hoc Strategy Committee Local Member	G	Mgmt	For	For
52	Approve Remuneration of Ad Hoc Strategy Committee International Member	G	Mgmt	For	For
53	Approve Remuneration of Directors Affairs and Corporate Governance Committee Local Chairman	G	Mgmt	For	For
54	Approve Remuneration of Directors Affairs and Corporate Governance Committee International Chairman	G	Mgmt	For	For
55	Approve Remuneration of Directors Affairs and Corporate Governance Committee Local Member	G	Mgmt	For	For
56	Approve Remuneration of Directors Affairs and Corporate Governance Committee International Member	G	Mgmt	For	For
57	Approve Remuneration of Information Technology Committee Local Chairman	G	Mgmt	For	For
58	Approve Remuneration of Information Technology Committee International Chairman	G	Mgmt	For	For
59	Approve Remuneration of Information Technology Committee Local Member	G	Mgmt	For	For
60	Approve Remuneration of Information Technology Committee International Member	G	Mgmt	For	For
61	Approve Remuneration of Sourcing Committee Local Chairman	G	Mgmt	For	For
62	Approve Remuneration of Sourcing Committee International Chairman	G	Mgmt	For	For
63	Approve Remuneration of Sourcing Committee Local Member	G	Mgmt	For	For
64	Approve Remuneration of Sourcing Committee International Member	G	Mgmt	For	For
65	Authorise Repurchase of Issued Share Capital	G	Mgmt	For	For

MTN Group Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
66	Approve Financial Assistance to Subsidiaries and Other Related and Inter-related Entities	G	Mgmt	For	For
67	Approve Financial Assistance to Directors, Prescribed Officers and Employee Share Scheme Beneficiaries	G	Mgmt	For	For
68	Approve Financial Assistance to MTN Zakhele Futhi (RF) Limited	S	Mgmt	For	For

MTR Corporation Limited

Meeting Date: 21/05/2025 **Country:** Hong Kong **Ticker:** 66
Record Date: 14/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Rex Auyeung Pak-kuen as Director	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-025] The nomination committee is not majority independent.</i>					
3b	Elect Jacob Kam Chak-pui as Director	G	Mgmt	For	For
3c	Elect Cheng Yan-kee as Director	G	Mgmt	For	For
3d	Elect Sunny Lee Wai-kwong as Director	G	Mgmt	For	For
3e	Elect Jimmy Ng Wing-ka as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-025] The nomination committee is not majority independent.</i>					
3f	Elect Carlson Tong as Director	G	Mgmt	For	For
4	Elect Shen Shuk-ching (also known as Susanna Shen Shuk-ching) as Director	G	Mgmt	For	For
5	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
7	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

MTU Aero Engines AG

Meeting Date: 08/05/2025

Country: Germany

Ticker: MTX

Record Date: 30/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2025	G	Mgmt	For	For
6	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
7.1	Elect Rainer Martens to the Supervisory Board	G	Mgmt	For	For
7.2	Elect Peter Weckesser to the Supervisory Board	G	Mgmt	For	For
7.3	Elect Detlef Kayser to the Supervisory Board	G	Mgmt	For	For
8	Approve Remuneration Report	G	Mgmt	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For

MTY Food Group Inc.

Meeting Date: 02/05/2025

Country: Canada

Ticker: MTY

Record Date: 19/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Murat Armutlu	G	Mgmt	For	For
1.2	Elect Director Eric Lefebvre	G	Mgmt	For	For
1.3	Elect Director Stanley Ma	G	Mgmt	For	For
1.4	Elect Director Victor Mandel	G	Mgmt	For	For
1.5	Elect Director Dickie Orr	G	Mgmt	For	For

MTY Food Group Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.6	Elect Director Claude St-Pierre	G	Mgmt	For	For
1.7	Elect Director Suzan Zalter	G	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
4	SP 1: Require Independent Board Chair	G	SH	Against	Against
<i>Blended Rationale: [SF-S0107-101] Company has a designated lead director who fulfills the requirements appropriate to such role.</i>					
5	SP 2: Report on Food Waste Management and Targets to Reduce Food Waste	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					
6	SP 3: Adopt a Roadmap with Benchmarks in Transitioning to Cage-Free Egg	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					

Mueller Industries, Inc.

Meeting Date: 08/05/2025 **Country:** USA **Ticker:** MLI
Record Date: 13/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Gregory L. Christopher	G	Mgmt	For	For
1.2	Elect Director Elizabeth Donovan	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.3	Elect Director William C. Drummond	G	Mgmt	For	For
1.4	Elect Director Gary S. Gladstein	G	Mgmt	For	For
1.5	Elect Director Scott J. Goldman	G	Mgmt	For	For
1.6	Elect Director John B. Hansen	G	Mgmt	For	For
1.7	Elect Director Terry Hermanson	G	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Mueller Industries, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director Charles P. Herzog, Jr.	G	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i>					
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Meeting Date: 30/04/2025

Country: Germany

Ticker: MUV2

Record Date: 23/04/2025

Meeting Type: Annual

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

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.8	Approve Discharge of Management Board Member Clarisse Kopff for Fiscal Year 2024	G	Mgmt	For	For
3.9	Approve Discharge of Management Board Member Mari-Lizette Malherbe for Fiscal Year 2024	G	Mgmt	For	For
3.10	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2024	G	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2024	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
4.2	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2024	G	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2024	G	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Matthias Beier for Fiscal Year 2024	G	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2024	G	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2024	G	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2024	G	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Grzegorz Czlowiekowski for Fiscal Year 2024	G	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2024	G	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2024	G	Mgmt	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.11	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2024	G	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Martina Grundler for Fiscal Year 2024	G	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2024	G	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2024	G	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Julia Jaekel for Fiscal Year 2024	G	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Renata Jungo Bruengger for Fiscal Year 2024	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
4.17	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2024	G	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2024	G	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Andrea Maier for Fiscal Year 2024	G	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2024	G	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Victoria Ossadnik for Fiscal Year 2024	G	Mgmt	For	For
4.22	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2024	G	Mgmt	For	For
4.23	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2024	G	Mgmt	For	For

Muenchener Rueckversicherungs-Gesellschaft AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.24	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2024	G	Mgmt	For	For
4.25	Approve Discharge of Supervisory Board Member Anita Stocker-Napravnik for Fiscal Year 2024	G	Mgmt	For	For
4.26	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2024	G	Mgmt	For	For
4.27	Approve Discharge of Supervisory Board Member Susanne Terhoeven for Fiscal Year 2024	G	Mgmt	For	For
4.28	Approve Discharge of Supervisory Board Member Jens-Juergen Vogel for Fiscal Year 2024	G	Mgmt	For	For
4.29	Approve Discharge of Supervisory Board Member Markus Wagner for Fiscal Year 2024	G	Mgmt	For	For
4.30	Approve Discharge of Supervisory Board Member Jens Weidmann for Fiscal Year 2024	G	Mgmt	For	For
4.31	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2024	G	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	G	Mgmt	For	For
5.2	Appoint EY GmbH & Co. KG as Auditor for Sustainability Reporting for Fiscal Year 2025	G	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	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Approve Remuneration Policy	G	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
9.1	Amend Articles Re: Share Transfer Restriction	G	Mgmt	For	For

Muenchener Rueckversicherung-Gesellschaft AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.2	Amend Articles Re: Third-Party Ownership Entries in the Share Register	G	Mgmt	For	For
9.3	Amend Articles Re: Third-Party Ownership Voting Rights	G	Mgmt	For	For
9.4	Amend Articles Re: Editorial Changes	G	Mgmt	For	For
9.5	Amend Articles Re: Editorial Changes	G	Mgmt	For	For
9.6	Amend Articles Re: Sequence of Agenda Items	G	Mgmt	For	For
10	Approve Creation of EUR 117.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	G	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	G	Mgmt	For	For

Murata Manufacturing Co. Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 6981

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	G	Mgmt	For	For
2.1	Elect Director Nakajima, Norio	G	Mgmt	For	For
2.2	Elect Director Iwatsubo, Hiroshi	G	Mgmt	For	For
2.3	Elect Director Minamide, Masanori	G	Mgmt	For	For
2.4	Elect Director Izumitani, Hiroshi	G	Mgmt	For	For
2.5	Elect Director Murata, Takaki	G	Mgmt	For	For
2.6	Elect Director Yasuda, Yuko	G	Mgmt	For	For
2.7	Elect Director Nishijima, Takashi	G	Mgmt	For	For
2.8	Elect Director Ina, Hiroyuki	G	Mgmt	For	For

Murata Manufacturing Co. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Performance Share Plan	G	Mgmt	For	For

Murphy USA Inc.

Meeting Date: 01/05/2025 **Country:** USA **Ticker:** MUSA
Record Date: 04/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director R. Madison Murphy	G	Mgmt	For	For
1b	Elect Director R. Andrew Clyde	G	Mgmt	For	For
1c	Elect Director David B. Miller	G	Mgmt	For	Against
<p><i>Blended Rationale: [DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines. [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
1d	Elect Director Rosemary L. Turner	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Declassify the Board of Directors	G	SH	Against	For

Blended Rationale: [SF-S0201-002] Directors should be elected annually to discourage entrenchment and allow shareholders sufficient opportunity to exercise their oversight of the board.

Muyuan Foods Co., Ltd.

Meeting Date: 16/05/2025 **Country:** China **Ticker:** 002714
Record Date: 12/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For

Muyuan Foods Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Financial Budget Report	G	Mgmt	For	For
6	Approve Profit Distribution and Mid-term Dividend Plan	G	Mgmt	For	For
7	Approve Remuneration of Directors	G	Mgmt	For	For
8	Approve Remuneration of Supervisors	G	Mgmt	For	For
9	Approve Appointment of Auditor	G	Mgmt	For	For
10	Approve Amendments to Articles of Association	G	SH	For	For
<p><i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i></p>					
11	Approve Issuance of H Shares and Listing on the Hong Kong Stock Exchange Limited	G	Mgmt	For	For
	APPROVE ISSUANCE OF H SHARES AND LISTING ON HONG KONG STOCK EXCHANGE LIMITED		Mgmt		
12.1	Approve Issue Type and Par Value	G	Mgmt	For	For
12.2	Approve Issue Period	G	Mgmt	For	For
12.3	Approve Issue Manner	G	Mgmt	For	For
12.4	Approve Issue Scale	G	Mgmt	For	For
12.5	Approve Pricing Manner	G	Mgmt	For	For
12.6	Approve Target Parties	G	Mgmt	For	For
12.7	Approve Principles of Offering	G	Mgmt	For	For
12.8	Approve Underwriting Method	G	Mgmt	For	For
12.9	Approve Financing Cost Analysis	G	Mgmt	For	For
12.10	Approve Selection of Issuing Intermediaries	G	Mgmt	For	For
13	Approve Conversion to an Overseas Fundraising Company	G	Mgmt	For	For
14	Approve Report on the Usage of Previously Raised Funds	G	Mgmt	For	For
15	Approve Use of Funds Raised from Issuance of H Shares	G	Mgmt	For	For
16	Approve Resolution Validity Period	G	Mgmt	For	For
17	Approve Authorization of Board to Handle All Related Matters	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Muyuan Foods Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
18	Approve Distribution Plan of Accumulated Profits Before Issuance of H Shares by the Company	G	Mgmt	For	For
19	Amend Articles of Association and Related Rules of Procedure (Draft) Regarding the Issuance of H Shares and Listing of the Company	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
20	Amend Related Party Transaction Decision-making System	G	Mgmt	For	For
21	Amend the Independent Director System	G	Mgmt	For	For
22	Approve Division of Roles and Responsibilities of Directors	G	Mgmt	For	For
23	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
24	Approve Hiring of Auditing Agency for Issuance and Listing of H Shares	G	Mgmt	For	For
25	Approve Loan and Related-party Transactions	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
26	Approve Additional Related Party Transaction	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

Mycronic AB

Meeting Date: 07/05/2025

Country: Sweden

Ticker: MYCR

Record Date: 28/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Patrik Tigerschiold as Chair of Meeting	G	Mgmt	For	For
2	Prepare and Approve List of Shareholders	G	Mgmt	For	For
3	Approve Agenda of Meeting	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.1	Designate Patrik Jonsson as Inspector of Minutes of Meeting	G	Mgmt	For	For
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8	Approve Allocation of Income and Dividends of SEK 7.50 Per Share	G	Mgmt	For	For
9.1	Approve Discharge of Patrik Tigerschiold	G	Mgmt	For	For
9.2	Approve Discharge of Arun Bansal	G	Mgmt	For	For
9.3	Approve Discharge of Anna Belfrage	G	Mgmt	For	For
9.4	Approve Discharge of Katarina Bonde	G	Mgmt	For	For
9.5	Approve Discharge of Staffan Dahlstrom	G	Mgmt	For	For
9.6	Approve Discharge of Bo Risberg	G	Mgmt	For	For
9.7	Approve Discharge of Jens Hinrichsen	G	Mgmt	For	For
9.8	Approve Discharge of CEO Anders Lindqvist	G	Mgmt	For	For
10	Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of SEK 1.05 Million for Chair and SEK 420,000 for Other Directors; Approve Remuneration of Auditors	G	Mgmt	For	For
12.1	Reelect Patrik Tigerschiold as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>				
12.2	Reelect Arun Bansal as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12.3	Reelect Anna Belfrage as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
12.4	Reelect Katarina Bondel as Director	G	Mgmt	For	For
12.5	Reelect Staffan Dahlstrom as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
12.6	Reelect Bo Risberg as Director	G	Mgmt	For	For
12.7	Reelect Jens Hinrichsen as Director	G	Mgmt	For	For
12.8	Reelect Patrik Tigerschild as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
13.1	Ratify Ernst & Young as Auditors	G	Mgmt	For	For
14	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
16	Authorize Chair of Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	G	Mgmt	For	For
17	Approve 2:1 Stock Split; Amend Articles	G	Mgmt	For	For
18	Approve Creation of Pool of Capital without Preemptive Rights	G	Mgmt	For	For
19	Authorize Share Repurchase Program	G	Mgmt	For	For
20.A	Approve Performance Based Share Plan LTIP 2025	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					

Mycronic AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
20.B	Approve Equity Plan Financing	G	Mgmt	For	Against

Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.

MYR Group Inc.

Meeting Date: 24/04/2025 **Country:** USA **Ticker:** MYRG
Record Date: 28/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Bradley T. Favreau	G	Mgmt	For	For
1b	Elect Director Ajoy H. Karna	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Crowe LLP as Auditors	G	Mgmt	For	For

Myriad Genetics, Inc.

Meeting Date: 05/06/2025 **Country:** USA **Ticker:** MYGN
Record Date: 08/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Samraat S. Raha	G	Mgmt	For	For
1b	Elect Director Heiner Dreismann	G	Mgmt	For	For
1c	Elect Director Colleen F. Reitan	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Restricted Stock Plan	G	Mgmt	For	For

NagaCorp Ltd.

Meeting Date: 30/06/2025 **Country:** Cayman Islands **Ticker:** 3918
Record Date: 24/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2.1	Elect Chen Yiy Fon as Director	G	Mgmt	For	For
2.2	Elect Philip Lee Wai Tuck as Director	G	Mgmt	For	For
2.3	Elect Lam Yi Lin as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					
3	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve BDO Limited as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
5B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
5C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Nagarro SE

Meeting Date: 30/06/2025 **Country:** Germany **Ticker:** NA9

Record Date: 23/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	G	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Manas Human for Fiscal Year 2024	G	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Annette Mainka for Fiscal Year 2024	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.3	Approve Discharge of Management Board Member Vikram Sehgal for Fiscal Year 2024	G	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Carl Duerschmidt for Fiscal Year 2024	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
4.2	Approve Discharge of Supervisory Board Member Christian Bacherl for Fiscal Year 2024	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
4.3	Approve Discharge of Supervisory Board Member Shalini Sarin for Fiscal Year 2024	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
4.4	Approve Discharge of Supervisory Board Member Vishal Gaur for Fiscal Year 2024	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
5	Ratify KPMG AG as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements until 2026 AGM	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Approve Increase in Size of Board to Seven Members	G	Mgmt	For	For
8.1	Elect Martin Enderle to the Supervisory Board	G	Mgmt	For	For
8.2	Elect Christian Bacherl to the Supervisory Board	G	Mgmt	For	For
8.3	Elect Vishal Gaur to the Supervisory Board	G	Mgmt	For	For
8.4	Elect Shalini Sarin to the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
8.5	Elect Hans-Paul Buerkner to the Supervisory Board	G	Mgmt	For	For

Nagarro SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.6	Elect Jack Clemons to the Supervisory Board	G	Mgmt	For	For
8.7	Elect Carl Duerschmidt to the Supervisory Board	G	Mgmt	For	For
9	Approve Management Board Remuneration Policy	G	Mgmt	For	For
10	Approve Supervisory Board Remuneration Policy	G	Mgmt	For	For
11	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For
13	Approve Creation of EUR 4.1 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
14	Approve Affiliation Agreement with Nagarro GmbH	G	Mgmt	For	For

Nahdi Medical Co.

Meeting Date: 29/04/2025

Country: Saudi Arabia

Ticker: 4164

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
3	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
4	Approve Related Party Transactions with Al Nahdi for Transportation Co Re: Goods Transportation Agreement	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Related Party Transactions with Al Nahdi Company for Commercial Investments Re: Pharmacy Rental Agreement for SAR 350,000	G	Mgmt	For	For
6	Approve Related Party Transactions with Al Nahdi Company for Commercial Investments Re: Pharmacy Rental Agreement for SAR 300,000	G	Mgmt	For	For
7	Approve Related Party Transactions with Al Nahdi Company for Commercial Investments Re: Pharmacy Rental Agreement for SAR 700,000	G	Mgmt	For	For
8	Approve Related Party Transactions with Ray Al-Alam Medical Co Re: Providing Medical Analysis Services to the Company and its Sister Companies	G	Mgmt	For	For
9	Approve Related Party Transactions with Al Mahmal Facilities Services Company Re: Maintenance Service for the Headquarter Building	G	Mgmt	For	For
10	Approve Related Party Transactions with Red Sea Limited Company Re: Pharmacy Rental Agreement for SAR 1,050,000	G	Mgmt	For	For
11	Approve Related Party Transactions with Rajhi Banking and Investment Company Re: Exchange the Services of Points Earned from the Loyalty Program of Both Companies	G	Mgmt	For	For
12	Approve Related Party Transactions with Abdulrahman Al Nahdi Re: Real Estate Consulting Agreement	G	Mgmt	For	For
13	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
14	Approve Remuneration of Directors of SAR 3,500,000 for FY 2024	G	Mgmt	For	For
15	Approve the Transfer of Statutory Reserve Balance of SAR 369,207,440 as Stated in the Financial Statements of FY Ended on 31/12/2024 to Retained Earnings	G	Mgmt	For	For

Nahdi Medical Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16	Authorize the Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2025	G	Mgmt	For	For
17	Ratify Auditors and Fix Their Remuneration for Q2, Q3 and Annual Statement of FY 2025 and Q1 of FY 2026	G	Mgmt	For	For

Nan Ya Plastics Corp.

Meeting Date: 12/06/2025 Country: Taiwan Ticker: 1303
 Record Date: 11/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect WEN YUAN, WONG, with Shareholder No. 0273986, as Non-Independent Director	G	SH	For	For
	<i>Blended Rationale: [HK-S0000-001] Proposal considered to be in the best interests of shareholders</i>				
4.2	Elect CHIA CHAU, WU, with Shareholder No. 0016681, as Non-Independent Director	G	SH	For	For
	<i>Blended Rationale: [HK-S0000-001] Proposal considered to be in the best interests of shareholders</i>				
4.3	Elect WILFRED WANG, a Representative of FORMOSA PETROCHEMICAL CORP. with Shareholder No. 0260221, as Non-Independent Director	G	SH	For	For
	<i>Blended Rationale: [HK-S0000-001] Proposal considered to be in the best interests of shareholders</i>				
4.4	Elect RUEY YU, WANG, with Shareholder No. 0073127, as Non-Independent Director	G	SH	For	For
	<i>Blended Rationale: [HK-S0000-001] Proposal considered to be in the best interests of shareholders</i>				
4.5	Elect MING JEN, TZOU, with Shareholder No. 0427610, as Non-Independent Director	G	SH	For	For
	<i>Blended Rationale: [HK-S0000-001] Proposal considered to be in the best interests of shareholders</i>				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Nan Ya Plastics Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.6	Elect KUEI YUNG, WANG, with Shareholder No. 0445487, as Non-Independent Director	G	SH	For	For
	<i>Blended Rationale: [HK-S0000-001] Proposal considered to be in the best interests of shareholders</i>				
4.7	Elect YU SHENG, CHEN, a Representative of FORMOSA CHEMICALS AND FIBRE CORP. with Shareholder No. 0006090, as Non-Independent Director	G	SH	For	For
	<i>Blended Rationale: [HK-S0000-001] Proposal considered to be in the best interests of shareholders</i>				
4.8	Elect YEOU MING, KO, a Representative of FORMOSA PLASTICS CORP. with Shareholder No. 0005658, as Non-Independent Director	G	SH	For	For
	<i>Blended Rationale: [HK-S0000-001] Proposal considered to be in the best interests of shareholders</i>				
4.9	Elect YI FU, LIN, with Shareholder No. A103619XXX, as Independent Director	G	SH	For	For
	<i>Blended Rationale: [HK-S0000-001] Proposal considered to be in the best interests of shareholders</i>				
4.10	Elect YUN PENG, CHU, with Shareholder No. 0055680, as Independent Director	G	SH	For	Against
	<i>Blended Rationale: [SF-S0250-002] Greater climate-related disclosure, including disclosure of scope 1 and scope 2 emissions, would enable investors to better assess climate-related business risks and opportunities. [SF-S0250-003] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related business risks and opportunities. [HK-S0276-004] Non-independent director on key committee.</i>				
4.11	Elect SHUH, CHEN, with Shareholder No. P101989XXX, as Independent Director	G	SH	For	For
	<i>Blended Rationale: [HK-S0000-001] Proposal considered to be in the best interests of shareholders</i>				
4.12	Elect JONQ MIN, LIU, with Shareholder No. H102139XXX, as Independent Director	G	SH	For	For
	<i>Blended Rationale: [HK-S0000-001] Proposal considered to be in the best interests of shareholders</i>				
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				

Nan Ya Printed Circuit Board Corp

Meeting Date: 27/05/2025

Country: Taiwan

Ticker: 8046

Record Date: 28/03/2025

Meeting Type: Annual

Nan Ya Printed Circuit Board Corp

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	G	Mgmt	For	For

Nanjing Iron & Steel Co., Ltd.

Meeting Date: 09/04/2025 **Country:** China **Ticker:** 600282
Record Date: 01/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Profit Distribution for the Second Half of Year 2024	G	Mgmt	For	For
3	Approve Report of the Board of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
4	Approve Report of the Board of Supervisors	G	Mgmt	For	For
5	Approve Annual Report and Summary	G	Mgmt	For	For
6	Approve Remuneration of Directors, Supervisors and Allowance of Independent Directors	G	Mgmt	For	For
7	Approve Related Party Transaction	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks.</i>					
8	Approve Financial Budget Report	G	Mgmt	For	For
9	Approve to Appoint Auditor	G	Mgmt	For	For

Nanjing King-friend Biochemical Pharmaceutical Co., Ltd.

Meeting Date: 20/05/2025

Country: China

Ticker: 603707

Record Date: 14/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Application of Credit Line and Provision of Guarantee	G	Mgmt	For	For
6	Approve Use of Own Funds for Cash Management and Entrusted Financial Management	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks.</i>					
7	Approve Foreign Exchange Hedging Business	G	Mgmt	For	For
8	Approve Appointment of Auditor	G	Mgmt	For	For
9	Approve Formulating the Remuneration Plan for Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
10	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
11	Approve Profit Distribution	G	Mgmt	For	For
12	Approve Share Repurchase Plan	G	SH	For	For

Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.

Nanya Technology Corp.

Meeting Date: 28/05/2025

Country: Taiwan

Ticker: 2408

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Business Report	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Nanya Technology Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Statement of Profit and Loss Appropriation	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	G	Mgmt	For	For
5	Approve Issuance of Shares via a Private Placement	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
6.1	Elect WEN-YUAN, WONG, with Shareholder No. 0017206, as Non-Independent Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Vote against for serving on over an excessive number of public company boards which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
6.2	Elect SUSAN WANG, with Shareholder No. A220199XXX, as Non-Independent Director	G	Mgmt	For	For
6.3	Elect CHIA CHAU, WU, a Representative of NAN YA PLASTICS CORP., with Shareholder No. 0000001, as Non-Independent Director	G	Mgmt	For	For
6.4	Elect MING JEN, TZOU, a Representative of NAN YA PLASTICS CORP., with Shareholder No. 0000001, as Non-Independent Director	G	Mgmt	For	For
6.5	Elect PEI-ING LEE, a Representative of NAN YA PLASTICS CORP., with Shareholder No. 0000001, as Non-Independent Director	G	Mgmt	For	For
6.6	Elect LIN-CHIN SU, with Shareholder No. 0000285, as Non-Independent Director	G	Mgmt	For	For
6.7	Elect JOSEPH WU, with Shareholder No. 0000098, as Non-Independent Director	G	Mgmt	For	For
6.8	Elect REX CHUANG, with Shareholder No. 0000195, as Non-Independent Director	G	Mgmt	For	For
6.9	Elect SHU-PO HSU, with Shareholder No. P121619XXX, as Independent Director	G	Mgmt	For	For
6.10	Elect CHING-CHYI LAI, with Shareholder No. B101000XXX, as Independent Director	G	Mgmt	For	For
6.11	Elect TAIN-JY CHEN, with Shareholder No. F100078XXX, as Independent Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Nanya Technology Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.12	Elect MING-JI WU, with Shareholder No. A123402XXX, as Independent Director	G	Mgmt	For	For
7	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	G	Mgmt	For	For

NARI Technology Co., Ltd.

Meeting Date: 27/05/2025 **Country:** China **Ticker:** 600406
Record Date: 19/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Report of the Independent Directors	G	Mgmt	For	For
3	Approve Report of the Board of Directors	G	Mgmt	For	For
4	Approve Report of the Board of Supervisors	G	Mgmt	For	For
5	Approve Financial Budget	G	Mgmt	For	For
6	Approve Investment Plan	G	Mgmt	For	For
7	Approve Related Party Transaction	G	Mgmt	For	For
8	Approve Financial Business Services Agreement	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks</i>					
9	Approve Profit Distribution and Interim Profit Distribution Plan	G	Mgmt	For	For
10	Approve Annual Report and Summary	G	Mgmt	For	For

Nasdaq, Inc.

Meeting Date: 11/06/2025 **Country:** USA **Ticker:** NDAQ
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Melissa M. Arnoldi	G	Mgmt	For	For

Nasdaq, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Charlene T. Begley	G	Mgmt	For	For
1c	Elect Director Adena T. Friedman	G	Mgmt	For	For
1d	Elect Director Essa Kazim	G	Mgmt	For	For
1e	Elect Director Thomas A. Kloet	G	Mgmt	For	For
1f	Elect Director Kathryn A. Koch	G	Mgmt	For	For
1g	Elect Director Holden Spaht	G	Mgmt	For	For
1h	Elect Director Michael R. Splinter	G	Mgmt	For	For
1i	Elect Director Johan Torgeby	G	Mgmt	For	For
1j	Elect Director Toni Townes-Whitley	G	Mgmt	For	For
1k	Elect Director Jeffery W. Yabuki	G	Mgmt	For	For
1l	Elect Director Alfred W. Zollar	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	G	Mgmt	For	For

Natera, Inc.

Meeting Date: 12/06/2025 **Country:** USA **Ticker:** NTRA
Record Date: 15/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Roy Baynes	G	Mgmt	For	For
1.2	Elect Director Gail Marcus	G	Mgmt	For	For
1.3	Elect Director Ruth Williams-Brinkley	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

National Bank Holdings Corporation

Meeting Date: 30/04/2025

Country: USA

Ticker: NBHC

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ralph W. Clermont	G	Mgmt	For	For
1.2	Elect Director Robert E. Dean	G	Mgmt	For	For
1.3	Elect Director Robin A. Doyle	G	Mgmt	For	For
1.4	Elect Director Alka Gupta	G	Mgmt	For	For
1.5	Elect Director Fred J. Joseph	G	Mgmt	For	For
1.6	Elect Director G. Timothy Laney	G	Mgmt	For	For
1.7	Elect Director Patrick G. Sobers	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.8	Elect Director Micho F. Spring	G	Mgmt	For	For
1.9	Elect Director Art Zeile	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

National Bank of Canada

Meeting Date: 24/04/2025

Country: Canada

Ticker: NA

Record Date: 24/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Pierre Blouin	G	Mgmt	For	For
1.2	Elect Director Pierre Boivin	G	Mgmt	For	For
1.3	Elect Director Scott Burrows	G	Mgmt	For	For
1.4	Elect Director Yvon Charest	G	Mgmt	For	For
1.5	Elect Director Patricia Curadeau-Grou	G	Mgmt	For	For
1.6	Elect Director Laurent Ferreira	G	Mgmt	For	For
1.7	Elect Director Annick Guerard	G	Mgmt	For	For
1.8	Elect Director Karen Kinsley	G	Mgmt	For	For
1.9	Elect Director Lynn Loewen	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

National Bank of Canada

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.10	Elect Director Rebecca McKillican	G	Mgmt	For	For
1.11	Elect Director Arielle Meloul-Wechsler	G	Mgmt	For	For
1.12	Elect Director Sarah Morgan-Silvester	G	Mgmt	For	For
1.13	Elect Director Robert Pare	G	Mgmt	For	For
1.14	Elect Director Pierre Pomerleau	G	Mgmt	For	For
1.15	Elect Director Irfhan Rawji	G	Mgmt	For	For
1.16	Elect Director Macky Tall	G	Mgmt	For	For
2	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
3	Ratify Deloitte LLP as Auditors	G	Mgmt	For	For
4.1	SP 1: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	G	SH	Against	Against
<i>Blended Rationale: [SF-S4578-107] These issues are more properly addressed through uniform government regulations.</i>					
4.2	SP 2: Advisory Vote on Environmental Policies	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					
4.3	SP 3: Report on Forced Labor and Child Labor in Lending Profiles	S	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					
4.4	SP 4: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	S	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					
4.5	SP 5: Employee Language Skills Disclosure	G	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					

National Bank of Greece SA

Meeting Date: 30/05/2025

Country: Greece

Ticker: ETE

Record Date: 23/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

National Bank of Greece SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Receive Audit Committee's Activity Report	G	Mgmt		
3	Approve Management of Company and Grant Discharge to Auditors	G	Mgmt	For	For
4	Approve Auditors and Fix Their Remuneration	G	Mgmt	For	For
5	Approve Allocation of Income and Dividends	G	Mgmt	For	For
6	Authorize Share Repurchase Program	G	Mgmt	For	For
7	Amend Company Articles	G	Mgmt	For	For
8	Advisory Vote on Remuneration Report	G	Mgmt	For	For
9	Fix Maximum Variable Compensation Ratio	G	Mgmt	For	For
10	Approve Director Remuneration	G	Mgmt	For	For
11	Receive Report of Independent Non-Executive Directors	G	Mgmt		

National Health Investors, Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: NHI

Record Date: 28/03/2025

Meeting Type: Proxy Contest

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt 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 Robert G. Adams	G	Mgmt	For	Do Not Vote
1b	Elect Management Nominee Director Robert W. Chapin, Jr.	G	Mgmt	For	Do Not Vote
1c	Elect Management Nominee Director James R. Jobe	G	Mgmt	For	Do Not Vote
1d	Elect Management Nominee Director Candice W. Todd	G	Mgmt	For	Do Not Vote
1e	Elect Dissident Nominee Director James Hoffmann	G	SH	Withhold	Do Not Vote
1f	Elect Dissident Nominee Director A. Adam Troso	G	SH	Withhold	Do Not Vote

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

National Health Investors, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Declassify the Board of Directors	G	Mgmt	For	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Do Not Vote
4	Ratify BDO USA, P.C. as Auditors	G	Mgmt	For	Do Not Vote
	Dissident Universal Proxy (Gold Proxy Card)		Mgmt		
	From the Combined List of Management & Dissident Nominees - Elect 4 Directors		Mgmt		
1a	Elect Dissident Nominee Director James Hoffmann	G	SH	For	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
1b	Elect Dissident Nominee Director A. Adam Troso	G	SH	For	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
1c	Elect Management Nominee Director Candice W. Todd	G	Mgmt	For	For
1d	Elect Management Nominee Director Robert W. Chapin, Jr.	G	Mgmt	For	For
1e	Elect Management Nominee Director Robert G. Adams	G	Mgmt	Withhold	Withhold
<i>Blended Rationale: [RU-S0000-001] We believe the election of this director is not in shareholders' best interests.</i>					
1f	Elect Management Nominee Director James R. Jobe	G	Mgmt	Withhold	Withhold
<i>Blended Rationale: [RU-S0000-001] We believe the election of this director is not in shareholders' best interests.</i>					
2	Declassify the Board of Directors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	None	For
4	Ratify BDO USA, P.C. as Auditors	G	Mgmt	None	For

National Storage Affiliates Trust

Meeting Date: 12/05/2025 **Country:** USA **Ticker:** NSA
Record Date: 14/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Tamara D. Fischer	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

National Storage Affiliates Trust

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Arlen D. Nordhagen	G	Mgmt	For	For
1c	Elect Director David G. Cramer	G	Mgmt	For	For
1d	Elect Director Warren W. Allan	G	Mgmt	For	For
1e	Elect Director Lisa R. Cohn	G	Mgmt	For	For
1f	Elect Director Paul W. Hylbert, Jr.	G	Mgmt	For	For
1g	Elect Director Chad L. Meisinger	G	Mgmt	For	For
1h	Elect Director Steven G. Osgood	G	Mgmt	For	For
1i	Elect Director Dominic M. Palazzo	G	Mgmt	For	For
1j	Elect Director Michael J. Schall	G	Mgmt	For	For
1k	Elect Director Charles F. Wu	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

National Vision Holdings, Inc.

Meeting Date: 18/06/2025 **Country:** USA **Ticker:** EYE
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jose Armario	G	Mgmt	For	For
1b	Elect Director L. Reade Fahs	G	Mgmt	For	For
1c	Elect Director Virginia A. Hepner	G	Mgmt	For	For
1d	Elect Director Susan Somersille Johnson	G	Mgmt	For	For
1e	Elect Director Naomi Kelman	G	Mgmt	For	For
1f	Elect Director James M. McGrann	G	Mgmt	For	For
1g	Elect Director Michael J. Nicholson	G	Mgmt	For	For
1h	Elect Director Susan O'Farrell	G	Mgmt	For	For
1i	Elect Director D. Randolph Peeler	G	Mgmt	For	For
1j	Elect Director Caitlin Zulla	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

National Vision Holdings, Inc.

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

Natura &Co Holding SA

Meeting Date: 25/04/2025 **Country:** Brazil **Ticker:** NTCO3
Record Date: **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Fabio Colletti Barbosa as Director	G	Mgmt	For	For
2	Approve Merger Agreement between the Company and Natura Cosméticos S.A., Ratify PricewaterhouseCoopers Auditores Independentes Ltda. as Independent Appraiser, Approve Appraisal, Approve Merger, and Authorize Executives to Ratify and Execute Merger	G	Mgmt	For	For

Natura &Co Holding SA

Meeting Date: 25/04/2025 **Country:** Brazil **Ticker:** NTCO3
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Management Statements for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
3	Approve Remuneration of Company's Management	G	Mgmt	For	For

Natura &Co Holding SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain

Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.

NatWest Group Plc

Meeting Date: 23/04/2025

Country: United Kingdom

Ticker: NWG

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Policy	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	For
4	Approve Final Dividend	G	Mgmt	For	For
5	Re-elect Rick Haythornthwaite as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
6	Re-elect Paul Thwaite as Director	G	Mgmt	For	For
7	Re-elect Katie Murray as Director	G	Mgmt	For	For
8	Re-elect Frank Dangeard as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0201-011] Director has resigned.</i>					
9	Re-elect Roisin Donnelly as Director	G	Mgmt	For	For
10	Re-elect Patrick Flynn as Director	G	Mgmt	For	For
11	Elect Geeta Gopalan as Director	G	Mgmt	For	For
12	Re-elect Yasmin Jetha as Director	G	Mgmt	For	For
13	Re-elect Stuart Lewis as Director	G	Mgmt	For	For
14	Elect Gill Whitehead as Director	G	Mgmt	For	For
15	Re-elect Lena Wilson as Director	G	Mgmt	For	For
16	Reappoint Ernst & Young LLP as Auditors	G	Mgmt	For	For

NatWest Group Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
17	Authorise the Group Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
18	Authorise Issue of Equity	G	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
21	Authorise Issue of Equity in Connection with Equity Convertible Notes	G	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes	G	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For
24	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
25	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
26	Authorise Off-Market Purchase of Ordinary Shares from HM Treasury	G	Mgmt	For	For
27	Authorise Off-Market Purchase of Preference Shares	G	Mgmt	For	For

NAURA Technology Group Co., Ltd.

Meeting Date: 16/05/2025

Country: China

Ticker: 002371

Record Date: 09/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution and Capitalization of Capital Reserves	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

NAURA Technology Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Daily Related Party Transactions	G	Mgmt	For	For
7	Approve Comprehensive Credit Line Application and Interest-bearing Liability Lines	G	Mgmt	For	For
8	Approve Provision of Guarantee	G	Mgmt	For	For
9	Approve to Appoint Auditor	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
10.1	Elect Zhang Dacheng as Director	G	Mgmt	For	For
10.2	Elect Wang Zhicheng as Director	G	Mgmt	For	For

Navient Corporation

Meeting Date: 05/06/2025 **Country:** USA **Ticker:** NAVI
Record Date: 07/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Frederick Arnold	G	Mgmt	For	For
1B	Elect Director Edward J. Bramson	G	Mgmt	For	For
1C	Elect Director Anna Escobedo Cabral	G	Mgmt	For	For
1D	Elect Director Larry A. Klane	G	Mgmt	For	For
1E	Elect Director Michael A. Lawson	G	Mgmt	For	For
1F	Elect Director Jane J. Thompson	G	Mgmt	For	For
<p><i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i></p>					
1G	Elect Director David L. Yowan	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Navinfo Co., Ltd.

Meeting Date: 19/05/2025

Country: China

Ticker: 002405

Record Date: 13/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Annual Report and Summary	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve No Profit Distribution	G	Mgmt	For	For
5	Approve to Appoint Auditor	G	Mgmt	For	For
6	Approve Application of Credit Lines	G	Mgmt	For	For
7	Approve Related Party Transaction	G	Mgmt	For	For
8	Approve Extension of Financial Assistance Provision	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0464-001] Level of financial assistance not proportionate to ownership.</i>					
9	Approve Repurchase and Cancellation of Performance Shares	G	Mgmt	For	For
10	Approve Amendments to Articles of Association	G	Mgmt	For	For
11	Approve Report of the Board of Supervisors	G	Mgmt	For	For

Navinfo Co., Ltd.

Meeting Date: 25/06/2025

Country: China

Ticker: 002405

Record Date: 19/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve the Company's Unrecovered Losses Reaching One-third of the Total Paid-in Capital	G	Mgmt	For	For

NBT Bancorp Inc.

Meeting Date: 20/05/2025

Country: USA

Ticker: NBTB

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Martin A. Dietrich	G	Mgmt	For	For
1b	Elect Director John H. Watt, Jr.	G	Mgmt	For	For
1c	Elect Director Scott A. Kingsley	G	Mgmt	For	For
1d	Elect Director Johanna R. Ames	G	Mgmt	For	For
1e	Elect Director J. David Brown	G	Mgmt	For	For
1f	Elect Director Richard J. Cantele, Jr.	G	Mgmt	For	For
1g	Elect Director Timothy E. Delaney	G	Mgmt	For	For
1h	Elect Director Heidi M. Hoeller	G	Mgmt	For	For
1i	Elect Director Andrew S. Kowalczyk, III	G	Mgmt	For	For
1j	Elect Director V. Daniel Robinson, II	G	Mgmt	For	For
1k	Elect Director Matthew J. Salanger	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

NCC AB

Meeting Date: 07/05/2025 **Country:** Sweden **Ticker:** NCC.B
Record Date: 28/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive President's Report	G	Mgmt		

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Allow Questions	G	Mgmt		
9	Receive Financial Statements and Statutory Reports	G	Mgmt		
10	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
11	Approve Allocation of Income and Dividends of SEK 9.00 Per Share; Approve Extra Dividends of SEK 2.00 Per Share	G	Mgmt	For	For
12	Approve Remuneration Report	G	Mgmt	For	For
13	Approve Discharge of Board and President	G	Mgmt	For	For
14	Determine Number of Members (7) and Deputy Members (0) of Board	G	Mgmt	For	For
15	Approve Remuneration of Directors in the Amount of SEK 1.7 Million for Chair, and SEK 553,700 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditor	G	Mgmt	For	For
16	Reelect Alf Goransson (Chair), Ida Aall Gram, Simon de Chateau, Cecilia Fasth, Mats Jonsson, Daniel Kjorberg Siraj and Birgit Norgaard as Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director&apos;s ability to exercise sufficient oversight on this board.</i></p>					
17	Ratify PricewaterhouseCoopers as Auditor	G	Mgmt	For	For
18	Elect Trond Stabekk (Chair), Anna Magnusson and Mattias Sjodin as Members of Nominating Committee	G	Mgmt	For	For
19	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
20.A	Approve Performance Share Incentive Plan LTI 2025	G	Mgmt	For	For
20.B	Approve Transfer of Class B Shares to Participants of LTI 2025 Program	G	Mgmt	For	For
20.C	Approve Alternative Equity Plan Financing	G	Mgmt	For	For
21	Approve Equity Plan Financing Through Transfer of Class B Shares	G	Mgmt	For	For

NCC AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
22	Authorize Share Repurchase Program	G	Mgmt	For	For
23	Close Meeting	G	Mgmt		

nCino, Inc.

Meeting Date: 18/06/2025 **Country:** USA **Ticker:** NCNO
Record Date: 21/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sean Desmond	G	Mgmt	For	For
1b	Elect Director Justin Nyweide	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Declassify the Board of Directors	G	Mgmt	For	For
5	Declassify the Board of Directors	G	SH	None	For

Blended Rationale: [SF-S0201-002] Directors should be elected annually to discourage entrenchment and allow shareholders sufficient opportunity to exercise their oversight of the board.

NCR Voyix Corporation

Meeting Date: 06/06/2025 **Country:** USA **Ticker:** VYX
Record Date: 18/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director James G. Kelly	G	Mgmt	For	For
1b	Elect Director Catherine L. Burke	G	Mgmt	For	For
1c	Elect Director Janet Haugen	G	Mgmt	For	For
1d	Elect Director Irv Henderson	G	Mgmt	For	For
1e	Elect Director Kirk Larsen	G	Mgmt	For	For
1f	Elect Director Laura Miller	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

NCR Voyix Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Kevin Reddy	G	Mgmt	For	For
1h	Elect Director Laura Sen	G	Mgmt	For	For
1i	Elect Director Jeffrey Sloan	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

NEC Corp.

Meeting Date: 20/06/2025 **Country:** Japan **Ticker:** 6701
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Oka, Masashi	G	Mgmt	For	For
1.2	Elect Director Mochizuki, Harufumi	G	Mgmt	For	For
1.3	Elect Director Okada, Joji	G	Mgmt	For	For
1.4	Elect Director Yamada, Yoshihito	G	Mgmt	For	For
1.5	Elect Director Sato, Shinjiro	G	Mgmt	For	For
1.6	Elect Director Nagata, Shiori	G	Mgmt	For	For
1.7	Elect Director Nishimura, Mika	G	Mgmt	For	For
1.8	Elect Director Yatsu, Tomomi	G	Mgmt	For	For
1.9	Elect Director Niino, Takashi	G	Mgmt	For	For
1.10	Elect Director Morita, Takayuki	G	Mgmt	For	For
1.11	Elect Director Fujikawa, Osamu	G	Mgmt	For	For

Nedbank Group Ltd.

Meeting Date: 30/05/2025 **Country:** South Africa **Ticker:** NED
Record Date: 23/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Resolutions		Mgmt		

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect May Hermanus as Director	G	Mgmt	For	For
2.1	Re-elect Hubert Brody as Director	G	Mgmt	For	For
2.2	Re-elect Phumzile Langeni as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
2.3	Re-elect Rob Leith as Director	G	Mgmt	For	For
2.4	Re-elect Stanley Subramoney as Director	G	Mgmt	For	For
3.1	Reappoint Ernst & Young Incorporated as Auditors with Rohan Baboolal as Designated Registered Auditor	G	Mgmt	For	For
3.2	Reappoint KPMG Incorporated as Auditors with Joelene Pierce as Designated Registered Auditor	G	Mgmt	For	For
4.1	Elect Linda Makalima as Member of the Group Transformation, Social and Ethics Committee	G	Mgmt	For	For
4.2	Elect May Hermanus as Member of the Group Transformation, Social and Ethics Committee	G	Mgmt	For	For
4.3	Elect Jason Quinn as Member of the Group Transformation, Social and Ethics Committee	G	Mgmt	For	For
4.4	Elect Stanley Subramoney as Member of the Group Transformation, Social and Ethics Committee	G	Mgmt	For	For
5.1	Re-elect Neo Dongwana as Member of the Group Audit Committee	G	Mgmt	For	For
5.2	Re-elect Hubert Brody as Member of the Group Audit Committee	G	Mgmt	For	For
5.3	Re-elect Errol Kruger as Member of the Group Audit Committee (WITHDRAWN)	G	Mgmt		
5.4	Re-elect Phumzile Langeni as Member of the Group Audit Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
5.5	Re-elect Terence Nombembe as Member of the Group Audit Committee	G	Mgmt	For	For

Nedbank Group Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Place Authorised but Unissued Shares under Control of Directors	G	Mgmt	For	For
7	Place Authorised but Unissued A Non-redeemable, Non-cumulative, Non-participating, Perpetual Preference Shares under Control of Directors	G	Mgmt	For	For
8	Place Authorised but Unissued Cumulative, Redeemable, Non-participating Preference Shares under Control of Directors	G	Mgmt	For	For
	Advisory Endorsement		Mgmt		
9.1	Approve Remuneration Policy	G	Mgmt	For	For
9.2	Approve Remuneration Implementation Report	G	Mgmt	For	For
	Special Resolutions		Mgmt		
1.1	Approve Fees for the Chairperson	G	Mgmt	For	For
1.2	Approve Fees for the Lead Independent Director	G	Mgmt	For	For
1.3	Approve Fees for the Group Boardmember	G	Mgmt	For	For
1.4	Approve Fees for the Group Audit Committee Members	G	Mgmt	For	For
1.5	Approve Fees for the Group Credit Committee Members	G	Mgmt	For	For
1.6	Approve Fees for the Group Directors' Affairs Committee Members	G	Mgmt	For	For
1.7	Approve Fees for the Group Information Technology Committee Members	G	Mgmt	For	For
1.8	Approve Fees for the Group Remuneration Committee Members	G	Mgmt	For	For
1.9	Approve Fees for the Group Risk and Capital Management Committee Members	G	Mgmt	For	For
1.10	Approve Fees for the Group Transformation, Social and Ethics Committee Members	G	Mgmt	For	For
1.11	Approve Fees for the Group Sustainability and Climate Resilience Committee Members	G	Mgmt	For	For
1.12	Approve Fees for the Ad Hoc Meetings	G	Mgmt	For	For
2.1	Approve Fees for the Acting Group Chairperson	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Nedbank Group Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.2	Approve Fees for the Acting Lead Independent Director	G	Mgmt	For	For
2.3	Approve Fees for the Acting Board Committee Chairperson	G	Mgmt	For	For
3	Authorise Repurchase of Issued Share Capital	G	Mgmt	For	For
4	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	G	Mgmt	For	For

Nektar Therapeutics

Meeting Date: 23/05/2025 Country: USA Ticker: NKTR
Record Date: 07/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Diana Brainard	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
1b	Elect Director R. Scott Greer	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
5	Increase Authorized Common Stock	G	Mgmt	For	For
6	Approve Reverse Stock Split	G	Mgmt	For	For

NEL ASA

Meeting Date: 10/04/2025 Country: Norway Ticker: NEL
Record Date: 03/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	G	Mgmt		

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
3	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
5	Discuss Company's Corporate Governance Statement	G	Mgmt		
6	Approve Remuneration of Directors in the Amount of NOK 800,000 for Chair and NOK 450,000 for Other Directors	G	Mgmt	For	For
7	Approve Remuneration of Nominating Committee; Approve Remuneration of Members of the Audit Committee; Approve Remuneration of Members of the Remuneration Committee	G	Mgmt	For	For
8	Approve Remuneration of Auditors	G	Mgmt	For	For
9	Approve Guidelines for Compensation for Executive Management and Board	G	Mgmt	For	For
10	Approve Remuneration Statement (Advisory Vote)	G	Mgmt	For	For
11.1	Approve Creation of NOK 36.8 Million Pool of Capital without Preemptive Rights	G	Mgmt	For	For
11.2	Approve Issuance of Shares in Connection with Incentive Plans	G	Mgmt	For	For
12.1	Authorize Share Repurchase Program in Connection with Incentive Plans	G	Mgmt	For	For
12.2	Authorize Share Repurchase Program	G	Mgmt	For	For
13.1	Reelect Arvid Moss (Chair) as Director	G	Mgmt	For	For
13.2	Reelect Hanne Blume as Director	G	Mgmt	For	For
13.3	Reelect Charlotta Falvin as Director	G	Mgmt	For	For
13.4	Reelect Beatriz Malo de Molina as Director	G	Mgmt	For	For
13.5	Reelect Tom Rotjer as Director	G	Mgmt	For	For
13.6	Reelect Jens Bjorn Staff as Director	G	Mgmt	For	For

NEL ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14.1	Elect Oyvind Hasaas (Chair) as Member of Nominating Committee	G	Mgmt	For	For
14.2	Relect Mai-Lill Ibsen as Member of Nominating Committee	G	Mgmt	For	For
14.3	Reelect Andreas Poole as Member of Nominating Committee	G	Mgmt	For	For
14.4	Reelect Nanna Sjaastad as Member of Nominating Committee	G	Mgmt	For	For
15	Approve Nomination Committee Procedures	G	Mgmt	For	For
16	Amend Corporate Purpose	G	Mgmt	For	For

NEL ASA

Meeting Date: 26/05/2025

Country: Norway

Ticker: NEL

Record Date: 19/05/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders	G	Mgmt		
2	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
3	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
4	Elect Gyuyeon Kang as New Director	G	Mgmt	For	For

Nelnet, Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: NNI

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Matthew W. Dunlap	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Adam K. Peterson	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board.</i></p>					
1c	Elect Director Kimberly K. Rath	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Nemetschek SE

Meeting Date: 20/05/2025 Country: Germany Ticker: NEM
 Record Date: 28/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.55 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Kurt Dobitsch for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
4.2	Approve Discharge of Supervisory Board Member Iris Helke for Fiscal Year 2024	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
4.3	Approve Discharge of Supervisory Board Member Bill Krouch for Fiscal Year 2024	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.4	Approve Discharge of Supervisory Board Member Christine Schoeneweis for Fiscal Year 2024	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
4.5	Approve Discharge of Supervisory Board Member Andreas Soeffing for Fiscal Year 2024	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
4.6	Approve Discharge of Supervisory Board Member Gernot Strube for Fiscal Year 2024	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5	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	G	Mgmt	For	For
6	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
7	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8	Approve Creation of EUR 11.6 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds with Preemptive Rights up to Aggregate Nominal Amount of EUR 700 Million; Approve Creation of EUR 11.6 Million Pool of Capital to Guarantee Conversion Rights	G	Mgmt	For	For
10	Approve Affiliation Agreement with Graphisoft Germany GmbH	G	Mgmt	For	For

Neobo Fastigheter AB

Meeting Date: 24/04/2025

Country: Sweden

Ticker: NEOBO

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8.b	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
8.c1	Approve Discharge of Jan-Erik Hojvall (Chair)	G	Mgmt	For	For
8.c2	Approve Discharge of Mona Finnstrom	G	Mgmt	For	For
8.c3	Approve Discharge of Anneli Lindblom	G	Mgmt	For	For
8.c4	Approve Discharge of Ulf Nilsson	G	Mgmt	For	For
8.c5	Approve Discharge of Jakob Petterson	G	Mgmt	For	For
8.c6	Approve Discharge of Peter Wagstrom	G	Mgmt	For	For
8.c7	Approve Discharge of Ylva Sarby Westman	G	Mgmt	For	For
9	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
10.a	Determine Number of Members (5) and Deputy Members (0) of Board	G	Mgmt	For	For
10.b	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For

Neobo Fastigheter AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11.a	Approve Remuneration of Directors in the Amount of SEK 575,000 for Chair and SEK 310,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
11.b	Approve Remuneration of Auditors	G	Mgmt	For	For
12.a	Reelect Jan-Erik Hojvall as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
12.b	Reelect Mona Finnstrom as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
12.c	Reelect Anneli Lindblom as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
12.d	Reelect Ulf Nilsson as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
12.e	Reelect Jakob Pettersson as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
12.f	Reelect Jan-Erik Hojvall as Board Chair	G	Mgmt	For	For
12.g	Ratify Ernst & Young as Auditors	G	Mgmt	For	For
13	Approve Nomination Committee Procedures	G	Mgmt	For	For
14	Approve Creation of Pool of Capital without Preemptive	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
16	Close Meeting	G	Mgmt		

NeoGenomics, Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: NEO

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lynn A. Tetrault	G	Mgmt	For	For
1b	Elect Director Elizabeth A. Floegel	G	Mgmt	For	For
1c	Elect Director Neil Gunn	G	Mgmt	For	For
1d	Elect Director Alison L. Hannah	G	Mgmt	For	For
1e	Elect Director Stephen M. Kanovsky	G	Mgmt	For	For
1f	Elect Director Michael A. Kelly	G	Mgmt	For	For
1g	Elect Director David B. Perez	G	Mgmt	For	For
1h	Elect Director Felicia Williams	G	Mgmt	For	For
1i	Elect Director Anthony P. Zook	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

NEPI Rockcastle NV

Meeting Date: 15/05/2025

Country: Netherlands

Ticker: NRP

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for the Year Ended 31 December 2024	G	Mgmt	For	For
2	Approve Discharge of Directors	G	Mgmt	For	For
3.1	Re-elect Ana Maria Mihaescu as Director	G	Mgmt	For	For
3.2	Re-elect Jonathan Lurie as Director	G	Mgmt	For	For

NEPI Rockcastle NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.3	Re-elect George Aase as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
3.4	Re-elect Rudiger Dany as Director	G	Mgmt	For	For
4	Approve Remuneration of Non-Executive Directors	G	Mgmt	For	For
5	Reappoint Ernst & Young Accountants LLP as Auditors with Mark Noordhoff as the Independent Auditor	G	Mgmt	For	For
6	Authorise Board to Issue Shares for Cash	G	Mgmt	For	For
7	Authorise Repurchase of Issued Share Capital	G	Mgmt	For	For
8	Approve Cancellation of Repurchased Shares	G	Mgmt	For	For
9	Approve Remuneration Implementation Report	G	Mgmt	For	For
10	Approve Remuneration Policy	G	Mgmt	For	For
11a	Amend Articles of Association Re: Settlement of H1 2025 Distribution by Capital Repayment	G	Mgmt	For	For
11b	Amend Articles of Association Re: Settlement of H2 2025 Distribution by Capital Repayment	G	Mgmt	For	For
12	Amend Articles of Association	G	Mgmt	For	For

Nestle (Malaysia) Berhad

Meeting Date: 30/04/2025

Country: Malaysia

Ticker: 4707

Record Date: 21/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Zulkiflee Wan Ariffin as Director	G	Mgmt	For	For
2	Elect Intan Safinaz Sultan Abd Halim as Director	G	Mgmt	For	For
3	Approve Ernst & Young PLT as Auditors and Authorize Directors to Fix Their Remuneration	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Nestle (Malaysia) Berhad

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Directors' Fees	G	Mgmt	For	For
5	Approve Directors' Benefits	G	Mgmt	For	For
6	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions	G	Mgmt	For	For

Nestle SA

Meeting Date: 16/04/2025 **Country:** Switzerland **Ticker:** NESN
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Remuneration Report	G	Mgmt	For	For
1.3	Approve Non-Financial Report	E, S	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 3.05 per Share	G	Mgmt	For	For
4.1.a	Reelect Paul Bulcke as Director and Board Chair	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
4.1.b	Reelect Pablo Isla as Director	G	Mgmt	For	For
4.1.c	Reelect Renato Fassbind as Director	G	Mgmt	For	For
4.1.d	Reelect Hanne Jimenez de Mora as Director	G	Mgmt	For	For
4.1.e	Reelect Dick Boer as Director	G	Mgmt	For	For
4.1.f	Reelect Patrick Aebischer as Director	G	Mgmt	For	For
4.1.g	Reelect Dinesh Paliwal as Director	G	Mgmt	For	For
4.1.h	Reelect Lindiwe Sibanda as Director	G	Mgmt	For	For
4.1.i	Reelect Chris Leong as Director	G	Mgmt	For	For
4.1.j	Reelect Luca Maestri as Director	G	Mgmt	For	For
4.1.k	Reelect Rainer Blair as Director	G	Mgmt	For	For

Nestle SA

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

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

NetEase, Inc.

Meeting Date: 25/06/2025

Country: Cayman Islands

Ticker: 9999

Record Date: 23/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect William Lei Ding as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

NetEase, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Alice Yu-Fen Cheng as Director	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification[HK-M0201-008] Audit Committee without majority independence[HK-M0201-013] Remuneration Committee without majority independence[SF-M0201-025] The nomination committee is not majority independent.</i>					
1c	Elect Grace Hui Tang as Director	G	Mgmt	For	For
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence[HK-M0201-008] Audit Committee without majority independence[HK-M0201-013] Remuneration Committee without majority independence[SF-M0201-025] The nomination committee is not majority independent.</i>					
1d	Elect Joseph Tze Kay Tong as Director	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification[HK-M0201-008] Audit Committee without majority independence[HK-M0201-013] Remuneration Committee without majority independence[SF-M0201-025] The nomination committee is not majority independent.</i>					
1e	Elect Michael Man Kit Leung as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification</i>					
2	Ratify Appointment of PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as Auditors	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0155-001] Vote AGAINST auditor appointment due to concerns about the professional qualification of the auditor.</i>					

Netflix, Inc.

Meeting Date: 05/06/2025

Country: USA

Ticker: NFLX

Record Date: 07/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard N. Barton	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1b	Elect Director Mathias Dopfner	G	Mgmt	For	For
1c	Elect Director Reed Hastings	G	Mgmt	For	For
1d	Elect Director Jay C. Hoag	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-006] Nominee has demonstrated a pattern of poor meeting attendance.</i>					
1e	Elect Director Leslie Kilgore	G	Mgmt	For	For
1f	Elect Director Strive Masiyiwa	G	Mgmt	For	For
1g	Elect Director Ann Mather	G	Mgmt	For	For
1h	Elect Director Greg Peters	G	Mgmt	For	For

Netflix, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director Susan E. Rice	G	Mgmt	For	For
1j	Elect Director Ted Sarandos	G	Mgmt	For	For
1k	Elect Director Bradford L. Smith	G	Mgmt	For	For
1l	Elect Director Anne M. Sweeney	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Issue a Climate Transition Plan	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	G	SH	Against	Against
<i>Blended Rationale: SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.</i>					
6	Amend Code of Ethics to Enhance Policies on Non-Discrimination, Anti-Harassment, and Whistleblower Protection	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					
7	Report on Discrimination Risks of Affirmative Action Initiatives	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					
8	Report on Discrimination in Charitable Giving	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					

NetSTREIT Corp.

Meeting Date: 15/05/2025

Country: USA

Ticker: NTST

Record Date: 18/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mark Manheimer	G	Mgmt	For	For
1b	Elect Director Lori Wittman	G	Mgmt	For	For
1c	Elect Director Michael Christodolou	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

NetSTREIT Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Heidi Everett	G	Mgmt	For	For
1e	Elect Director Todd Minnis	G	Mgmt	For	For
1f	Elect Director Matthew Troxell	G	Mgmt	For	For
1g	Elect Director Robin Zeigler	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Neurocrine Biosciences, Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: NBIX

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kyle W. Gano	G	Mgmt	For	For
1.2	Elect Director Richard F. Pops	G	Mgmt	For	For
1.3	Elect Director Shalini Sharp	G	Mgmt	For	For
1.4	Elect Director Stephen A. Sherwin	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For
4	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For
5	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Nevro Corp.

Meeting Date: 02/04/2025

Country: USA

Ticker: NVRO

Record Date: 07/03/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	G	Mgmt	For	For

Nevro Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
<i>Blended Rationale: The board of Nevro Corp. seeks shareholder approval for the company to be acquired by Globus Medical, Inc. Under the terms of the agreement, Nevro shareholders will receive \$5.85 per share in cash, which represents a 13.8% premium to the unaffected price. Unanimous board support with fairness opinion by BofA Securities.</i>					
2	Advisory Vote on Golden Parachutes	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-005] Termination payments have the potential to be excessive.</i>					
3	Adjourn Meeting	G	Mgmt	For	For

New China Life Insurance Company Ltd.

Meeting Date: 27/06/2025

Country: China

Ticker: 1336

Record Date: 23/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Report of the Board	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Report of Performance of Directors	G	Mgmt	For	For
4	Approve Report of Performance of Supervisors	G	Mgmt	For	For
5	Approve Report of Performance of Independent Non-Executive Directors	G	Mgmt	For	For
6	Approve Annual Report (A Shares/H Shares)	G	Mgmt	For	For
7	Approve Preparation of Annual Financial Report	G	Mgmt	For	For
8	Approve Profit Distribution Plan	G	Mgmt	For	For
9	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Domestic Auditor and Deloitte Touche Tohmatsu as International Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
10	Elect Zhang Xiaodong as Director	G	SH	For	For

Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.

New China Life Insurance Company Ltd.

Meeting Date: 27/06/2025

Country: China

Ticker: 1336

Record Date: 20/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Report of the Board	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Report of Performance of Directors	G	Mgmt	For	For
4	Approve Report of Performance of Supervisors	G	Mgmt	For	For
5	Approve Report of Performance of Independent Non-Executive Directors	G	Mgmt	For	For
6	Approve Annual Report (A Shares/H Shares)	G	Mgmt	For	For
7	Approve Preparation of Annual Financial Report	G	Mgmt	For	For
8	Approve Profit Distribution Plan	G	Mgmt	For	For
9	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Domestic Auditor and Deloitte Touche Tohmatsu as International Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
10	Elect Zhang Xiaodong as Director	G	SH	For	For

Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.

New Hope Liuhe Co., Ltd.

Meeting Date: 03/04/2025

Country: China

Ticker: 000876

Record Date: 28/03/2024

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Repurchase and Cancellation of Performance Shares	G	Mgmt	For	For
2	Approve Termination of 2022 Performance Share Incentive Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

New Hope Liuhe Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve the Repurchase and Cancellation of Performance Shares under the 2022 Performance Shares Incentive Plan	G	Mgmt	For	For
4	Elect Xu Zhigang as Supervisor	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
5.1	Elect Liu Chang as Director	G	Mgmt	For	For
5.2	Elect Zhang Minggui as Director	G	Mgmt	For	For
5.3	Elect Tao Yuling as Director	G	Mgmt	For	For
5.4	Elect Yang Fang as Director	G	Mgmt	For	For
5.5	Elect Li Jianxiong as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
5.6	Elect Zhou Boping as Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
6.1	Elect Wang Jiafen as Director	G	Mgmt	For	For
6.2	Elect Peng Long as Director	G	Mgmt	For	For
6.3	Elect Xie Jiayang as Director	G	Mgmt	For	For

New Hope Liuhe Co., Ltd.

Meeting Date: 18/06/2025 **Country:** China **Ticker:** 000876
Record Date: 11/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
<p><i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					

New Hope Liuhe Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve to Appoint Financial Auditor	G	Mgmt	For	For
6	Approve Provision of Guarantee	G	Mgmt	For	For
7	Approve Provision of Financing Guarantee	G	Mgmt	For	For
8	Approve Signing of Daily Related Party Transaction Framework Agreement and Related Party Transactions	G	Mgmt	For	For
9	Approve Report on the Usage of Previously Raised Funds	G	Mgmt	For	For
10	Amend Articles of Association	G	SH	For	For

Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.

New York Mortgage Trust, Inc.

Meeting Date: 12/06/2025

Country: USA

Ticker: NYMT

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Eugenia R. Cheng	G	Mgmt	For	For
1b	Elect Director Michael B. Clement	G	Mgmt	For	For
1c	Elect Director Audrey E. Greenberg	G	Mgmt	For	For
1d	Elect Director Steven R. Mumma	G	Mgmt	For	For
1e	Elect Director Steven G. Norcutt	G	Mgmt	For	For
1f	Elect Director Lisa A. Pendergast	G	Mgmt	For	For
1g	Elect Director Jason T. Serrano	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

New York Mortgage Trust, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For

Newell Brands Inc.

Meeting Date: 08/05/2025 **Country:** USA **Ticker:** NWL
Record Date: 12/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Bridget Ryan Berman	G	Mgmt	For	For
1b	Elect Director Patrick D. Campbell	G	Mgmt	For	For
1c	Elect Director James P. Keane	G	Mgmt	For	For
1d	Elect Director Gerardo I. Lopez	G	Mgmt	For	For
1e	Elect Director Christopher H. Peterson	G	Mgmt	For	For
1f	Elect Director Gary H. Pilnick	G	Mgmt	For	For
1g	Elect Director Judith A. Sprieser	G	Mgmt	For	For
1h	Elect Director Stephanie P. Stahl	G	Mgmt	For	For
1i	Elect Director Anthony Terry	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Adopt Share Retention Policy For Senior Executives	G	SH	Against	Against

Blended Rationale: [SF-50500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.

NewMarket Corporation

Meeting Date: 24/04/2025 **Country:** USA **Ticker:** NEU
Record Date: 24/02/2025 **Meeting Type:** Annual

NewMarket Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mark M. Gambill	G	Mgmt	For	For
1.2	Elect Director Bruce C. Gottwald	G	Mgmt	For	For
1.3	Elect Director Thomas E. Gottwald	G	Mgmt	For	For
1.4	Elect Director H. Hiter Harris, III	G	Mgmt	For	For
1.5	Elect Director James E. Rogers	G	Mgmt	For	For
1.6	Elect Director Lilo S. Ukrop	G	Mgmt	For	For
1.7	Elect Director Ting Xu	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Newmont Corporation

Meeting Date: 30/04/2025

Country: USA

Ticker: NEM

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Gregory H. Boyce	G	Mgmt	For	For
1.2	Elect Director Bruce R. Brook	G	Mgmt	For	For
1.3	Elect Director Maura J. Clark	G	Mgmt	For	For
1.4	Elect Director Harry M. (Red) Conger, IV	G	Mgmt	For	For
1.5	Elect Director Emma FitzGerald	G	Mgmt	For	For
1.6	Elect Director Sally-Anne Layman	G	Mgmt	For	For
1.7	Elect Director José Manuel Madero	G	Mgmt	For	For
1.8	Elect Director René Médori	G	Mgmt	For	For
1.9	Elect Director Jane Nelson	G	Mgmt	For	For
1.10	Elect Director Tom Palmer	G	Mgmt	For	For
1.11	Elect Director Julio M. Quintana	G	Mgmt	For	For
1.12	Elect Director David T. Seaton	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Newmont Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Nexans SA

Meeting Date: 15/05/2025

Country: France

Ticker: NEX

Record Date: 13/05/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.60 per Share	G	Mgmt	For	For
4	Reelect Marc Grynberg as Director	G	Mgmt	For	For
5	Reelect Francisco Perez Mackenna as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
6	Elect Gwenaël Gilbert as Representative of Employee Shareholders to the Board	G	Mgmt	For	For
A	Elect Bruno Daguet as Representative of Employee Shareholders to the Board	G	Mgmt	Against	Against
7	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
8	Approve Compensation of Jean Mouton, Chairman of the Board	G	Mgmt	For	For
9	Approve Compensation of Christopher Guérin, CEO	G	Mgmt	For	For
10	Approve Remuneration Policy of Directors	G	Mgmt	For	For
11	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
12	Approve Remuneration Policy of CEO	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Approve Transaction with Bpifrance Participations	G	Mgmt	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Extraordinary Business	G	Mgmt Mgmt	For	For
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 14 Million	G	Mgmt	For	For
17	Authorize Capitalization of Reserves of Up to EUR 14 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4,375,330	G	Mgmt	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 4,375,330	G	Mgmt	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16, 18, 19, and 21	G	Mgmt	For	For
21	Authorize Capital Increase of up to EUR 4,375,330 for Contributions in Kind	G	Mgmt	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for International Employees	G	Mgmt	For	For
24	Authorize Up to EUR 330,000 for Use in Restricted Stock Plan With Performance Conditions Attached	G	Mgmt	For	For
25	Authorize Up to EUR 50,000 for Use in Restricted Stock Plan	G	Mgmt	For	For
26	Amend Article 13 of Bylaws Re: Written Consultation Ordinary Business	G	Mgmt Mgmt	For	For

Nexans SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
27	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Nexi SpA

Meeting Date: 30/04/2025 Country: Italy Ticker: NEXI
 Record Date: 17/04/2025 Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
	Management Proposals		Mgmt		
1	Approve Financial Statements, Statutory Reports, and Treatment of Net Loss	G	Mgmt	For	For
2	Approve Partial Distribution of Reserves	G	Mgmt	For	For
3.1	Approve Remuneration Policy	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. payments have the potential to be excessive. [SD-M0550-005] Termination</i></p>					
3.2	Approve Second Section of the Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
5.1	Fix Number of Directors	G	Mgmt	For	For
5.2	Fix Board Terms for Directors	G	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates		Mgmt		
5.3.1	Slate 1 Submitted by Institutional Investors (Assogestioni)	G	SH	None	For
<p><i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i></p>					

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.3.2	Slate 2 Submitted by CDP Equity SpA, CDPE Investimenti SpA, Mercury UK Holdco Limited, AB Europe (Luxembourg) Investment Sarl, Eagle (AIBC) & CY SCA, Evergood H&F Lux Sarl, Neptune (BC) Sarl	G	SH	None	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
	Shareholder Proposal Submitted by CDP Equity SpA, CDPE Investimenti SpA, Mercury UK Holdco Limited, AB Europe (Luxembourg) Investment Sarl, Eagle (AIBC) & CY SCA, Evergood H&F Lux Sarl, Neptune (BC) Sarl		Mgmt		
5.4	Elect Marcello Sala as Board Chair	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
	Management Proposal		Mgmt		
5.5	Approve Remuneration of Directors	G	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates		Mgmt		
6.1.1	Slate 1 Submitted by Institutional Investors (Assogestioni)	G	SH	None	For
	<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>				
6.1.2	Slate 2 Submitted by CDP Equity SpA, CDPE Investimenti SpA, Mercury UK Holdco Limited, AB Europe (Luxembourg) Investment Sarl, Eagle (AIBC) & CY SCA, Evergood H&F Lux Sarl, Neptune (BC) Sarl	G	SH	None	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
6.2	Appoint Chairman of Internal Statutory Auditors	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
	Management Proposals		Mgmt		
6.3	Approve Internal Auditors' Remuneration	G	Mgmt	For	For

Nexi SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Long Term Incentive Plan	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
8	Adjust Remuneration of External Auditors	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
1	Authorize Cancellation of Shares without Reduction of Share Capital; Amend Article 6	G	Mgmt	For	For
2	Authorize Board to Increase Capital to Service the Long Term Incentive Plan	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					

NexPoint Residential Trust, Inc.

Meeting Date: 20/05/2025 **Country:** USA **Ticker:** NXRT
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director James Dondero	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1b	Elect Director Brian Mitts	G	Mgmt	For	For
1c	Elect Director Edward Constantino	G	Mgmt	For	For
1d	Elect Director Scott Kavanaugh	G	Mgmt	For	For
1e	Elect Director Arthur Laffer	G	Mgmt	For	For
1f	Elect Director Carol Swain	G	Mgmt	For	For
1g	Elect Director Catherine Wood	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Nexstar Media Group, Inc.

Meeting Date: 17/06/2025

Country: USA

Ticker: NXST

Record Date: 21/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Perry A. Sook	G	Mgmt	For	For
1b	Elect Director Geoff Armstrong	G	Mgmt	For	For
1c	Elect Director Bernadette S. Aulestia	G	Mgmt	For	For
1d	Elect Director Jay M. Grossman	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1e	Elect Director Ellen Johnson	G	Mgmt	For	For
1f	Elect Director C. Thomas McMillen	G	Mgmt	For	For
1g	Elect Director Lisbeth McNabb	G	Mgmt	For	For
1h	Elect Director John R. Muse	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-005] Vote against for failure of the nom/gov committee to take action with respect to substantial votes against one or more directors last year.</i>					
1i	Elect Director Tony Wells	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Next Plc

Meeting Date: 15/05/2025

Country: United Kingdom

Ticker: NXT

Record Date: 13/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For
4	Elect Jonathan Blanchard as Director	G	Mgmt	For	For
5	Re-elect Jonathan Bewes as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Re-elect Venetia Butterfield as Director	G	Mgmt	For	For
7	Re-elect Soumen Das as Director	G	Mgmt	For	For
8	Re-elect Tom Hall as Director	G	Mgmt	For	For
9	Re-elect Dame Tristia Harrison as Director	G	Mgmt	For	For
10	Re-elect Richard Papp as Director	G	Mgmt	For	For
11	Re-elect Michael Roney as Director	G	Mgmt	For	For
12	Re-elect Jane Shields as Director	G	Mgmt	For	For
13	Re-elect Jeremy Stakol as Director	G	Mgmt	For	For
14	Re-elect Amy Stirling as Director	G	Mgmt	For	For
15	Re-elect Lord Wolfson as Director	G	Mgmt	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
18	Approve Long Term Incentive Plan	G	Mgmt	For	For
19	Authorise Issue of Equity	G	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
23	Authorise Off-Market Purchase of Ordinary Shares	G	Mgmt	For	For
24	Adopt New Articles of Association	G	Mgmt	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For
	Shareholder Proposal		Mgmt		
26	Approve ShareAction Requisitioned Resolution	G	SH	Against	Against

Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company

Nexteer Automotive Group Limited

Meeting Date: 18/06/2025

Country: Cayman Islands

Ticker: 1316

Record Date: 10/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a1	Elect Milavec, Robin Zane Director	G	Mgmt	For	For
3a2	Elect Qiao, Kun as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					
3a3	Elect Wang, Bin as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence[HK-M0201-013] Remuneration Committee without majority independence[SF-M0201-025] The nomination committee is not majority independent.</i>					
3b	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
5B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
5C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

NextEra Energy, Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: NEE

Record Date: 25/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Nicole S. Arnaboldi	G	Mgmt	For	For
1b	Elect Director James L. Camaren	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

NextEra Energy, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Naren K. Gursahaney	G	Mgmt	For	For
1d	Elect Director Kirk S. Hachigian	G	Mgmt	For	For
1e	Elect Director Maria G. Henry	G	Mgmt	For	For
1f	Elect Director John W. Ketchum	G	Mgmt	For	For
1g	Elect Director Amy B. Lane	G	Mgmt	For	For
1h	Elect Director Geoffrey S. Martha	G	Mgmt	For	For
1i	Elect Director David L. Porges	G	Mgmt	For	For
1j	Elect Director Deborah L. "Dev" Stahlkopf	G	Mgmt	For	For
1k	Elect Director John A. Stall	G	Mgmt	For	For
1l	Elect Director Darryl L. Wilson	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

NFI Group Inc.

Meeting Date: 09/05/2025

Country: Canada

Ticker: NFI

Record Date: 10/03/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
2.1	Elect Director Aziz Aghili	G	Mgmt	For	For
2.2	Elect Director Larry Edwards	G	Mgmt	For	For
2.3	Elect Director Chan Galbato - *Withdrawn Resolution*	G	Mgmt		
2.4	Elect Director Adam Gray	G	Mgmt	For	For
2.5	Elect Director Paulo Cezar da Silva Nunes	G	Mgmt	For	For
2.6	Elect Director Anne Marie O'Donovan	G	Mgmt	For	For
2.7	Elect Director Colin Robertson	G	Mgmt	For	For
2.8	Elect Director Maryse Saint-Laurent	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

NFI Group Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.9	Elect Director Paul Soubry	G	Mgmt	For	For
2.10	Elect Director Jannet Walker-Ford	G	Mgmt	For	For
2.11	Elect Director Katherine S. Winter	G	Mgmt	For	For
3	Approve Restricted Share Unit Plan	G	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

NGK Insulators, Ltd.

Meeting Date: 26/06/2025 **Country:** Japan **Ticker:** 5333
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	G	Mgmt	For	For
2	Amend Articles to Change Company Name	G	Mgmt	For	For
3.1	Elect Director Oshima, Taku	G	Mgmt	For	For
3.2	Elect Director Kobayashi, Shigeru	G	Mgmt	For	For
3.3	Elect Director Matsuda, Hiroto	G	Mgmt	For	For
3.4	Elect Director Shindo, Hideaki	G	Mgmt	For	For
3.5	Elect Director Mori, Jun	G	Mgmt	For	For
3.6	Elect Director Inagaki, Mayumi	G	Mgmt	For	For
3.7	Elect Director Hamada, Emiko	G	Mgmt	For	For
3.8	Elect Director Sakuma, Hiroshi	G	Mgmt	For	For
3.9	Elect Director Kawakami, Noriko	G	Mgmt	For	For
3.10	Elect Director Miyamoto, Kengo	G	Mgmt	For	For
4	Appoint Statutory Auditor Hasegawa, Koji	G	Mgmt	For	For

NH Foods Ltd.

Meeting Date: 25/06/2025 **Country:** Japan **Ticker:** 2282
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kito, Tetsuhiro	G	Mgmt	For	For
1.2	Elect Director Ikawa, Nobuhisa	G	Mgmt	For	For
1.3	Elect Director Maeda, Fumio	G	Mgmt	For	For
1.4	Elect Director Akiyama, Kohei	G	Mgmt	For	For
1.5	Elect Director Kono, Yasuko	G	Mgmt	For	For
1.6	Elect Director Yamasaki, Tokushi	G	Mgmt	For	For
1.7	Elect Director Miyazaki, Hiroko	G	Mgmt	For	For
1.8	Elect Director Koyama, Masahiko	G	Mgmt	For	For
2	Appoint Statutory Auditor Oda, Nobuo	G	Mgmt	For	For

NIBE Industrier AB

Meeting Date: 15/05/2025

Country: Sweden

Ticker: NIBE.B

Record Date: 07/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive President's Report	G	Mgmt		
8	Receive Financial Statements and Statutory Reports; Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	G	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9.b	Approve Allocation of Income and Dividends of SEK 0.30 Per Share	G	Mgmt	For	For

NIBE Industrier AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.c	Approve Discharge of Board and President	G	Mgmt	For	For
10	Determine Number of Members (7) and Deputy Members (0) of Board	G	Mgmt	For	For
11	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of SEK 1.04 Million for Chair and SEK 520,000 for Other Directors; Approve Remuneration of Auditors	G	Mgmt	For	For
13	Reelect Hans Linnarson (Chair), James Ahrgren, Camilla Ekdahl, Eva Karlsson, Gerteric Lindquist, Anders Palsson and Eva Thunholm as Directors	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
14	Ratify KPMG as Auditors	G	Mgmt	For	For
15	Approve Nomination Committee Procedures	G	Mgmt	For	For
16	Approve Remuneration Report	G	Mgmt	For	For
17	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	G	Mgmt	For	For
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
19	Close Meeting	G	Mgmt		

NICHIAS Corp.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 5393

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 56	G	Mgmt	For	For
2.1	Elect Director Kametsu, Katsumi	G	Mgmt	For	For
2.2	Elect Director Yamamoto, Tsukasa	G	Mgmt	For	For
2.3	Elect Director Tanabe, Satoshi	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

NICHIAS Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.4	Elect Director Sato, Kiyoshi	G	Mgmt	For	For
2.5	Elect Director Ryuko, Yukinori	G	Mgmt	For	For
2.6	Elect Director Wachi, Yoko	G	Mgmt	For	For
2.7	Elect Director Manabe, Yasushi	G	Mgmt	For	For
2.8	Elect Director Iwasaki, Reiko	G	Mgmt	For	For

Nichirei Corp.

Meeting Date: 25/06/2025 **Country:** Japan **Ticker:** 2871
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 51	G	Mgmt	For	For
2.1	Elect Director Okushi, Kenya	G	Mgmt	For	For
2.2	Elect Director Takenaga, Masahiko	G	Mgmt	For	For
2.3	Elect Director Tanabe, Wataru	G	Mgmt	For	For
2.4	Elect Director Suzuki, Kenji	G	Mgmt	For	For
2.5	Elect Director Takaku, Yuichi	G	Mgmt	For	For
2.6	Elect Director Shimamoto, Kazunori	G	Mgmt	For	For
2.7	Elect Director Nabeshima, Mana	G	Mgmt	For	For
2.8	Elect Director Hama, Itsuo	G	Mgmt	For	For
2.9	Elect Director Hamashima, Kenji	G	Mgmt	For	For
2.10	Elect Director Yoshimaru, Yukiko	G	Mgmt	For	For
2.11	Elect Director Yamaguchi, Yumi	G	Mgmt	For	For
3	Appoint Statutory Auditor Yanagisawa, Kenji	G	Mgmt	For	For

Nicolet Bankshares, Inc.

Meeting Date: 19/05/2025 **Country:** USA **Ticker:** NIC
Record Date: 17/03/2025 **Meeting Type:** Annual

Nicolet Bankshares, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Marcia M. Anderson	G	Mgmt	For	For
1.2	Elect Director Robert B. Atwell	G	Mgmt	For	For
1.3	Elect Director Héctor Colón	G	Mgmt	For	For
1.4	Elect Director Michael E. Daniels	G	Mgmt	For	For
1.5	Elect Director Lynn D. Davis	G	Mgmt	For	For
1.6	Elect Director John N. Dykema	G	Mgmt	For	For
1.7	Elect Director Christopher J. Ghidorzi	G	Mgmt	For	For
1.8	Elect Director Andrew F. Hetzel, Jr.	G	Mgmt	For	For
1.9	Elect Director Brenda L. Johnson	G	Mgmt	For	For
1.10	Elect Director Donald J. Long, Jr.	G	Mgmt	For	For
1.11	Elect Director Dustin J. McClone	G	Mgmt	For	For
1.12	Elect Director Susan L. Merkatoris	G	Mgmt	For	For
1.13	Elect Director Oliver Pierce Smith	G	Mgmt	For	For
1.14	Elect Director Glen E. Tellock	G	Mgmt	For	For
1.15	Elect Director Robert J. Weyers	G	Mgmt	For	For
2	Ratify Forvis Mazars, LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

NIDEC Corp.

Meeting Date: 20/06/2025

Country: Japan

Ticker: 6594

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nagamori, Shigenobu	G	Mgmt	For	For

NIDEC Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Kishida, Mitsuya	G	Mgmt	For	For
1.3	Elect Director Kobe, Hiroshi	G	Mgmt	For	For
1.4	Elect Director Sato, Shinichi	G	Mgmt	For	For
1.5	Elect Director Komatsu, Yayoi	G	Mgmt	For	For
1.6	Elect Director Sakai, Takako	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Yoshii, Hiroshi	G	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Toyoshima, Hiroe	G	Mgmt	For	For

Nien Made Enterprise Co., Ltd.

Meeting Date: 25/06/2025 **Country:** Taiwan **Ticker:** 8464
Record Date: 25/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For

Nifco, Inc.

Meeting Date: 24/06/2025 **Country:** Japan **Ticker:** 7988
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	G	Mgmt	For	For
2.1	Elect Director Shibao, Masaharu	G	Mgmt	For	For
2.2	Elect Director Fukuo, Michihiro	G	Mgmt	For	For
2.3	Elect Director Nonogaki, Yoshiko	G	Mgmt	For	For

Nifco, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.4	Elect Director Kometani, Yoshio	G	Mgmt	For	For
2.5	Elect Director Yamahata, Satoshi	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Yauchi, Toshiki	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Matsumoto, Mitsuhiro	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Hayashi, Izumi	G	Mgmt	For	For
4	Elect Alternate Director and Audit Committee Member Wakabayashi, Masakazu	G	Mgmt	For	For
5	Appoint Deloitte Touche Tohmatsu LLC as New External Audit Firm	G	Mgmt	For	For

Nihon Kohden Corp.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 6849

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 16	G	Mgmt	For	For
2.1	Elect Director Ogino, Hirokazu	G	Mgmt	For	For
2.2	Elect Director Tanaka, Eiichi	G	Mgmt	For	For
2.3	Elect Director Yoshitake, Yasuhiro	G	Mgmt	For	For
2.4	Elect Director Kato, Kazuhiro	G	Mgmt	For	For
2.5	Elect Director Kawatsuhara, Shigeru	G	Mgmt	For	For
2.6	Elect Director Morita, Sumie	G	Mgmt	For	For
2.7	Elect Director Danny Risberg	G	Mgmt	For	For
2.8	Elect Director Morita, Mamoru	G	Mgmt	For	For
3	Elect Director and Audit Committee Member Hirata, Shigeru	G	Mgmt	For	For

Nihon M&A Center Holdings Inc.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 2127

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 15	G	Mgmt	For	For
2.1	Elect Director Miyake, Suguru	G	Mgmt	For	For
2.2	Elect Director Naraki, Takamaro	G	Mgmt	For	For
2.3	Elect Director Otsuki, Masahiko	G	Mgmt	For	For
2.4	Elect Director Takeuchi, Naoki	G	Mgmt	For	For
2.5	Elect Director Takeda, Yasuhiro	G	Mgmt	For	For
2.6	Elect Director Mori, Tokihiko	G	Mgmt	For	For
2.7	Elect Director Takeuchi, Minako	G	Mgmt	For	For
2.8	Elect Director Nishikido, Keiichi	G	Mgmt	For	For
2.9	Elect Director Shimizu, Takao	G	Mgmt	For	For
2.10	Elect Director Kobayashi, Noritaka	G	Mgmt	For	For
3	Elect Director and Audit Committee Member Abe, Mizuho	G	Mgmt	For	For
4	Elect Alternate Director and Audit Committee Member Endo, Hirotooshi	G	Mgmt	For	For

Nihon Parkerizing Co., Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 4095

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	G	Mgmt	For	For
2.1	Elect Director Satomi, Kazuichi	G	Mgmt	For	For
2.2	Elect Director Aoyama, Masayuki	G	Mgmt	For	For
2.3	Elect Director Tamura, Hiroyasu	G	Mgmt	For	For
2.4	Elect Director Ozaki, Fumikazu	G	Mgmt	For	For
2.5	Elect Director Fukuta, Yasumasa	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Nihon Parkerizing Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.6	Elect Director Emori, Shimako	G	Mgmt	For	For
2.7	Elect Director Mori, Tatsuya	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Kubota, Masaharu	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Chika, Koji	G	Mgmt	For	For

Nikon Corp.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 7731

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	G	Mgmt	For	For
2.1	Elect Director Umatate, Toshikazu	G	Mgmt	For	For
2.2	Elect Director Tokunari, Muneaki	G	Mgmt	For	For
2.3	Elect Director Omura, Yasuhiro	G	Mgmt	For	For
2.4	Elect Director Hiruta, Shiro	G	Mgmt	For	For
2.5	Elect Director Tatsuoka, Tsuneyoshi	G	Mgmt	For	For
2.6	Elect Director Nakata, Takuya	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Hagiwara, Satoshi	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Chiba, Michiko	G	Mgmt	For	For

Ninety One Plc

Meeting Date: 09/04/2025

Country: United Kingdom

Ticker: N91

Record Date: 07/04/2025

Meeting Type: Special

Ninety One Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Authorise Issue of Equity in Ninety One plc in Connection to the SA Transaction Consideration Shares	G	Mgmt	For	For
2	Authorise Issue of Equity without Pre-emptive Rights in Ninety One plc in Connection to the SA Transaction Consideration Shares	G	Mgmt	For	For
3	Authorise Issue of Equity in Ninety One Limited in Connection to the SA Transaction Consideration Shares	G	Mgmt	For	For

Ningbo Deye Technology Co., Ltd.

Meeting Date: 21/05/2025 **Country:** China **Ticker:** 605117
Record Date: 14/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Report of the Independent Directors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Annual Report and Summary	G	Mgmt	For	For
6	Approve Profit Distribution and Capitalization of Capital Reserves	G	Mgmt	For	For
7	Approve Use of Idle Own Funds for Cash Management	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks.</i>					
8	Approve Credit Line Application and External Guarantee	G	Mgmt	For	For
9	Approve Foreign Exchange Hedging Business	G	Mgmt	For	For
10	Approve Remuneration of Directors	G	Mgmt	For	For
11	Approve Remuneration of Supervisors	G	Mgmt	For	For

Ningbo Orient Wires & Cable Co., Ltd.

Meeting Date: 22/04/2025

Country: China

Ticker: 603606

Record Date: 16/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements and Financial Budget Report	G	Mgmt	For	For
5	Approve Profit Distribution Plan	G	Mgmt	For	For
6	Approve Work Report of the Independent Directors	G	Mgmt	For	For
7	Approve Raw Material Futures Hedging Business	G	Mgmt	For	For
8	Approve Additional Application of Comprehensive Bank Credit Lines	G	Mgmt	For	For
9	Approve Shareholder Return Plan	G	Mgmt	For	For

Ningbo Sanxing Medical Electric Co., Ltd.

Meeting Date: 16/05/2025

Country: China

Ticker: 601567

Record Date: 12/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Report of the Independent Directors	G	Mgmt	For	For
4	Approve Financial Report	G	Mgmt	For	For
5	Approve Annual Report and Summary	G	Mgmt	For	For
6	Approve Profit Distribution	G	Mgmt	For	For
7	Approve Credit Line Application	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Ningbo Sanxing Medical Electric Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Provision of Guarantees	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
9	Approve Remuneration of Directors	G	Mgmt	For	For
10	Approve Remuneration of Supervisors	G	Mgmt	For	For
11	Approve Allowance of Independent Directors	G	Mgmt	For	For
12	Approve Appointment of Financial and Internal Control Auditor	G	Mgmt	For	For
13	Approve Amendments to Articles of Association	G	Mgmt	For	For
14	Amend Part of the Internal Control System	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
15	Approve Shareholder Dividend Return Plan	G	Mgmt	For	For

Ningbo Sanxing Medical Electric Co., Ltd.

Meeting Date: 13/06/2025 **Country:** China **Ticker:** 601567
Record Date: 09/06/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Change of Use of Repurchased Shares to Cancellation and Reduction of Registered Capital	G	Mgmt	For	For

Ningbo Tuopu Group Co., Ltd.

Meeting Date: 07/04/2025 **Country:** China **Ticker:** 601689
Record Date: 27/03/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Increase in Investment Scale of Raised Funds Investment Project and Change of Raised Funds Investment Project	G	Mgmt	For	For

Ningbo Tuopu Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Amend Articles of Association	G	Mgmt	For	For

Ningbo Tuopu Group Co., Ltd.

Meeting Date: 14/05/2025 Country: China Ticker: 601689
Record Date: 06/05/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Report of the Board of Independent Directors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Credit Line Application	G	Mgmt	For	For
6	Approve Bill Pool Business	G	Mgmt	For	For
7	Approve Forward Settlement and Other Foreign Exchange Derivatives Business	G	Mgmt	For	For
8	Approve to Appoint Auditor	G	Mgmt	For	For
9	Approve Profit Distribution	G	Mgmt	For	For
10	Approve Annual Report and Summary	G	Mgmt	For	For
11	Approve 2024 Related Party Transactions	G	Mgmt	For	For
12	Approve Estimated 2025 Daily Related Party Transactions	G	Mgmt	For	For
13	Approve Estimated Amount of External Guarantees	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
14	Approve Use of Idle Raised Funds for Entrusted Asset Management	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks.</i>					
15	Approve Use of Idle Raised Funds to Replenish Working Capital	G	Mgmt	For	For
16	Approve Remuneration of Directors and Senior Management Members	G	Mgmt	For	For
17	Approve Remuneration of Supervisor	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Ningbo Tuopu Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
18	Approve Financial Leasing Sale and Leaseback Business	G	Mgmt	For	For

Ningxia Baofeng Energy Group Co., Ltd.

Meeting Date: 02/04/2025 Country: China Ticker: 600989
Record Date: 27/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements and Financial Budget Report	G	Mgmt	For	For
4	Approve Signing of Daily Related Party Transactions Agreement with Related Parties	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i></p>					
5	Approve Profit Distribution Plan	G	Mgmt	For	For
6	Approve Annual Report and Summary	G	Mgmt	For	For
7	Approve Authorization for the Board of Directors to Decide on Interim Profit Distribution	G	Mgmt	For	For
8	Approve to Appoint Auditor	G	Mgmt	For	For
9	Approve Estimated Amount of External Guarantees	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i></p>					

Nintendo Co., Ltd.

Meeting Date: 27/06/2025 Country: Japan Ticker: 7974
Record Date: 31/03/2025 Meeting Type: Annual

Nintendo Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 85	G	Mgmt	For	For
2.1	Elect Director Furukawa, Shuntaro	G	Mgmt	For	For
2.2	Elect Director Miyamoto, Shigeru	G	Mgmt	For	For
2.3	Elect Director Takahashi, Shinya	G	Mgmt	For	For
2.4	Elect Director Shibata, Satoru	G	Mgmt	For	For
2.5	Elect Director Shiota, Ko	G	Mgmt	For	For
2.6	Elect Director Beppu, Yusuke	G	Mgmt	For	For
2.7	Elect Director Chris Meledandri	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.8	Elect Director Miyoko Demay	G	Mgmt	For	For
2.9	Elect Director Hachiya, Kazuhiko	G	Mgmt	For	For

NIO Inc.

Meeting Date: 25/06/2025 **Country:** Cayman Islands **Ticker:** 9866
Record Date: 23/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve PricewaterhouseCoopers Zhong Tian LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Nippon Accommodations Fund, Inc.

Meeting Date: 20/05/2025 **Country:** Japan **Ticker:** 3226
Record Date: 28/02/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Permitted Investment Types	G	Mgmt	For	For

Nippon Accommodations Fund, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Amend Articles to Change REIT Name - Specify Asset Management Company Name	G	Mgmt	For	For
3	Amend Articles to Amend Asset Management Compensation	G	Mgmt	For	For
4	Elect Executive Director Inoue, Toru	G	Mgmt	For	For
5.1	Elect Alternate Executive Director Ishikawa, Atsuhiko	G	Mgmt	For	For
5.2	Elect Alternate Executive Director Makino, Tatsu	G	Mgmt	For	For
6.1	Elect Supervisory Director Eto, Mika	G	Mgmt	For	For
6.2	Elect Supervisory Director Enomoto, Eiki	G	Mgmt	For	For
6.3	Elect Supervisory Director Iwatani, Seiji	G	Mgmt	For	For

Nippon Densetsu Kogyo Co., Ltd.

Meeting Date: 20/06/2025

Country: Japan

Ticker: 1950

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 90	G	Mgmt	For	For
2.1	Elect Director Yasuda, Kazushige	G	Mgmt	For	For
2.2	Elect Director Taniyama, Masaaki	G	Mgmt	For	For
2.3	Elect Director Togawa, Yuji	G	Mgmt	For	For
2.4	Elect Director Matsui, Katsuhiko	G	Mgmt	For	For
2.5	Elect Director Kuramoto, Masamichi	G	Mgmt	For	For
2.6	Elect Director Kato, Osamu	G	Mgmt	For	Against

Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.

Nippon Kayaku Co., Ltd.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 4272

Record Date: 31/03/2025

Meeting Type: Annual

Nippon Kayaku Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 37.5	G	Mgmt	For	For
2.1	Elect Director Kawamura, Shigeyuki	G	Mgmt	For	For
2.2	Elect Director Shimada, Hiroshi	G	Mgmt	For	For
2.3	Elect Director Inoue, Shinji	G	Mgmt	For	For
2.4	Elect Director Takeda, Makoto	G	Mgmt	For	For
2.5	Elect Director Fujishima, Yasuyuki	G	Mgmt	For	For
2.6	Elect Director Fusamura, Seiichi	G	Mgmt	For	For
2.7	Elect Director Akamatsu, Ikuko	G	Mgmt	For	For
2.8	Elect Director Kato, Yasuhito	G	Mgmt	For	For
2.9	Elect Director Tsubakimoto, Mitsuhiro	G	Mgmt	For	For
3	Appoint Statutory Auditor Saito, Nagafumi	G	Mgmt	For	For

Nippon Paper Industries Co., Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 3863

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 10	G	Mgmt	For	For
2.1	Elect Director Nozawa, Toru	G	Mgmt	For	For
2.2	Elect Director Sebe, Akira	G	Mgmt	For	For
2.3	Elect Director Sugino, Mitsuhiro	G	Mgmt	For	For
2.4	Elect Director Murakami, Yasuhito	G	Mgmt	For	For
2.5	Elect Director Yasunaga, Atsumi	G	Mgmt	For	For
2.6	Elect Director Watanabe, Keiko	G	Mgmt	For	For
2.7	Elect Director Fujioka, Makoto	G	Mgmt	For	For
2.8	Elect Director Hatta, Yoko	G	Mgmt	For	For
2.9	Elect Director Kunigo, Yutaka	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Nippon Paper Industries Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.1	Appoint Statutory Auditor Itakura, Tomoyasu	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Nishimoto, Tomoyoshi	G	Mgmt	For	For

Nippon Sanso Holdings Corp.

Meeting Date: 18/06/2025 Country: Japan Ticker: 4091
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 27	G	Mgmt	For	For
2.1	Elect Director Hamada, Toshihiko	G	Mgmt	For	For
2.2	Elect Director Nagata, Kenji	G	Mgmt	For	For
2.3	Elect Director Raoul Giudici	G	Mgmt	For	For
2.4	Elect Director Hara, Miri	G	Mgmt	For	For
2.5	Elect Director Nagasawa, Katsumi	G	Mgmt	For	For
2.6	Elect Director Miyatake, Masako	G	Mgmt	For	For
2.7	Elect Director Nakajima, Hideo	G	Mgmt	For	For
2.8	Elect Director Yamaji, Katsuhito	G	Mgmt	For	For
2.9	Elect Director Yabe, Naoto	G	Mgmt	For	For
3	Appoint Statutory Auditor Shibata, Riki	G	Mgmt	For	For

Blended Rationale: .

NIPPON STEEL CORP.

Meeting Date: 24/06/2025 Country: Japan Ticker: 5401
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 80	G	Mgmt	For	For
2.1	Elect Director Hashimoto, Eiji	G	Mgmt	For	For

NIPPON STEEL CORP.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.2	Elect Director Imai, Tadashi	G	Mgmt	For	For
2.3	Elect Director Mori, Takahiro	G	Mgmt	For	For
2.4	Elect Director Sato, Naoki	G	Mgmt	For	For
2.5	Elect Director Hirose, Takashi	G	Mgmt	For	For
2.6	Elect Director Funakoshi, Hirofumi	G	Mgmt	For	For
2.7	Elect Director Minato, Hiroyuki	G	Mgmt	For	For
2.8	Elect Director Fujita, Nobuhiro	G	Mgmt	For	For
2.9	Elect Director Tomita, Tetsuro	G	Mgmt	For	For
2.10	Elect Director Urano, Kuniko	G	Mgmt	For	For
3	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For
4	Amend Articles to Add Provision on Subsidiary Management	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
5	Approve Restricted Stock Plan	G	SH	Against	Against
<i>Blended Rationale: [TK-S0511-002] AGAINST shareholder proposal as proposed amendment will not provide appropriate incentive to the management.</i>					
6	Introduce Clawback Provision for Representative Directors' Performance-based Compensation Scheme	G	SH	Against	Against
<i>Blended Rationale: [TK-S0511-002] AGAINST shareholder proposal as proposed amendment will not provide appropriate incentive to the management.</i>					

Nippon Telegraph & Telephone Corp.

Meeting Date: 19/06/2025

Country: Japan

Ticker: 9432

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 2.6	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

Nippon Telegraph & Telephone Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Amend Articles to Change Company Name - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Board to Determine Income Allocation	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3.1	Elect Director Sawada, Jun	G	Mgmt	For	For
3.2	Elect Director Shimada, Akira	G	Mgmt	For	For
3.3	Elect Director Hiroi, Takashi	G	Mgmt	For	For
3.4	Elect Director Hoshino, Riaki	G	Mgmt	For	For
3.5	Elect Director Onishi, Sachiko	G	Mgmt	For	For
3.6	Elect Director Patrizio, Mapelli	G	Mgmt	For	For
3.7	Elect Director Sakamura, Ken	G	Mgmt	For	For
3.8	Elect Director Uchinaga, Yukako	G	Mgmt	For	For
3.9	Elect Director Watanabe, Koichiro	G	Mgmt	For	For
3.10	Elect Director Endo, Noriko	G	Mgmt	For	For
3.11	Elect Director Takei, Natsuko	G	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Yanagi, Keiichiro	G	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Takahashi, Kanae	G	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Koshiyama, Kensuke	G	Mgmt	For	For
4.4	Elect Director and Audit Committee Member Kanda, Hideki	G	Mgmt	For	For
4.5	Elect Director and Audit Committee Member Kashima, Kaoru	G	Mgmt	For	For
5	Elect Alternate Director and Audit Committee Member Takei, Natsuko	G	Mgmt	For	For
6	Approve Cash Compensation Ceiling for Directors Who Are Not Audit Committee Members and Compensation Ceiling Set Aside for Board Members Shareholding Association	G	Mgmt	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For

Nippon Telegraph & Telephone Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For
9	Amend Articles to Prohibit Lowering Real Wages for General Employees Other Than Managers and Supervisors	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
10	Amend Articles to Ensure Equal Treatment of Management Proposals and Shareholder Proposals in Shareholder Meeting Materials	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
11	Amend Articles to Relax Limit of Number of Characters in Shareholder Proposal Justification Statements	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
12	Amend Articles to Add Provisions on Corporate Philosophy	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
13	Amend Articles to Add Provisions on Disclosure concerning Capital Policy	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
14	Amend Articles to Add Provisions on Nationality Requirement for Directors	E, S	SH	Against	Against
<i>Blended Rationale: [TK-S0810-002] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
15	Amend Articles to Add Provisions on Judgement Standard for Board Resolutions	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0222-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
16	Approve Additional Special Dividend of JPY 10	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0152-002] AGAINST shareholder proposal as the proposed capital policy is inappropriate considering the financial performance of the company.</i>					
17	Approve Stock Option Plan	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0512-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Nippon Telegraph & Telephone Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
18	Amend Articles to Add Provisions to Reduce Environmental Impact through Electronic Provision of Shareholder Meeting Materials	G	SH	Against	Against

Blended Rationale: [RJ-S0123-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.

Nippon Yusen KK

Meeting Date: 18/06/2025 **Country:** Japan **Ticker:** 9101
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 195	G	Mgmt	For	For
2.1	Elect Director Nagasawa, Hitoshi	G	Mgmt	For	For
2.2	Elect Director Soga, Takaya	G	Mgmt	For	For
2.3	Elect Director Kono, Akira	G	Mgmt	For	For
2.4	Elect Director Suzuki, Yasunobu	G	Mgmt	For	For
2.5	Elect Director Tanabe, Eiichi	G	Mgmt	For	For
2.6	Elect Director Shisai, Satoko	G	Mgmt	For	For
2.7	Elect Director Kuwabara, Satoko	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Kosugi, Keiko	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Higurashi, Yutaka	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Nakaso, Hiroshi	G	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Ii, Motoyuki	G	Mgmt	For	For
3.5	Elect Director and Audit Committee Member Nonomiya, Ritsuko	G	Mgmt	For	For
4	Elect Alternate Director and Audit Committee Member Tanabe, Eiichi	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Nippon Yusen KK

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Performance-Based Cash Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
6	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

Nishi-Nippon Railroad Co., Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 9031

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 22.5	G	Mgmt	For	For
2.1	Elect Director Kuratomi, Sumio	G	Mgmt	For	For
2.2	Elect Director Hayashida, Koichi	G	Mgmt	For	For
2.3	Elect Director Matsumoto, Yoshito	G	Mgmt	For	For
2.4	Elect Director Okaku, Sunao	G	Mgmt	For	For
2.5	Elect Director Matsufuji, Satoru	G	Mgmt	For	For
2.6	Elect Director Tsuno, Kikuyo	G	Mgmt	For	For
2.7	Elect Director Matsuo, Mie	G	Mgmt	For	For
3	Elect Director and Audit Committee Member Nagata, Osamu	G	Mgmt	For	For

NiSource Inc.

Meeting Date: 12/05/2025

Country: USA

Ticker: NI

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Peter A. Altabef	G	Mgmt	For	For
1b	Elect Director Sondra L. Barbour	G	Mgmt	For	For
1c	Elect Director Theodore H. Bunting, Jr.	G	Mgmt	For	For

NiSource Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Eric L. Butler	G	Mgmt	For	For
1e	Elect Director Deborah A. Henretta	G	Mgmt	For	For
1f	Elect Director Deborah A. P. Hersman	G	Mgmt	For	For
1g	Elect Director Michael E. Jesanis	G	Mgmt	For	For
1h	Elect Director William D. Johnson	G	Mgmt	For	For
1i	Elect Director Kevin T. Kabat	G	Mgmt	For	For
1j	Elect Director Cassandra S. Lee	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1k	Elect Director John McAvoy	G	Mgmt	For	For
1l	Elect Director Lloyd M. Yates	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	G	SH	Against	Against
<i>Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.</i>					

Nissan Chemical Corp.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 4021

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 104	G	Mgmt	For	For
2.1	Elect Director Kinoshita, Kojiro	G	Mgmt	For	For
2.2	Elect Director Yagi, Shinsuke	G	Mgmt	For	For
2.3	Elect Director Daimon, Hideki	G	Mgmt	For	For
2.4	Elect Director Ishikawa, Motoaki	G	Mgmt	For	For
2.5	Elect Director Sato, Yuji	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Nissan Chemical Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.6	Elect Director Matsuoka, Takeshi	G	Mgmt	For	For
2.7	Elect Director Kataoka, Kazunori	G	Mgmt	For	For
2.8	Elect Director Nakagawa, Miyuki	G	Mgmt	For	For
2.9	Elect Director Takeoka, Yuko	G	Mgmt	For	For
2.10	Elect Director Hama, Itsuo	G	Mgmt	For	For
3	Appoint Statutory Auditor Kinugawa, Sachie	G	Mgmt	For	Against

Blended Rationale: [RJ-M0280-001] AGAINST affiliated outsiders.

Nissan Motor Co., Ltd.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 7201

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Business Lines	G	Mgmt	For	For
2.1	Elect Director Kimura, Yasushi	G	Mgmt	For	For
2.2	Elect Director Bernard Delmas	G	Mgmt	For	For
2.3	Elect Director Ihara, Keiko	G	Mgmt	For	For
2.4	Elect Director Nagai, Moto	G	Mgmt	For	For
2.5	Elect Director Andrew House	G	Mgmt	For	For
2.6	Elect Director Brenda Harvey	G	Mgmt	For	For
2.7	Elect Director Asada, Teruo	G	Mgmt	For	For
2.8	Elect Director Tokuno, Mariko	G	Mgmt	For	For
2.9	Elect Director Valerie Landon	G	Mgmt	For	For
2.10	Elect Director Timothy Ryan	G	Mgmt	For	For
2.11	Elect Director Ivan Espinosa	G	Mgmt	For	For
2.12	Elect Director Akashi, Eiichi	G	Mgmt	For	For
3	Amend Articles to Disclose Company's Review regarding Management of Listed Subsidiaries	G	SH	Against	Against

Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.

Nissan Motor Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Amend Articles to Disclose Company's Review regarding Management of Listed Subsidiaries which Faces Delisting Risk	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
5	Amend Articles to Establish New Post to Ensure Appropriate Shareholder Meetings	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0123-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
6	Amend Articles to Add Provision on Stock Price Linked Director Compensation	S, G	SH	Against	Against
<i>Blended Rationale: [RJ-S0504-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
7	Approve Alternate Final Dividend of JPY 20 per Share	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0152-002] AGAINST shareholder proposal as the proposed capital policy is inappropriate considering the financial performance of the company.</i>					

Nisshin Seifun Group, Inc.

Meeting Date: 26/06/2025 **Country:** Japan **Ticker:** 2002
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	G	Mgmt	For	For
2.1	Elect Director Takihara, Kenji	G	Mgmt	For	For
2.2	Elect Director Suzuki, Eiichi	G	Mgmt	For	For
2.3	Elect Director Takahashi, Seiichiro	G	Mgmt	For	For
2.4	Elect Director Yamada, Takao	G	Mgmt	For	For
2.5	Elect Director Iwahashi, Takahiko	G	Mgmt	For	For
2.6	Elect Director Ikeda, Shinichi	G	Mgmt	For	For
2.7	Elect Director Fushiya, Kazuhiko	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
2.8	Elect Director Nagai, Moto	G	Mgmt	For	For
2.9	Elect Director Endo, Nobuhiro	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Nisshin Seifun Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.10	Elect Director Sakamoto, Kenji	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Ouchi, Sho	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Tomita, Mieko	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Kaneko, Hiroto	G	Mgmt	For	For

Nissin Foods Company Limited

Meeting Date: 05/06/2025 **Country:** Hong Kong **Ticker:** 1475
Record Date: 30/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2a	Approve Final Dividend	G	Mgmt	For	For
2b	Approve Special Dividend	G	Mgmt	For	For
3a1	Elect Shinji Tatsutani as Director	G	Mgmt	For	For
3a2	Elect Kiyoshi Matsuura as Director	G	Mgmt	For	For
3a3	Elect Lynne Yukie Nakano as Director	G	Mgmt	For	For
3a4	Elect Toshiaki Sakai as Director	G	Mgmt	For	For
3b	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Nissin Foods Holdings Co., Ltd.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 2897

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Provisions on Number of Directors	G	Mgmt	For	For
2	Approve Allocation of Income, With a Final Dividend of JPY 35	G	Mgmt	For	For
3.1	Elect Director Ando, Koki	G	Mgmt	For	For
3.2	Elect Director Ando, Noritaka	G	Mgmt	For	For
3.3	Elect Director Tanaka, Mitsuru	G	Mgmt	For	For
3.4	Elect Director Kobayashi, Ken	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3.5	Elect Director Okafuji, Masahiro	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3.6	Elect Director Mizuno, Masato	G	Mgmt	For	For
3.7	Elect Director Sakuraba, Eietsu	G	Mgmt	For	For
3.8	Elect Director Ogasawara, Yuka	G	Mgmt	For	For
3.9	Elect Director Yamaguchi, Keiko	G	Mgmt	For	For
3.10	Elect Director Shimamoto, Kumiko	G	Mgmt	For	For
4	Appoint Statutory Auditor Hashimoto, Akihiro	G	Mgmt	For	For
5	Appoint Alternate Statutory Auditor Sugiura, Tetsuro	G	Mgmt	For	For

Nissui Corp.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 1332

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Hamada, Shingo	G	Mgmt	For	For
1.2	Elect Director Tanaka, Teru	G	Mgmt	For	For
1.3	Elect Director Yamamoto, Shinya	G	Mgmt	For	For
1.4	Elect Director Umeda, Koji	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Nissui Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Asai, Masahide	G	Mgmt	For	For
1.6	Elect Director Kuraishi, Terutaka	G	Mgmt	For	For
1.7	Elect Director Matsuo, Tokio	G	Mgmt	For	For
1.8	Elect Director Eguchi, Atsumi	G	Mgmt	For	For
1.9	Elect Director Abe, Daisaku	G	Mgmt	For	For
1.10	Elect Director Tanaka, Keiko	G	Mgmt	For	For
2.1	Appoint Statutory Auditor Jingu, Tomoshige	G	Mgmt	For	For
2.2	Appoint Statutory Auditor Tadokoro, Takeshi	G	Mgmt	For	For
3	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

Niterra Co., Ltd.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 5334

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Odo, Shinichi	G	Mgmt	For	For
1.2	Elect Director Kawai, Takeshi	G	Mgmt	For	For
1.3	Elect Director Suzuki, Keiji	G	Mgmt	For	For
1.4	Elect Director Doi, Miwako	G	Mgmt	For	For
1.5	Elect Director Takakura, Chiharu	G	Mgmt	For	For
1.6	Elect Director Mimura, Takayoshi	G	Mgmt	For	For
1.7	Elect Director Makaya, Hisanori	G	Mgmt	For	For
2	Approve Fixed Cash Compensation Ceiling and Annual Bonus Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
3	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

Nitori Holdings Co., Ltd.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 9843

Record Date: 31/03/2025

Meeting Type: Annual

Nitori Holdings Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nitori, Akio	G	Mgmt	For	For
1.2	Elect Director Shirai, Toshiyuki	G	Mgmt	For	For
1.3	Elect Director Takeda, Masanori	G	Mgmt	For	For
1.4	Elect Director Abiko, Hiromi	G	Mgmt	For	For
1.5	Elect Director Miyauchi, Yoshihiko	G	Mgmt	For	For
1.6	Elect Director Yoshizawa, Naoko	G	Mgmt	For	For
2	Elect Director and Audit Committee Member Kanetaka, Masahito	G	Mgmt	For	For

Nittetsu Mining Co., Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 1515

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 134	G	Mgmt	For	For
2.1	Elect Director Morikawa, Reichi	G	Mgmt	For	For
2.2	Elect Director Fujimoto, Hirofumi	G	Mgmt	For	For
2.3	Elect Director Otakara, Kenji	G	Mgmt	For	For
2.4	Elect Director Izumi, Nobumichi	G	Mgmt	For	For
2.5	Elect Director Itakura, Kenichi	G	Mgmt	For	For
2.6	Elect Director Soda, Ken	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Aoki, Yuko	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Yasuda, Seiji	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Michimata, Noriko	G	Mgmt	For	For

Nittetsu Mining Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Elect Alternate Director and Audit Committee Member Hotta, Eiki	G	Mgmt	For	For

Nitto Boseki Co., Ltd.

Meeting Date: 19/06/2025 Country: Japan Ticker: 3110
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 78.5	G	Mgmt	For	For
2.1	Elect Director Tsuji, Yuichi	G	Mgmt	For	For
2.2	Elect Director Tada, Hiroyuki	G	Mgmt	For	For
2.3	Elect Director Matsunaga, Takano	G	Mgmt	For	For
2.4	Elect Director Fujishige, Sadayoshi	G	Mgmt	For	For
2.5	Elect Director Naito, Agasa	G	Mgmt	For	For
2.6	Elect Director Nakajima, Yasuharu	G	Mgmt	For	For
2.7	Elect Director Miida, Takeshi	G	Mgmt	For	For

Nitto Denko Corp.

Meeting Date: 20/06/2025 Country: Japan Ticker: 6988
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 28	G	Mgmt	For	For
2.1	Elect Director Takasaki, Hideo	G	Mgmt	For	For
2.2	Elect Director Miki, Yosuke	G	Mgmt	For	For
2.3	Elect Director Iseyama, Yasuhiro	G	Mgmt	For	For
2.4	Elect Director Owaki, Yasuhito	G	Mgmt	For	For
2.5	Elect Director Akagi, Tatsuya	G	Mgmt	For	For
2.6	Elect Director Furuse, Yoichiro	G	Mgmt	For	For

Nitto Denko Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.7	Elect Director Wong Lai Yong	G	Mgmt	For	For
2.8	Elect Director Sawada, Michitaka	G	Mgmt	For	For
2.9	Elect Director Yamada, Yasuhiro	G	Mgmt	For	For
2.10	Elect Director Eto, Mariko	G	Mgmt	For	For

Nitto Kogyo Corp.

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 6651
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 96	G	Mgmt	For	For
2.1	Elect Director Kato, Tokio	G	Mgmt	For	For
2.2	Elect Director Kurono, Toru	G	Mgmt	For	For
2.3	Elect Director Sato, Koichiro	G	Mgmt	For	For
2.4	Elect Director Tejima, Akitaka	G	Mgmt	For	For
2.5	Elect Director Takenaka, Koichi	G	Mgmt	For	For
2.6	Elect Director Kobayashi, Yusuke	G	Mgmt	For	For
2.7	Elect Director Kawaji, Katsuhiko	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Suehiro, Kazufumi	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Nakagawa, Miyuki	G	Mgmt	For	For

Nitto Kohki Co., Ltd.

Meeting Date: 25/06/2025 **Country:** Japan **Ticker:** 6151
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 18	G	Mgmt	For	For

Nitto Kohki Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Director Ogata, Akinobu	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-021] AGAINST directors responsible for company's poor ROE/ROA performance.</i>					
2.2	Elect Director Takata, Yoko	G	Mgmt	For	For
2.3	Elect Director Noguchi, Hiromi	G	Mgmt	For	For
2.4	Elect Director Nakagawa, Yasuo	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
2.5	Elect Director Komiyama, Mitsuru	G	Mgmt	For	For
2.6	Elect Director Santo, Masaji	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Yamada, Hideo	G	Mgmt	For	For
4	Approve Director Retirement Bonus	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0582-005] AGAINST in view of company's poor financial performance. [RJ-M0582-006] AGAINST because of the lack of payment amount disclosure.</i>					

NMI Holdings, Inc.

Meeting Date: 08/05/2025 **Country:** USA **Ticker:** NMIH
Record Date: 11/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Bradley M. Shuster	G	Mgmt	For	For
1.2	Elect Director Adam S. Pollitzer	G	Mgmt	For	For
1.3	Elect Director Michael Embler	G	Mgmt	For	For
1.4	Elect Director John C. Erickson	G	Mgmt	For	For
1.5	Elect Director Priya Huskins	G	Mgmt	For	For
1.6	Elect Director Lynn S. McCreary	G	Mgmt	For	For
1.7	Elect Director Michael Montgomery	G	Mgmt	For	For
1.8	Elect Director Regina Muehlhauser	G	Mgmt	For	For
1.9	Elect Director Steven L. Scheid	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

NMI Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Ratify BDO USA, P.C. as Auditors	G	Mgmt	For	For

NN Group NV

Meeting Date: 15/05/2025 Country: Netherlands Ticker: NN
Record Date: 17/04/2025 Meeting Type: Annual

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

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

NN Group NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10Aii	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
10.B.	Grant Board Authority to Issue Shares in Connection with a Rights Issue	G	Mgmt	For	For
11.	Authorize Repurchase of Shares	G	Mgmt	For	For
12.	Approve Reduction in Share Capital through Cancellation of Shares	G	Mgmt	For	For
13.	Close Meeting	G	Mgmt		

NNN REIT, Inc.

Meeting Date: 13/05/2025 **Country:** USA **Ticker:** NNN
Record Date: 17/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Pamela K. M. Beall	G	Mgmt	For	For
1b	Elect Director Steven D. Cosler	G	Mgmt	For	For
1c	Elect Director David M. Fick	G	Mgmt	For	For
1d	Elect Director Edward J. Fritsch	G	Mgmt	For	For
1e	Elect Director Elizabeth C. Gulacsy	G	Mgmt	For	For
1f	Elect Director Betsy D. Holden	G	Mgmt	For	For
1g	Elect Director Stephen A. Horn, Jr.	G	Mgmt	For	For
1h	Elect Director Kamau O. Witherspoon	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Noble Corporation plc

Meeting Date: 08/05/2025 **Country:** United Kingdom **Ticker:** NE
Record Date: 10/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Director Patrice Douglas	G	Mgmt	For	For
2	Elect Director Robert W. Eifler	G	Mgmt	For	For
3	Elect Director Claus V. Hemmingsen	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
4	Elect Director Alan J. Hirshberg	G	Mgmt	For	For
5	Elect Director Kristin H. Holth	G	Mgmt	For	For
6	Elect Director H. Keith Jennings	G	Mgmt	For	For
7	Elect Director Charles M. Sledge	G	Mgmt	For	For
8	Ratify PricewaterhouseCoopers LLP (US) as Auditors	G	Mgmt	For	For
9	Ratify PricewaterhouseCoopers LLP (UK) as Auditors	G	Mgmt	For	For
10	Authorize the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
11	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
12	Approve Remuneration Report	G	Mgmt	For	For
13	Authorize Issue of Equity	G	Mgmt	For	For
14	Authorize Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
15	Authorize Share Repurchase Program	G	Mgmt	For	For

NOF Corp.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 4403

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 24	G	Mgmt	For	For
2.1	Elect Director Miyaji, Takeo	G	Mgmt	For	For
2.2	Elect Director Sawamura, Koji	G	Mgmt	For	For

NOF Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.3	Elect Director Saito, Manabu	G	Mgmt	For	For
2.4	Elect Director Yamauchi, Kazuyoshi	G	Mgmt	For	For
2.5	Elect Director Kamada, Takashi	G	Mgmt	For	For
2.6	Elect Director Hayashi, Izumi	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Miyo, Masanobu	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Ito, Kunimitsu	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Sagara, Yuriko	G	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Miura, Keiichi	G	Mgmt	For	For

Nohmi Bosai Ltd.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 6744

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 46	G	Mgmt	For	For
2.1	Elect Director Okamura, Takeshi	G	Mgmt	For	For
2.2	Elect Director Hasegawa, Masahiro	G	Mgmt	For	For
2.3	Elect Director Nakamura, Masayuki	G	Mgmt	For	For
2.4	Elect Director Senda, Takehiko	G	Mgmt	For	For
2.5	Elect Director Shiotani, Shin	G	Mgmt	For	For
2.6	Elect Director Hirano, Keiko	G	Mgmt	For	For
2.7	Elect Director Sumi, Tetsuya	G	Mgmt	For	For

Nokia Oyj

Meeting Date: 29/04/2025

Country: Finland

Ticker: NOKIA

Record Date: 15/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Call the Meeting to Order	G	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt		
5	Prepare and Approve List of Shareholders	G	Mgmt		
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.14 Per Share	G	Mgmt	For	For
9	Approve Discharge of Board and President	G	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
<i>Blended Rationale: [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
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	G	Mgmt	For	For
13	Fix Number of Directors at Ten	G	Mgmt	For	For
14.1	Reelect Timo Ahopelto as Director	G	Mgmt	For	For
14.2	Reelect Sari Baldauf (Chair) as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
14.3	Reelect Elizabeth Crain as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					

Nokia Oyj

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14.4	Reelect Thomas Dannenfeldt as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
14.5	Elect Pernille Erenbjerg as New Director	G	Mgmt	For	For
14.6	Reelect Lisa Hook as Director	G	Mgmt	For	For
14.7	Elect Timo Ihamuotila (Vice Chair) as New Director	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
14.8	Reelect Mike McNamara as Director	G	Mgmt	For	For
14.9	Reelect Thomas Saueressig as Director	G	Mgmt	For	For
14.10	Reelect Kai Oistamo as Director	G	Mgmt	For	For
15	Approve Remuneration of Auditor	G	Mgmt	For	For
16	Ratify Deloitte as Auditor	G	Mgmt	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
18	Appoint Deloitte as Auditor for Sustainability Reporting	G	Mgmt	For	For
19	Authorize Share Repurchase Program	G	Mgmt	For	For
20	Approve Issuance of up to 530 Million Shares without Preemptive Rights	G	Mgmt	For	For
21	Close Meeting	G	Mgmt		

Nokian Renkaat Oyj

Meeting Date: 07/05/2025

Country: Finland

Ticker: TYRES

Record Date: 24/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Call the Meeting to Order	G	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Nokian Renkaat Oyj

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Prepare and Approve List of Shareholders	G	Mgmt		
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.25 Per Share	G	Mgmt	For	For
9	Approve Discharge of Board and President and CEO	G	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
11	Approve Remuneration of Directors in the Amount of EUR 115,000 for Chair, EUR 76,000 for Deputy Chair and EUR 53,500 for Other Directors; Approve Meeting Fees	G	Mgmt	For	For
12	Fix Number of Directors at Eight	G	Mgmt	For	For
13	Reelect Elina Bjorklund (Vice Chair), Susanne Hahn, Jukka Hienonen (Chair), Markus Korsten, Elisa Markula, Christopher Olander and Jouko Polonen as Directors; Elect Antti Makinen as New Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
14	Approve Remuneration of Auditors	G	Mgmt	For	For
15	Ratify Ernst & Young as Auditors	G	Mgmt	For	For
16	Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
17	Appoint Ernst & Young as Auditor for Sustainability Reporting	G	Mgmt	For	For
18	Authorize Share Repurchase Program	G	Mgmt	For	For
19	Approve Issuance of up to 13.8 Million Shares without Preemptive Rights	G	Mgmt	For	For
20	Approve Charitable Donations of up to EUR 250,000	S	Mgmt	For	For
21	Close Meeting	G	Mgmt		

Meeting Date: 06/05/2025

Country: Sweden

Ticker: NOLA.B

Record Date: 25/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	G	Mgmt	For	For
2	Prepare and Approve List of Shareholders	G	Mgmt		
3	Approve Agenda of Meeting	G	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
7b	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
7c	Approve Allocation of Income and Dividends of SEK 1.50 Per Share	G	Mgmt	For	For
7d1	Approve Discharge of Fredrik Arp	G	Mgmt	For	For
7d2	Approve Discharge of Carina van den Berg	G	Mgmt	For	For
7d3	Approve Discharge of Tomas Blomquist	G	Mgmt	For	For
7d4	Approve Discharge of Sven Bostrom	G	Mgmt	For	For
7d5	Approve Discharge of Klas Forsstrom	G	Mgmt	For	For
7d6	Approve Discharge of Lovisa Hamrin	G	Mgmt	For	For
7d7	Approve Discharge of Asa Hedin	G	Mgmt	For	For
7d8	Approve Discharge of Erik Lyng-Jorlen	G	Mgmt	For	For
7d9	Approve Discharge of Lars-Ake Rydh	G	Mgmt	For	For
7d10	Approve Discharge of Steven Gorial	G	Mgmt	For	For
7d11	Approve Discharge of Bjorn Jacobsson	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7d12	Approve Discharge of Arif Mislimi	G	Mgmt	For	For
7d13	Approve Discharge of Agneta Olsson	G	Mgmt	For	For
7d14	Approve Discharge of Christer Wahlquist	G	Mgmt	For	For
8.1	Determine Number of Members (7) and Deputy Members (0) of Board	G	Mgmt	For	For
8.2	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
9.1	Approve Remuneration of Directors in the Amount of SEK 1.09 Million for Chair and SEK 338,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
9.2	Approve Remuneration of Auditors	G	Mgmt	For	For
10.1	Reelect Carina van den Berg as Director	G	Mgmt	For	For
10.2	Reelect Tomas Blomquist as Director	G	Mgmt	For	For
10.3	Reelect Sven Bostrom as Director	G	Mgmt	For	For
10.4	Reelect Klas Forsstrom as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
10.5	Reelect Lovisa Hamrin as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i></p>					
10.6	Reelect Asa Hedin as Director	G	Mgmt	For	For
10.7	Reelect Erik Lyng-Jorlen as Director	G	Mgmt	For	For
10.8	Elect Klas Forsstrom as Board Chair	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
10.9	Ratify Ernst & Young as Auditors	G	Mgmt	For	For
11.a)	Approve Long-Term Incentive Program 2025/2031 for Senior Executives	G	Mgmt	For	For

Nolato AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11.b)	Approve Equity Plan Financing	G	Mgmt	For	For
12	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	G	Mgmt	For	For
13	Close Meeting	G	Mgmt		

NOMURA Co., Ltd.

Meeting Date: 22/05/2025

Country: Japan

Ticker: 9716

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 32	G	Mgmt	For	For
2.1	Elect Director Okumoto, Kiyotaka	G	Mgmt	For	For
2.2	Elect Director Hayashida, Yoshitaka	G	Mgmt	For	For
2.3	Elect Director Harayama, Asako	G	Mgmt	For	For
2.4	Elect Director Maejima, Takayuki	G	Mgmt	For	For
2.5	Elect Director Kimishima, Tatsumi	G	Mgmt	For	For
2.6	Elect Director Matsutomi, Shigeo	G	Mgmt	For	For
3	Elect Director and Audit Committee Member Kanai, Chihiro	G	Mgmt	For	For

Nomura Holdings, Inc.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 8604

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nagai, Koji	G	Mgmt	For	For
1.2	Elect Director Okuda, Kentaro	G	Mgmt	For	For
1.3	Elect Director Nakajima, Yutaka	G	Mgmt	For	For

Nomura Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Ogawa, Shoji	G	Mgmt	For	For
1.5	Elect Director Victor Chu	G	Mgmt	For	For
1.6	Elect Director J. Christopher Giancarlo	G	Mgmt	For	For
1.7	Elect Director Patricia Mosser	G	Mgmt	For	For
1.8	Elect Director Takahara, Takahisa	G	Mgmt	For	For
1.9	Elect Director Ishiguro, Miyuki	G	Mgmt	For	For
1.10	Elect Director Ishizuka, Masahiro	G	Mgmt	For	For
1.11	Elect Director Oshima, Taku	G	Mgmt	For	For
1.12	Elect Director Nellie Liang	G	Mgmt	For	For
2	Amend Articles to Change Company Name	G	SH	Against	Against

Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.

Nomura Real Estate Holdings, Inc.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 3231

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Change Location of Head Office	G	Mgmt	For	For
2.1	Elect Director Kutsukake, Eiji	G	Mgmt	For	For
2.2	Elect Director Arai, Satoshi	G	Mgmt	For	For
2.3	Elect Director Matsuo, Daisaku	G	Mgmt	For	For
2.4	Elect Director Haga, Makoto	G	Mgmt	For	For
2.5	Elect Director Kurokawa, Hiroshi	G	Mgmt	For	For
2.6	Elect Director Takakura, Chiharu	G	Mgmt	For	For
2.7	Elect Director Yamashita, Yoshinori	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Ichihara, Yukio	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Ikeda, Takayuki	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Nomura Real Estate Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.3	Elect Director and Audit Committee Member Nogami, Saimon	G	Mgmt	For	For
4	Elect Alternate Director and Audit Committee Member Miyakawa, Akiko	G	Mgmt	For	For

Nomura Real Estate Master Fund, Inc.

Meeting Date: 28/05/2025 **Country:** Japan **Ticker:** 3462
Record Date: 28/02/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Change Location of Head Office - Set Upper Limit for Number of Directors	G	Mgmt	For	For
2	Elect Executive Director Yoshida, Shuhei	G	Mgmt	For	For
3.1	Elect Supervisory Director Uchiyama, Mineo	G	Mgmt	For	For
3.2	Elect Supervisory Director Okada, Mika	G	Mgmt	For	For
3.3	Elect Supervisory Director Koyama, Toko	G	Mgmt	For	For

Nomura Research Institute Ltd.

Meeting Date: 20/06/2025 **Country:** Japan **Ticker:** 4307
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	G	Mgmt	For	For
2.1	Elect Director Konomoto, Shingo	G	Mgmt	For	For
2.2	Elect Director Akatsuka, Yo	G	Mgmt	For	For

Nomura Research Institute Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.3	Elect Director Yanagisawa, Kaga	G	Mgmt	For	For
2.4	Elect Director Ebato, Ken	G	Mgmt	For	For
2.5	Elect Director Sagano, Fumihiko	G	Mgmt	For	For
2.6	Elect Director Yamazaki, Masaaki	G	Mgmt	For	For
2.7	Elect Director Ohashi, Tetsuji	G	Mgmt	For	For
2.8	Elect Director Kobori, Hideki	G	Mgmt	For	For
2.9	Elect Director Asai, Eriko	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Inada, Yoichi	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Hihara, Takeshi	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Kosakai, Kenkichi	G	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Kawasaki, Hiroko	G	Mgmt	For	For
3.5	Elect Director and Audit Committee Member Nakagawa, Takayuki	G	Mgmt	For	For
4	Elect Alternate Director and Audit Committee Member Asai, Eriko	G	Mgmt	For	For
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members and Restricted Stock Plan	G	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For

Nongfu Spring Co., Ltd.

Meeting Date: 20/05/2025

Country: China

Ticker: 9633

Record Date: 14/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Gu Zhaoyang as Director	G	Mgmt	For	For
2.1	Elect Wang Yuan as Supervisor	G	Mgmt	For	For

Nongfu Spring Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.2	Elect Fan Jinghan as Supervisor	G	Mgmt	For	For
3	Approve Report of the Board	G	Mgmt	For	For
4	Approve Report of the Supervisory Committee	G	Mgmt	For	For
5	Approve Consolidated Financial Statements and Report of the Auditor	G	Mgmt	For	For
6	Approve of Ernst & Young Hua Ming LLP as Domestic Auditor and Ernst & Young as Overseas Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Approve Final Dividend	G	Mgmt	For	For
8	Approve Application for Credit Lines from Banks and Other Financial Institutions and Relevant Authorizations to the Board	G	Mgmt	For	For
9	Approve Provision of Guarantee in Favour of Wholly-Owned Subsidiaries	G	Mgmt	For	For
10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i></p>					
11	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

Norconsult ASA

Meeting Date: 05/05/2025

Country: Norway

Ticker: NORCO

Record Date: 25/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
5	Receive Information About the Business	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Norconsult ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 1.70 Per Share	G	Mgmt	For	For
7	Approve Company's Corporate Governance Statement	G	Mgmt		
8	Approve Remuneration of Auditor	G	Mgmt	For	For
9	Approve Remuneration Statement (Advisory Vote)	G	Mgmt	For	For
10	Reelect Nils Morten Huseby (Chair), Mari Thjomoe (Vice Chair), Lars-Petter Nesvag and Sandra Kuru as Directors	G	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of NOK 625,500 for Chair, NOK 388,500 for Deputy Chair, NOK 355,000 for External Board Members and NOK 101,000 for Internal Board Members; Approve Committee Fees	G	Mgmt	For	For
12	Elect Karl G. Hogtun as New Member of Nominating Committee	G	Mgmt	For	For
13	Approve Remuneration of Nomination Committee	G	Mgmt	For	For
14	Amend Corporate Purpose	G	Mgmt	For	For
15	Approve Equity Plan Financing	G	Mgmt	For	For
16	Approve Creation of NOK 620,993.75 Pool of Capital without Preemptive Rights	G	Mgmt	For	For
17	Authorize Share Repurchase Program in Connection with Incentive Plans	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					
18	Authorize Share Repurchase Program for the Purpose of Investment or for Subsequent Sale or Deletion of Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					

Nordex SE

Meeting Date: 06/05/2025

Country: Germany

Ticker: NDX1

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
4	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
5.1	Approve Supervisory Board Remuneration Policy	G	Mgmt	For	For
5.2	Approve Remuneration of Supervisory Board	G	Mgmt	For	For
6	Approve Management Board Remuneration Policy	G	Mgmt	For	For
<p><i>Blended Rationale: .</i></p>					
7	Approve Stock Option Plan for Key Employees; Approve Creation of EUR 7 Million Pool of Conditional Capital to Guarantee Conversion Rights	G	Mgmt	For	For
8.1	Ratify KPMG AG as Auditors for Fiscal Year 2025	G	Mgmt	For	For
8.2	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For

Nordic Semiconductor ASA

Meeting Date: 05/05/2025

Country: Norway

Ticker: NOD

Record Date: 25/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	G	Mgmt		
2	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
3	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	G	Mgmt	For	For
5	Discuss Company's Corporate Governance Statement	G	Mgmt		
6	Authorize Share Repurchase Program	G	Mgmt	For	For
7a	Approve Creation of NOK 192,000 Pool of Capital without Preemptive Rights	G	Mgmt	For	For
7b	Approve Convertible Loans	G	Mgmt	For	For
8a)	Reelect Dieter May (Chair), Inger Berg Orstavik, Anita Huun, Annastiina Hintsu and Helmut Gassel as Directors	G	Mgmt	For	For
	Shareholder Proposal Submitted by Endre Holen		Mgmt		
8b)	Reelect Birger Steen, Anita Huun, Annastiina Hintsu, Helmut Gassel and Snorre Kjesbu as Directors	G	SH	For	Against
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				
	Management Proposals		Mgmt		
9a	Reelect Fredrik Thoresen (Chair) as Member of Nominating Committee	G	Mgmt	For	For
9b	Reelect Eivind Lotsberg as Member of Nominating Committee	G	Mgmt	For	For
9c	Elect Arne Graee as New Member of Nominating Committee	G	Mgmt	For	For
10a	Approve Remuneration of Directors	G	Mgmt	For	For
10b	Approve Remuneration of Nominating Committee	G	Mgmt	For	For
10c	Approve Remuneration of Auditor	G	Mgmt	For	For
11	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For

Nordic Semiconductor ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
12.2	Approve Long-Term Incentive Plan	G	Mgmt	For	For

Nordnet AB

Meeting Date: 28/04/2025

Country: Sweden

Ticker: SAVE

Record Date: 16/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
6	Approve Agenda of Meeting	G	Mgmt	For	For
7	Receive Chair's Report	G	Mgmt		
8	Receive CEO's Report	G	Mgmt		
9	Receive Financial Statements and Statutory Reports	G	Mgmt		
10	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
11	Approve Allocation of Income and Dividends of SEK 8.10 Per Share	G	Mgmt	For	For
12.a	Approve Discharge of Anna Back	G	Mgmt	For	For
12.b	Approve Discharge of Charlotta Nilsson	G	Mgmt	For	For
12.c	Approve Discharge of Tom Dinkelspiel	G	Mgmt	For	For
12.d	Approve Discharge of Karitha Ericson	G	Mgmt	For	For
12.e	Approve Discharge of Therese Hillman	G	Mgmt	For	For
12.f	Approve Discharge of Fredrik Bergstrom	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12.g	Approve Discharge of Henrik Rattzen	G	Mgmt	For	For
12.h	Approve Discharge of Johan Akerblom	G	Mgmt	For	For
12.i	Approve Discharge of Gustaf Unger	G	Mgmt	For	For
12.j	Approve Discharge of Lars-Ake Norling (CEO)	G	Mgmt	For	For
13.a	Determine Number of Members (8) and Deputy Members of Board (0)	G	Mgmt	For	For
13.b	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
14.a1	Approve Remuneration of Chair of Board in the Amount of SEK 1.03 Million	G	Mgmt	For	For
14.a2	Approve Remuneration for Each Other Director in the Amount of SEK 515,000	G	Mgmt	For	For
14.a3	Approve Remuneration for the Risk and Compliance Committee	G	Mgmt	For	For
14.a4	Approve Remuneration for the Audit Committee	G	Mgmt	For	For
14.a5	Approve Remuneration for the IT committee	G	Mgmt	For	For
14.a6	Approve Remuneration for the Remuneration Committee	G	Mgmt	For	For
14.b	Approve Remuneration of Auditors	G	Mgmt	For	For
15.a1	Reelect Tom Dinkelspiel as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
15.a2	Reelect Fredrik Bergstrom as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
15.a3	Reelect Anna Back as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
15.a4	Reelect Karitha Ericson as Director	G	Mgmt	For	For
15.a5	Reelect Charlotta Nilsson as Director	G	Mgmt	For	For
15.a6	Reelect Henrik Rattzen as Director	G	Mgmt	For	For
15.a7	Reelect Therese Hillman as Director	G	Mgmt	For	For
15.a8	Reelect Johan Akerblom as Director	G	Mgmt	For	For

Nordnet AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15.b	Reelect Tom Dinkelspiel as Board Chair	G	Mgmt	For	For
15.c	Ratify Deloitte AB as Auditors	G	Mgmt	For	For
16	Approve Remuneration Report	G	Mgmt	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
18	Authorize Share Repurchase Program	G	Mgmt	For	For
19	Approve SEK 12,578.015 Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 12,578.015 for a Bonus Issue	G	Mgmt	For	For
20	Approve Repurchase of Warrants; Approve Issuance of Shares	G	Mgmt	For	For
21	Approve Warrant Plan for Key Employees	G	Mgmt	For	For
22	Close Meeting	G	Mgmt		

Nordstrom, Inc.

Meeting Date: 16/05/2025 **Country:** USA **Ticker:** JWN
Record Date: 07/04/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	G	Mgmt	For	For
2	Advisory Vote on Golden Parachutes	G	Mgmt	For	For
3	Adjourn Meeting	G	Mgmt	For	For

Norfolk Southern Corporation

Meeting Date: 08/05/2025 **Country:** USA **Ticker:** NSC
Record Date: 03/03/2025 **Meeting Type:** Annual

Norfolk Southern Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard H. Anderson	G	Mgmt	For	For
1b	Elect Director William Clyburn, Jr.	G	Mgmt	For	For
1c	Elect Director Philip S. Davidson	G	Mgmt	For	For
1d	Elect Director Francesca A. DeBiase	G	Mgmt	For	For
1e	Elect Director Marcela E. Donadio	G	Mgmt	For	For
1f	Elect Director Sameh Fahmy	G	Mgmt	For	For
1g	Elect Director Mark R. George	G	Mgmt	For	For
1h	Elect Director Mary Kathryn "Heidi" Heitkamp	G	Mgmt	For	For
1i	Elect Director John C. Huffard, Jr.	G	Mgmt	For	For
1j	Elect Director Christopher T. Jones	G	Mgmt	For	For
1k	Elect Director Gilbert H. Lamphere	G	Mgmt	For	For
1l	Elect Director Claude Mongeau	G	Mgmt	For	For
1m	Elect Director Lori J. Ryerkerk	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Norsk Hydro ASA

Meeting Date: 09/05/2025 **Country:** Norway **Ticker:** NHY
Record Date: 02/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
4	Approve Notice of Meeting and Agenda	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Norsk Hydro ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 2.25 Per Share	G	Mgmt	For	For
6	Approve NOK 33.5 Million Reduction in Share Capital via Share Cancellation	G	Mgmt	For	For
7	Approve Remuneration of Auditors	G	Mgmt	For	For
8	Discuss Company's Corporate Governance Statement	G	Mgmt		
9	Approve Remuneration Statement	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
10.1	Elect Kim Wahl as New Director	G	Mgmt	For	For
11.1	Elect Susanne Munch Thore (Chair) as Member of Nominating Committee	G	Mgmt	For	For
11.2	Elect Muriel Bjorseth Hansen as Member of Nominating Committee	G	Mgmt	For	For
11.3	Elect Karl Mathisen as Member of Nominating Committee	G	Mgmt	For	For
11.4	Elect Harald Serc-Hanssen as Member of Nominating Committee	G	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of NOK 1 Million for Chair, NOK 536,000 for Vice Chair and NOK 469,000 for the Other Directors; Approve Committee Fees	G	Mgmt	For	For
13	Approve Remuneration of Members of Nomination Committee	G	Mgmt	For	For
	Shareholder Proposal Submitted by Ivar Saetre		Mgmt		
14	Approve Proposal to Investigate the Establishment of a Small Modular Reactor to Supply Electric Power to Sunndal Verk	G	SH	Against	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>					
	Shareholder Proposal Submitted by Albert Berveling		Mgmt		

Norsk Hydro ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15	Approve Proposal to Investigate Involvement in Nuclear Power	G	SH	Against	Against

Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.

Northern Trust Corporation

Meeting Date: 22/04/2025

Country: USA

Ticker: NTRS

Record Date: 24/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Susan Crown	G	Mgmt	For	For
1b	Elect Director Chandra Dhandapani	G	Mgmt	For	For
1c	Elect Director Dean M. Harrison	G	Mgmt	For	For
1d	Elect Director Jay L. Henderson	G	Mgmt	For	For
1e	Elect Director Marcy S. Klevorn	G	Mgmt	For	For
1f	Elect Director Siddharth N. "Bobby" Mehta	G	Mgmt	For	For
1g	Elect Director Robert E. Moritz	G	Mgmt	For	For
1h	Elect Director Michael G. O'Grady	G	Mgmt	For	For
1i	Elect Director Richard M. Petrino	G	Mgmt	For	For
1j	Elect Director Martin P. Slark	G	Mgmt	For	For
1k	Elect Director David H. B. Smith, Jr.	G	Mgmt	For	For
1l	Elect Director Donald Thompson	G	Mgmt	For	For
1m	Elect Director Charles A. Tribbett, III	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Northland Power Inc.

Meeting Date: 21/05/2025

Country: Canada

Ticker: NPI

Record Date: 08/04/2025

Meeting Type: Annual

Northland Power Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Director John W. Brace	G	Mgmt	For	For
2	Elect Director Doyle Beneby	G	Mgmt	For	For
3	Elect Director Lisa Colnett	G	Mgmt	For	For
4	Elect Director Kevin Glass	G	Mgmt	For	For
5	Elect Director Keith Halbert	G	Mgmt	For	For
6	Elect Director Christine Healy	G	Mgmt	For	For
7	Elect Director Helen Malloy Hicks	G	Mgmt	For	For
8	Elect Director Ian Pearce	G	Mgmt	For	For
9	Elect Director Eckhardt Ruemmler	G	Mgmt	For	For
10	Elect Director Ellen Smith	G	Mgmt	For	For
11	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
12	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Northwest Bancshares, Inc.

Meeting Date: 17/04/2025

Country: USA

Ticker: NWBI

Record Date: 18/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert M. Campana	G	Mgmt	For	For
1.2	Elect Director Timothy B. Fannin	G	Mgmt	For	For
1.3	Elect Director John P. Meegan	G	Mgmt	For	For
1.4	Elect Director Mark A. Paup	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

NorthWest Healthcare Properties Real Estate Investment Trust

Meeting Date: 27/05/2025

Country: Canada

Ticker: NWH.UN

Record Date: 11/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Trustees Peter Aghar	G	Mgmt	For	For
1b	Elect Trustees Graham Garner	G	Mgmt	For	For
1c	Elect Trustees Robert Julien	G	Mgmt	For	For
1d	Elect Trustees Laura King	G	Mgmt	For	For
1e	Elect Trustees David Klein	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1f	Elect Trustees Karine MacIndoe	G	Mgmt	For	For
1g	Elect Trustees Maureen O'Connell	G	Mgmt	For	For
2	Approve Deloitte LLP as Auditors and Authorize Trustees to Fix Their Remuneration	G	Mgmt	For	For

Northwest Natural Holding Company

Meeting Date: 22/05/2025

Country: USA

Ticker: NWN

Record Date: 03/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sandra McDonough	G	Mgmt	For	For
1.2	Elect Director Jane L. Peverett	G	Mgmt	For	For
1.3	Elect Director Charles A. Wilhoite	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.4	Elect Director Mary E. Ludford	G	Mgmt	For	For
1.5	Elect Director Justin B. Palfreyman	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

NorthWestern Energy Group, Inc.

Meeting Date: 30/04/2025

Country: USA

Ticker: NWE

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Brian Bird	G	Mgmt	For	For
1.2	Elect Director Sherina Maye Edwards	G	Mgmt	For	For
1.3	Elect Director David Goodin	G	Mgmt	For	For
1.4	Elect Director Jan Horsfall	G	Mgmt	For	For
1.5	Elect Director Britt Ide	G	Mgmt	For	For
1.6	Elect Director Kent Larson	G	Mgmt	For	For
1.7	Elect Director Linda Sullivan	G	Mgmt	For	For
1.8	Elect Director Mahvash Yazdi	G	Mgmt	For	For
1.9	Elect Director Jeffrey Yingling	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Norwegian Cruise Line Holdings Ltd.

Meeting Date: 12/06/2025

Country: Bermuda

Ticker: NCLH

Record Date: 02/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jose E. Cil	G	Mgmt	For	For
1b	Elect Director Harry C. Curtis	G	Mgmt	For	For
1c	Elect Director Harry Sommer	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Approve PricewaterhouseCoopers LLP Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

NOV Inc.

Meeting Date: 20/05/2025

Country: USA

Ticker: NOV

Record Date: 25/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Clay C. Williams	G	Mgmt	For	For
1b	Elect Director Marcela E. Donadio	G	Mgmt	For	For
1c	Elect Director Ben A. Guill	G	Mgmt	For	For
1d	Elect Director David D. Harrison	G	Mgmt	For	For
1e	Elect Director Christian S. Kendall	G	Mgmt	For	For
1f	Elect Director Patricia Martinez	G	Mgmt	For	For
1g	Elect Director Patricia B. Melcher	G	Mgmt	For	For
1h	Elect Director William R. Thomas	G	Mgmt	For	For
1i	Elect Director Robert S. Welborn	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Nova Ltd.

Meeting Date: 18/06/2025

Country: Israel

Ticker: NVMI

Record Date: 19/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Reelect Eitan Oppenheim as Director	G	Mgmt	For	For
1b	Reelect Avi Cohen as Director	G	Mgmt	For	Against

Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.

Nova Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1c	Reelect Raanan Cohen as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
1d	Reelect Sarit Sagiv as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
1e	Reelect Zehava Simon as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
1f	Reelect Yaniv Garty as Director	G	Mgmt	For	For
2	Approve Compensation Policy for the Directors and Officers of the Company	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
3	Approve Amended Employment Terms of Gabriel Waisman, President and CEO	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
4	Approve Amended Compensation Terms of Directors	G	Mgmt	For	For
5	Reappoint Kost Forer Gabbay & Kasierer as Auditors	G	Mgmt	For	For

NovaGold Resources Inc.

Meeting Date: 15/05/2025 **Country:** Canada **Ticker:** NG
Record Date: 19/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Elaine Dorward-King	G	Mgmt	For	For
1b	Elect Director Diane Garrett	G	Mgmt	For	For
1c	Elect Director Thomas S. Kaplan	G	Mgmt	For	For
1d	Elect Director Hume Kyle	G	Mgmt	For	For
1e	Elect Director Gregory A. Lang	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

NovaGold Resources Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Kalidas Madhavpeddi	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
1g	Elect Director Kevin McArthur	G	Mgmt	For	For
1h	Elect Director Daniel Muñiz Quintanilla	G	Mgmt	For	For
1i	Elect Director Ethan Schutt	G	Mgmt	For	For
1j	Elect Director Dawn Whittaker	G	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>					

Novanta Inc.

Meeting Date: 29/05/2025 **Country:** Canada **Ticker:** NOV
Record Date: 15/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Lonny J. Carpenter	G	Mgmt	For	For
1B	Elect Director Matthijs Glastra	G	Mgmt	For	For
1C	Elect Director Barbara B. Hulit	G	Mgmt	For	For
1D	Elect Director R. Matthew Johnson	G	Mgmt	For	For
1E	Elect Director Mary Kay Ladone	G	Mgmt	For	For
1F	Elect Director Maxine L. Mauricio	G	Mgmt	For	For
1G	Elect Director Thomas N. Secor	G	Mgmt	For	For
1H	Elect Director Darlene J.S. Solomon	G	Mgmt	For	For
1I	Elect Director Frank A. Wilson	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Novanta Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Novatek Microelectronics Corp.

Meeting Date: 28/05/2025 **Country:** Taiwan **Ticker:** 3034
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For

NovoCure Limited

Meeting Date: 04/06/2025 **Country:** Jersey **Ticker:** NVCR
Record Date: 04/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ashley Cordova	G	Mgmt	For	For
1b	Elect Director Asaf Danziger	G	Mgmt	For	For
1c	Elect Director William Doyle	G	Mgmt	For	For
1d	Elect Director Jeryl Hilleman	G	Mgmt	For	For
1e	Elect Director David Hung	G	Mgmt	For	For
1f	Elect Director Kinyip Gabriel Leung	G	Mgmt	For	For
1g	Elect Director Martin Madden	G	Mgmt	For	For
1h	Elect Director Allyson Ocean	G	Mgmt	For	For
1i	Elect Director Timothy Scannell	G	Mgmt	For	For
1j	Elect Director Kristin Stafford	G	Mgmt	For	For
1k	Elect Director William Vernon	G	Mgmt	For	For
2	Ratify Kost Forer Gabbay & Kasierer as Auditors	G	Mgmt	For	For

NovoCure Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Qualified Employee Stock Purchase Plan	G	Mgmt	For	For

Novonesis A/S

Meeting Date: 03/04/2025

Country: Denmark

Ticker: NSIS.B

Record Date: 27/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	G	Mgmt		
2	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 4.2 Per Share	G	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
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	G	Mgmt	For	For
6.a	Reelect Cornelis (Cees) de Jong (Chair) as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
7.a	Reelect Heine Dalsgaard (Vice Chair) as Director	G	Mgmt	For	For
8.a	Reelect Lise Kaae as Director	G	Mgmt	For	For
8.b	Reelect Kasim Kutay as Director	G	Mgmt	For	For
8.c	Reelect Kevin Lane as Director	G	Mgmt	For	For
8.d	Reelect Morten Otto Alexander Sommer as Director	G	Mgmt	For	For
8.e	Reelect Kim Stratton as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
8.f	Elect Monila Kothari as New Director	G	Mgmt	For	For

Novonesis A/S

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.a	Ratify Ernst & Young as Auditors; Ratify Ernst & Young as Auditors for Sustainability Reporting	G	Mgmt	For	For
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	G	Mgmt	For	For
10.b	Authorize Share Repurchase Program	G	Mgmt	For	For
10.c	Authorize Board to Decide on the Distribution of Extraordinary Dividends	G	Mgmt	For	For
11	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	G	Mgmt	For	For
12	Other Business	G	Mgmt		

NP3 Fastigheter AB

Meeting Date: 07/05/2025

Country: Sweden

Ticker: NP3

Record Date: 28/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chair of Meeting	G	Mgmt	For	For
2	Prepare and Approve List of Shareholders	G	Mgmt		
3	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
5	Approve Agenda of Meeting	G	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
7b	Approve Allocation of Income and Dividends of SEK 5.20 Per Ordinary Share and Dividends of SEK 2.00 Per Preference Share	G	Mgmt	For	For
7c.1	Approve Discharge of Asa Bergstrom	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

NP3 Fastigheter AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7c.2	Approve Discharge of Nils Styf	G	Mgmt	For	For
7c.3	Approve Discharge of Mia Backvall Juhlin	G	Mgmt	For	For
7c.4	Approve Discharge of Anders Nilsson	G	Mgmt	For	For
7c.5	Approve Discharge of Hans-Olov Blom	G	Mgmt	For	For
7c.6	Approve Discharge of Anders Palmgren	G	Mgmt	For	For
7c.7	Approve Discharge of Andreas Wahlen	G	Mgmt	For	For
8.1	Determine Number of Members (5) and Deputy Members (0) of Board	G	Mgmt	For	For
8.2	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
9.1	Approve Remuneration of Directors in the Amount of SEK 425,000 for Chair and SEK 225,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
9.2	Approve Remuneration of Auditors	G	Mgmt	For	For
10.1	Reelect Asa Bergstrom as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
10.2	Reelect Nils Styf as Director	G	Mgmt	For	For
10.3	Reelect Mia Backvall Juhlin as Director	G	Mgmt	For	For
10.4	Reelect Hans-Olov Blom as Director	G	Mgmt	For	For
10.5	Reelect Anders Palmgren as Director	G	Mgmt	For	For
10.6	Reelect Nils Styf as Board Chair	G	Mgmt	For	For
10.7	Ratify KPMG as Auditors	G	Mgmt	For	For
11	Approve Remuneration Report	G	Mgmt	For	For
12	Approve Incentive Program 2025/2028 for Key Employees	G	Mgmt	For	For
13	Approve Issuance of Up To 6.1 Million Ordinary Shares without Preemptive Rights; Approve Issuance of Up To 15 Million Preference Shares without Preemptive Rights	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i></p>					

NP3 Fastigheter AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Swedish Authorities	G	Mgmt	For	For
15	Close Meeting	G	Mgmt		

NPK International Inc.

Meeting Date: 15/05/2025 **Country:** USA **Ticker:** NPKI
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Joseph A. Cutillo	G	Mgmt	For	For
1b	Elect Director Matthew S. Lanigan	G	Mgmt	For	For
1c	Elect Director Roderick A. Larson	G	Mgmt	For	For
1d	Elect Director Michael A. Lewis	G	Mgmt	For	For
1e	Elect Director Claudia M. Meer	G	Mgmt	For	For
1f	Elect Director John C. Mingé	G	Mgmt	For	For
1g	Elect Director Rose M. Robeson	G	Mgmt	For	For
1h	Elect Director Donald W. Young	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

NRG Energy, Inc.

Meeting Date: 01/05/2025 **Country:** USA **Ticker:** NRG
Record Date: 03/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director E. Spencer Abraham	G	Mgmt	For	For
1b	Elect Director Antonio Carrillo	G	Mgmt	For	For
1c	Elect Director Matthew Carter, Jr.	G	Mgmt	For	For

NRG Energy, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Lawrence S. Coben	G	Mgmt	For	For
1e	Elect Director Heather Cox	G	Mgmt	For	For
1f	Elect Director Elisabeth B. Donohue	G	Mgmt	For	For
1g	Elect Director Marwan Fawaz	G	Mgmt	For	For
1h	Elect Director Kevin T. Howell	G	Mgmt	For	For
1i	Elect Director Alexander Pourbaix	G	Mgmt	For	For
<i>Blended Rationale:</i>					
1j	Elect Director Alexandra Pruner	G	Mgmt	For	For
1k	Elect Director Marcie C. Zlotnik	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Eliminate Supermajority Vote Requirements and Eliminate Related Obsolete References	G	Mgmt	For	For

NSD Co., Ltd.

Meeting Date: 25/06/2025 **Country:** Japan **Ticker:** 9759
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Imajo, Yoshikazu	G	Mgmt	For	For
1.2	Elect Director Yamoto, Osamu	G	Mgmt	For	For
1.3	Elect Director Kikawada, Hidetaka	G	Mgmt	For	For
1.4	Elect Director Miike, Mayuko	G	Mgmt	For	For
1.5	Elect Director Kajiwara, Yuriko	G	Mgmt	For	For
1.6	Elect Director Kawamata, Atsuhiko	G	Mgmt	For	For
1.7	Elect Director Jinnochi, Kumiko	G	Mgmt	For	For
1.8	Elect Director Takeuchi, Toru	G	Mgmt	For	For
2	Approve Compensation Ceiling for Directors	G	Mgmt	For	For

Meeting Date: 17/04/2025

Country: Netherlands

Ticker: NSI

Record Date: 20/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		
2	Receive Report of Management Board (Non-Voting)	G	Mgmt		
3	Receive Report of Supervisory Board (Non-Voting)	G	Mgmt		
4a	Approve Remuneration Report	G	Mgmt	For	For
4b	Adopt Financial Statements	G	Mgmt	For	For
5a	Receive Explanation on Company's Dividend Policy	G	Mgmt		
5b	Approve Dividends	G	Mgmt	For	For
6	Approve Discharge of Management Board	G	Mgmt	For	For
7	Approve Discharge of Supervisory Board	G	Mgmt	For	For
8	Discuss Composition of the Supervisory Board	G	Mgmt		
8a	Elect Petra van Hoeken to Supervisory Board	G	Mgmt	For	For
9	Ratify KPMG Accountants N.V. as Auditors	G	Mgmt	For	For
10	Amend Remuneration Policy of the Management Board	G	Mgmt	For	For
11a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	G	Mgmt	For	For
11b	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 11a	G	Mgmt	For	For
11c	Grant Board Authority to Issue Shares Up to 20 Percent of Issued Capital	G	Mgmt	For	For
11d	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
12	Outlook for 2025	G	Mgmt		
13	Other Business (Non-Voting)	G	Mgmt		
14	Close Meeting	G	Mgmt		

NSK Ltd.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 6471

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ichii, Akitoshi	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.2	Elect Director Suzuki, Keita	G	Mgmt	For	For
1.3	Elect Director Yamana, Kenichi	G	Mgmt	For	For
1.4	Elect Director Yoshida, Ruriko	G	Mgmt	For	For
1.5	Elect Director Tsuda, Junji	G	Mgmt	For	For
1.6	Elect Director Izumoto, Sayoko	G	Mgmt	For	For
1.7	Elect Director Fujitsuka, Mikio	G	Mgmt	For	For
1.8	Elect Director Hayashi, Nobuhide	G	Mgmt	For	For
1.9	Elect Director Kashima, Akira	G	Mgmt	For	For

NTT DATA Group Corp.

Meeting Date: 16/06/2025

Country: Japan

Ticker: 9613

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 12.5	G	Mgmt	For	For
2.1	Elect Director Sasaki, Yutaka	G	Mgmt	For	For
2.2	Elect Director Nakayama, Kazuhiko	G	Mgmt	For	For
2.3	Elect Director Toyoda, Asako	G	Mgmt	For	For
2.4	Elect Director Nishimura, Tadaoki	G	Mgmt	For	For
2.5	Elect Director Fujii, Mariko	G	Mgmt	For	For
2.6	Elect Director Ike, Fumihiko	G	Mgmt	For	For
2.7	Elect Director Ishiguro, Shigenao	G	Mgmt	For	For
2.8	Elect Director Eric Lamarre	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Nu Skin Enterprises, Inc.

Meeting Date: 29/05/2025

Country: USA

Ticker: NUS

Record Date: 01/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Emma S. Battle	G	Mgmt	For	For
1b	Elect Director Daniel W. Campbell	G	Mgmt	For	For
1c	Elect Director Steven J. Lund	G	Mgmt	For	For
1d	Elect Director Ryan S. Napierski	G	Mgmt	For	For
1e	Elect Director Laura Nathanson	G	Mgmt	For	For
1f	Elect Director Thomas R. Pisano	G	Mgmt	For	For
1g	Elect Director James M. Winett	G	Mgmt	For	For
1h	Elect Director Edwina D. Woodbury	G	Mgmt	For	For
1i	Elect Director Mark A. Zorko	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Nucor Corporation

Meeting Date: 08/05/2025

Country: USA

Ticker: NUE

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Norma B. Clayton	G	Mgmt	For	For
1.2	Elect Director Patrick J. Dempsey	G	Mgmt	For	For
1.3	Elect Director Nicholas C. Gangestad	G	Mgmt	For	For
1.4	Elect Director Christopher J. Kearney	G	Mgmt	For	For
1.5	Elect Director Laurette T. Koellner	G	Mgmt	For	For
1.6	Elect Director Michael W. Lamach	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Nucor Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.7	Elect Director Leon J. Topalian	G	Mgmt	For	For
1.8	Elect Director Nadja Y. West	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For

Nutrien Ltd.

Meeting Date: 07/05/2025 **Country:** Canada **Ticker:** NTR
Record Date: 19/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Christopher M. Burley	G	Mgmt	For	For
1.2	Elect Director Maura J. Clark	G	Mgmt	For	For
1.3	Elect Director Russell K. Girling	G	Mgmt	For	For
1.4	Elect Director Michael J. Hennigan	G	Mgmt	For	For
1.5	Elect Director Miranda C. Hubbs	G	Mgmt	For	For
1.6	Elect Director Raj S. Kushwaha	G	Mgmt	For	For
1.7	Elect Director Julie A. Lagacy	G	Mgmt	For	For
1.8	Elect Director Consuelo E. Madere	G	Mgmt	For	For
1.9	Elect Director Keith G. Martell	G	Mgmt	For	For
1.10	Elect Director Aaron W. Regent	G	Mgmt	For	For
1.11	Elect Director Ken A. Seitz	G	Mgmt	For	For
1.12	Elect Director Nelson L. C. Silva	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Nuvalent, Inc.

Meeting Date: 18/06/2025 **Country:** USA **Ticker:** NUVL
Record Date: 21/04/2025 **Meeting Type:** Annual

Nuvalent, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Grant Bogle	G	Mgmt	For	For
1b	Elect Director James R. Porter	G	Mgmt	For	For
1c	Elect Director Anna Protopapas	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

nVent Electric Plc

Meeting Date: 16/05/2025

Country: Ireland

Ticker: NVT

Record Date: 19/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sherry A. Aaholm	G	Mgmt	For	For
1b	Elect Director Jerry W. Burris	G	Mgmt	For	For
1c	Elect Director Susan M. Cameron	G	Mgmt	For	For
1d	Elect Director Michael L. Ducker	G	Mgmt	For	For
1e	Elect Director Danita K. Ostling	G	Mgmt	For	For
1f	Elect Director Nicola Palmer	G	Mgmt	For	For
1g	Elect Director Herbert K. Parker	G	Mgmt	For	For
1h	Elect Director Greg Scheu	G	Mgmt	For	For
1i	Elect Director Beth A. Wozniak	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Authorize Board to Issue of Shares under Irish Law	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

nVent Electric Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	G	Mgmt	For	For
7	Authorize Price Range for Reissuance of Treasury Shares	G	Mgmt	For	For

NVIDIA Corporation

Meeting Date: 25/06/2025 Country: USA Ticker: NVDA
 Record Date: 28/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Robert K. Burgess	G	Mgmt	For	For
1b	Elect Director Tench Coxo	G	Mgmt	For	For
1c	Elect Director John O. Dabiri	G	Mgmt	For	For
1d	Elect Director Persis S. Drell	G	Mgmt	For	For
1e	Elect Director Jen-Hsun Huang	G	Mgmt	For	For
1f	Elect Director Dawn Hudson	G	Mgmt	For	For
1g	Elect Director Harvey C. Jones	G	Mgmt	For	For
1h	Elect Director Melissa B. Lora	G	Mgmt	For	For
1i	Elect Director Stephen C. Neal	G	Mgmt	For	For
1j	Elect Director Ellen Ochoa	G	Mgmt	For	For
1k	Elect Director A. Brooke Seawell	G	Mgmt	For	For
1l	Elect Director Aarti Shah	G	Mgmt	For	For
1m	Elect Director Mark A. Stevens	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Eliminate Supermajority Vote Requirements	G	Mgmt	For	For
5	Amend Right to Call Special Meeting	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

NVIDIA Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	G	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					
7	Enhance Workforce Data Reporting	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					

NVR, Inc.

Meeting Date: 06/05/2025 **Country:** USA **Ticker:** NVR
Record Date: 05/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Paul C. Saville	G	Mgmt	For	For
1b	Elect Director C. E. Andrews	G	Mgmt	For	For
1c	Elect Director Sallie B. Bailey	G	Mgmt	For	For
1d	Elect Director Alfred E. Festa	G	Mgmt	For	For
1e	Elect Director Alexandra A. Jung	G	Mgmt	For	For
1f	Elect Director Mel Martinez	G	Mgmt	For	For
1g	Elect Director David A. Preiser	G	Mgmt	For	For
1h	Elect Director W. Grady Rosier	G	Mgmt	For	For
1i	Elect Director Susan Williamson Ross	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	G	SH	Against	Against
<i>Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.</i>					

NXP Semiconductors N.V.

Meeting Date: 11/06/2025 **Country:** Netherlands **Ticker:** NXPI
Record Date: 14/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Discharge of Board Members	G	Mgmt	For	For
3a	Reelect Kurt Sievers as Executive Director	G	Mgmt	For	For
3b	Reelect Annette Clayton as Non-Executive Director	G	Mgmt	For	For
3c	Reelect Anthony Foxx as Non-Executive Director	G	Mgmt	For	For
3d	Reelect Moshe Gavrielov as Non-Executive Director	G	Mgmt	For	For
3e	Reelect Chunyuan Gu as Non-Executive Director	G	Mgmt	For	For
3f	Reelect Lena Olving as Non-Executive Director	G	Mgmt	For	For
3g	Reelect Julie Southern as Non-Executive Director	G	Mgmt	For	For
3h	Reelect Jasmin Staiblin as Non-Executive Director	G	Mgmt	For	For
3i	Reelect Gregory Summe as Non-Executive Director	G	Mgmt	For	For
3j	Reelect Karl-Henrik Sundstrom as Non-Executive Director	G	Mgmt	For	For
4	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	G	Mgmt	For	For
5	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
6	Authorize Share Repurchase Program	G	Mgmt	For	For
7	Approve Cancellation of Ordinary Shares	G	Mgmt	For	For
8	Ratify EY Accountants B.V. as Auditors	G	Mgmt	For	For
9	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Nyfosa AB

Meeting Date: 06/05/2025

Country: Sweden

Ticker: NYF

Record Date: 25/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Board Report	G	Mgmt		
8	Receive CEO's Report	G	Mgmt		
9	Receive Financial Statements and Statutory Reports	G	Mgmt		
10.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
10.b	Approve Allocation of Income and Dividends of DKK 2.80 Per Share	G	Mgmt	For	For
10.c1	Approve Discharge of David Mindus	G	Mgmt	For	For
10.c2	Approve Discharge of Maria Bjorklund	G	Mgmt	For	For
10.c3	Approve Discharge of Ulrika Danielsson	G	Mgmt	For	For
10.c4	Approve Discharge of Jens Engwall	G	Mgmt	For	For
10.c5	Approve Discharge of Per Lindblad	G	Mgmt	For	For
10.c6	Approve Discharge of Marie Bucht Toresater	G	Mgmt	For	For
10.c7	Approve Discharge of Claes Magnus Akesson	G	Mgmt	For	For
10.c8	Approve Discharge of Johan Ericsson	G	Mgmt	For	For
10.c9	Approve Discharge of Lisa Dominguez Flodin	G	Mgmt	For	For
10c10	Approve Discharge of CEO Stina Lindh Hok	G	Mgmt	For	For
11	Approve Remuneration Report	G	Mgmt	For	For
12	Determine Number of Members (6) and Deputy Members (0) of Board	G	Mgmt	For	For
13	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Approve Remuneration of Directors in the Amount of SEK 535,000 for Chair and SEK 230,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
15	Approve Remuneration of Auditors	G	Mgmt	For	For
16.1a	Reelect Maria Bjorklund as Director	G	Mgmt	For	For
16.1b	Reelect Ulrika Danielsson as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
16.1c	Reelect Per Lindblad as Director	G	Mgmt	For	For
16.1d	Reelect David Mindus as Director	G	Mgmt	For	For
16.1e	Reelect Marie Bucht Toresater as Director	G	Mgmt	For	For
16.1f	Reelect Claes Magnus Akesson as Director	G	Mgmt	For	For
16.2	Elect David Mindus as Board Chair	G	Mgmt	For	For
17	Ratify KPMG as Auditors	G	Mgmt	For	For
18	Approve Nomination Committee Procedures	G	Mgmt	For	For
19	Approve Warrant Plan for Key Employees (LTIP 2025)	G	Mgmt	For	For
20.a	Approve Issuance of Class A Shares without Preemptive Rights	G	Mgmt	For	For
20.b	Approve Issuance of Convertible Bonds without Preemptive Rights	G	Mgmt	For	For
20.c	Approve Issuance of Class D Shares without Preemptive Rights	G	Mgmt	For	For
20.d	Approve Creation of Pool of Capital without Preemptive Rights	G	Mgmt	For	For
20.e	Approve Dividends of SEK 2.00 Per Class D Share	G	Mgmt	For	For
20.f	Approve Dividends of SEK 2.00 Per Preference Share	G	Mgmt	For	For
21	Authorize Share Repurchase Program	G	Mgmt	For	For
22	Close Meeting	G	Mgmt		

Obayashi Corp.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 1802

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 41	G	Mgmt	For	For
2.1	Elect Director Obayashi, Takeo	G	Mgmt	For	For
2.2	Elect Director Sato, Toshimi	G	Mgmt	For	For
2.3	Elect Director Sasagawa, Atsushi	G	Mgmt	For	For
2.4	Elect Director Sasaki, Yoshihito	G	Mgmt	For	For
2.5	Elect Director Orii, Masako	G	Mgmt	For	For
2.6	Elect Director Kato, Hiroyuki	G	Mgmt	For	For
2.7	Elect Director Kuroda, Yukiko	G	Mgmt	For	For
2.8	Elect Director Shime, Hiroyuki	G	Mgmt	For	For
2.9	Elect Director Ikegawa, Yoshihiro	G	Mgmt	For	For

OBIC Business Consultants Co., Ltd.

Meeting Date: 23/06/2025

Country: Japan

Ticker: 4733

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	G	Mgmt	For	For
2.1	Elect Director Noda, Masahiro	G	Mgmt	For	Against
<p><i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i></p>					
2.2	Elect Director Wada, Shigefumi	G	Mgmt	For	For
2.3	Elect Director Wada, Hiroko	G	Mgmt	For	For
2.4	Elect Director Tachibana, Shoichi	G	Mgmt	For	Against
<p><i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i></p>					
2.5	Elect Director Ito, Chiaki	G	Mgmt	For	For
2.6	Elect Director Narita, Junji	G	Mgmt	For	For

OBIC Co. Ltd.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 4684

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 38	G	Mgmt	For	For
2.1	Elect Director Noda, Masahiro	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-024] AGAINST directors responsible as the board is less than 1/3 independent in face of major blockholders. [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>					
2.2	Elect Director Tachibana, Shoichi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-024] AGAINST directors responsible as the board is less than 1/3 independent in face of major blockholders. [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>					
2.3	Elect Director Fujimoto, Takao	G	Mgmt	For	For
2.4	Elect Director Okada, Takeshi	G	Mgmt	For	For
2.5	Elect Director Hanada, Yuta	G	Mgmt	For	For
2.6	Elect Director Gomi, Yasumasa	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
2.7	Elect Director Ejiri, Takashi	G	Mgmt	For	For
2.8	Elect Director Egami, Mime	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Kanotani, Masatsugu	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Tanaka, Takeo	G	Mgmt	For	For
3.3	Appoint Statutory Auditor Yamada, Shigetsugu	G	Mgmt	For	For

Ocado Group Plc

Meeting Date: 29/04/2025

Country: United Kingdom

Ticker: OCDO

Record Date: 25/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Elect Adam Warby as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Ocado Group Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Elect Gavin Patterson as Director	G	Mgmt	For	For
5	Re-elect Tim Steiner as Director	G	Mgmt	For	For
6	Re-elect Stephen Daintith as Director	G	Mgmt	For	For
7	Re-elect Jorn Rausing as Director	G	Mgmt	For	For
8	Re-elect Andrew Harrison as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.[LN-M0200-001] Re-appointment of this director is not in shareholders' best interest.</i></p>					
9	Re-elect Emma Lloyd as Director	G	Mgmt	For	For
10	Re-elect Julie Southern as Director	G	Mgmt	For	For
11	Re-elect Nadia Shouraboura as Director	G	Mgmt	For	For
12	Re-elect Julia Brown as Director	G	Mgmt	For	For
13	Re-elect Rachel Osborne as Director	G	Mgmt	For	For
14	Reappoint Deloitte LLP as Auditors	G	Mgmt	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
17	Authorise Issue of Equity	G	Mgmt	For	For
18	Authorise Issue of Equity in Connection with a Rights Issue	G	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
21	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
22	Adopt New Articles of Association	G	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

OceanaGold Corporation

Meeting Date: 04/06/2025

Country: Canada

Ticker: OGC

Record Date: 23/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Paul Benson	G	Mgmt	For	For
1.2	Elect Director Ian M. Reid	G	Mgmt	For	For
1.3	Elect Director Craig J. Nelsen	G	Mgmt	For	For
1.4	Elect Director Sandra M. Dodds	G	Mgmt	For	For
1.5	Elect Director Alan N. Pangbourne	G	Mgmt	For	For
1.6	Elect Director Linda M. Broughton	G	Mgmt	For	For
1.7	Elect Director Stefanie E. Loader	G	Mgmt	For	For
1.8	Elect Director Gerard M. Bond	G	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
4	Allow Shareholder Meetings to be Held in Virtual-Only Format	G	Mgmt	For	For
5	Approve Share Consolidation	G	Mgmt	For	For
6	Amend Articles	G	Mgmt	For	For

Oceaneering International, Inc.

Meeting Date: 09/05/2025

Country: USA

Ticker: OII

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Roderick A. Larson	G	Mgmt	For	For
1b	Elect Director M. Kevin McEvoy	G	Mgmt	For	For
1c	Elect Director Paul B. Murphy, Jr.	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Oceanering International, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

OceanFirst Financial Corp.

Meeting Date: 19/05/2025 **Country:** USA **Ticker:** OCFC
Record Date: 25/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director John F. Barros	G	Mgmt	For	For
1.2	Elect Director Anthony R. Coscia	G	Mgmt	For	For
1.3	Elect Director Jack M. Farris	G	Mgmt	For	For
1.4	Elect Director Robert C. Garrett	G	Mgmt	For	For
1.5	Elect Director Kimberly M. Guadagno	G	Mgmt	For	For
1.6	Elect Director Nicos Katsoulis	G	Mgmt	For	For
1.7	Elect Director Joseph J. Lebel, III	G	Mgmt	For	For
1.8	Elect Director Christopher D. Maher	G	Mgmt	For	For
1.9	Elect Director Joseph M. Murphy, Jr.	G	Mgmt	For	For
1.10	Elect Director Steven M. Scopellite	G	Mgmt	For	For
1.11	Elect Director Grace C. Torres	G	Mgmt	For	For
1.12	Elect Director Patricia L. Turner	G	Mgmt	For	For
1.13	Elect Director Dalila Wilson-Scott	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

OCI NV

Meeting Date: 21/05/2025 **Country:** Netherlands **Ticker:** OCI
Record Date: 23/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1.	Open Meeting	G	Mgmt		
2.	Receive Report of Management Board (Non-Voting)	G	Mgmt		
3.	Approve Remuneration Report	G	Mgmt	For	For
4.	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
5.	Approve Discharge of Executive Directors	G	Mgmt	For	For
6.	Approve Discharge of Non-Executive Directors	G	Mgmt	For	For
7.	Reelect Nassef Sawiris as Executive Director	G	Mgmt	For	For
8a.	Receive Explanation on Reappointment of Non-Executive Directors	G	Mgmt		
8b.	Reelect Michael Bennett as Director	G	Mgmt	For	For
8c.	Reelect Nadia Sawiris as Director	G	Mgmt	For	For
8d.	Reelect Gregory Heckman as Director	G	Mgmt	For	For
8e.	Reelect Robert Jan van de Kraats as Director	G	Mgmt	For	For
8f.	Reelect Dod Fraser as Director	G	Mgmt	For	For
8g.	Reelect David Welch as Director	G	Mgmt	For	For
9.	Grant Board Authority to Issue Shares	G	Mgmt	For	For
10.	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
11.	Authorize Repurchase of Shares	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0346-001] Proposed repurchase authority is excessive.</i>					
12.	Approve Cancellation of Shares	G	Mgmt	For	For
13.	Amend Articles Re: Increase Nominal Value of Shares in the Share Capital and Subsequently Decrease the Nominal Value of Shares in the Share Capital, Combined with a Repayment of Capital	G	Mgmt	For	For
14.	Ratify PWC as Auditors	G	Mgmt	For	For

OCI NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15.	Appoint PWC as Auditor for Sustainability Reporting	G	Mgmt	For	For
16.	Close Meeting	G	Mgmt		

Ocugen, Inc.

Meeting Date: 05/06/2025 Country: USA Ticker: OCGN
Record Date: 14/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Uday B. Kompella	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
1.2	Elect Director Blaise Coleman	G	Mgmt	For	For
1.3	Elect Director Satish Chandran	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Ocular Therapeutix, Inc.

Meeting Date: 11/06/2025 Country: USA Ticker: OCUL
Record Date: 14/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Seung Suh Hong	G	Mgmt	For	For
1.2	Elect Director Richard L. Lindstrom	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
1.3	Elect Director Leslie J. Williams	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					

Ocular Therapeutix, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For
5	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	G	Mgmt	For	For
6	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Odakyu Electric Railway Co., Ltd.

Meeting Date: 27/06/2025 Country: Japan Ticker: 9007

Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	G	Mgmt	For	For
2.1	Elect Director Hoshino, Koji	G	Mgmt	For	For
2.2	Elect Director Suzuki, Shigeru	G	Mgmt	For	For
2.3	Elect Director Tateyama, Akinori	G	Mgmt	For	For
2.4	Elect Director Kutsuzawa, Koichi	G	Mgmt	For	For
2.5	Elect Director Mizuyoshi, Hideo	G	Mgmt	For	For
2.6	Elect Director Tsuyuki, Kaori	G	Mgmt	For	For
2.7	Elect Director Ohara, Toru	G	Mgmt	For	For
2.8	Elect Director Itonaga, Takehide	G	Mgmt	For	For
2.9	Elect Director Kondo, Shiro	G	Mgmt	For	For

Oesterreichische Post AG

Meeting Date: 09/04/2025 Country: Austria Ticker: POST

Record Date: 30/03/2025 Meeting Type: Annual

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

Oesterreichische Post AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.83 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
5	Approve Remuneration of Supervisory Board Members	G	Mgmt	For	For
6	Ratify BDO Assurance GmbH as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
7	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
8.1	Elect Huberta Gheneff as Supervisory Board Member	G	Mgmt	For	For
8.2	Elect Eric Malitzke as Supervisory Board Member	G	Mgmt	For	For
8.3	Elect Christiane Wenckheim as Supervisory Board Member	G	Mgmt	For	For
9	Approve Creation of EUR 16.9 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 250 Million	G	Mgmt	For	For
11	Approve Creation of EUR 16.9 Million Pool of Conditional Capital to Guarantee Conversion Rights	G	Mgmt	For	For

Offshore Oil Engineering Co., Ltd.

Meeting Date: 08/04/2025

Country: China

Ticker: 600583

Record Date: 01/04/2025

Meeting Type: Annual

Offshore Oil Engineering Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Annual Report and Summary	G	Mgmt	For	For
6	Approve Appointment of Financial and Internal Control Auditor	G	Mgmt	For	For
7	Approve Provision of Guarantee	G	Mgmt	For	For
8	Approve Provision of Financial Assistance	G	Mgmt	For	For

OFG Bancorp

Meeting Date: 30/04/2025

Country: Puerto Rico

Ticker: OFG

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jorge Colón-Gerena	G	Mgmt	For	For
1.2	Elect Director Néstor de Jesús	G	Mgmt	For	For
1.3	Elect Director José Rafael Fernández	G	Mgmt	For	For
1.4	Elect Director Annette Franqui	G	Mgmt	For	For
1.5	Elect Director Roberto García	G	Mgmt	For	For
1.6	Elect Director Lynda Grindstaff	G	Mgmt	For	For
1.7	Elect Director Susan Harnett	G	Mgmt	For	For
1.8	Elect Director Angel Vázquez	G	Mgmt	For	For
1.9	Elect Director Rafael Vélez	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

OGE Energy Corp.

Meeting Date: 15/05/2025

Country: USA

Ticker: OGE

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Frank A. Bozich	G	Mgmt	For	For
1b	Elect Director Peter D. Clarke	G	Mgmt	For	For
1c	Elect Director Cathy R. Gates	G	Mgmt	For	For
1d	Elect Director David L. Hauser	G	Mgmt	For	For
1e	Elect Director Luther (Luke) C. Kissam, IV	G	Mgmt	For	For
1f	Elect Director Judy R. McReynolds	G	Mgmt	For	For
1g	Elect Director David E. Rainbolt	G	Mgmt	For	For
1h	Elect Director J. Michael Sanner	G	Mgmt	For	For
1i	Elect Director Sheila G. Talton	G	Mgmt	For	For
1j	Elect Director Sean Trauschke	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Eliminate Supermajority Vote Requirements	G	Mgmt	For	For

Oil Refineries Ltd.

Meeting Date: 15/05/2025

Country: Israel

Ticker: ORL

Record Date: 16/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	G	Mgmt		
2	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3.1	Reelect Moshe Kaplinski Peleg as Director and Approve His Remuneration	G	Mgmt	For	Against

Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.

Oil Refineries Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.2	Reelect Alexander Passal as Director and Approve His Remuneration	G	Mgmt	For	For
3.3	Reelect Jacob Gottenstein as Director and Approve His Remuneration	G	Mgmt	For	For
3.4	Reelect Adi Federman as Director and Approve His Remuneration	G	Mgmt	For	For
3.5	Reelect Nira Dror as Director and Approve Her Remuneration	G	Mgmt	For	For
3.6	Reelect Refael Arad as Director and Approve His Remuneration	G	Mgmt	For	Against
<p><i>Blended Rationale: [DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
4	Issue Updated Indemnification and Exemption Agreements to Directors Who Are Controllers or Their Relatives	G	Mgmt	For	For
5	Elect Ariel Shternberg as Director and Approve His Remuneration	G	SH	None	Against
<p><i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i></p>					
A	<p>Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager</p> <p>Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney</p>	G	Mgmt	None	Against
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	G	Mgmt	None	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Oil States International, Inc.

Meeting Date: 13/05/2025

Country: USA

Ticker: OIS

Record Date: 19/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Darrell E. Hollek	G	Mgmt	For	For
1.2	Elect Director Robert L. Potter	G	Mgmt	For	For
1.3	Elect Director Hallie A. Vanderhider	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Oiles Corp.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 6282

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 48	G	Mgmt	For	For
2.1	Elect Director Iida, Masami	G	Mgmt	For	For
2.2	Elect Director Sakairi, Yoshikazu	G	Mgmt	For	For
2.3	Elect Director Tanabe, Kazuharu	G	Mgmt	For	For
2.4	Elect Director Yoneyama, Misao	G	Mgmt	For	For
2.5	Elect Director Omura, Yasuji	G	Mgmt	For	For
2.6	Elect Director Miyagawa, Rika	G	Mgmt	For	For
3	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

Oji Holdings Corp.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 3861

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles - Clarify Director Authority on Board Meetings	G	Mgmt	For	For
2.1	Elect Director Kaku, Masatoshi	G	Mgmt	For	For
2.2	Elect Director Isono, Hiroyuki	G	Mgmt	For	For
2.3	Elect Director Kamada, Kazuhiko	G	Mgmt	For	For
2.4	Elect Director Hasebe, Akio	G	Mgmt	For	For
2.5	Elect Director Takuma, Satoshi	G	Mgmt	For	For
2.6	Elect Director Nagai, Seiko	G	Mgmt	For	For
2.7	Elect Director Ogawa, Hiromichi	G	Mgmt	For	For
2.8	Elect Director Fukuda, Sachiko	G	Mgmt	For	For
2.9	Elect Director Muraki, Atsuko	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Soma, Haruko	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Chimori, Hidero	G	Mgmt	For	For
3.3	Appoint Statutory Auditor Fukuchi, Keiko	G	Mgmt	For	For
4	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For
5	Approve Compensation Ceiling for Statutory Auditors	G	Mgmt	For	For

Okamoto Industries, Inc.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 5122

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 60	G	Mgmt	For	For
2.1	Elect Director Okamoto, Yoshiyuki	G	Mgmt	For	Against

Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.

Okamoto Industries, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.2	Elect Director Okamoto, Kunihiro	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i>					
2.3	Elect Director Okamoto, Masaru	G	Mgmt	For	For
2.4	Elect Director Tanaka, Yuji	G	Mgmt	For	For
2.5	Elect Director Tanaka, Kenji	G	Mgmt	For	For
2.6	Elect Director Sugano, Yuri	G	Mgmt	For	For
3	Approve Takeover Defense Plan (Poison Pill)	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0609-003] AGAINST as there is concern of management entrenchment. [RJ-M0609-007] AGAINST as other defense measures are in place.</i>					

Okamura Corp.

Meeting Date: 25/06/2025 **Country:** Japan **Ticker:** 7994
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 49	G	Mgmt	For	For
2.1	Elect Director Nakamura, Masayuki	G	Mgmt	For	For
2.2	Elect Director Kono, Naoki	G	Mgmt	For	For
2.3	Elect Director Sato, Yoshikazu	G	Mgmt	For	For
2.4	Elect Director Arakawa, Kazumi	G	Mgmt	For	For
2.5	Elect Director Sakatoku, Shinji	G	Mgmt	For	For
2.6	Elect Director Fukuda, Sakae	G	Mgmt	For	For
2.7	Elect Director Ito, Hiroyoshi	G	Mgmt	For	For
2.8	Elect Director Kano, Mari	G	Mgmt	For	For
2.9	Elect Director Kamijo, Tsutomu	G	Mgmt	For	For
2.10	Elect Director Kikuchi, Misako	G	Mgmt	For	For
2.11	Elect Director Mizumoto, Nobuko	G	Mgmt	For	For
2.12	Elect Director Tambo, Hitoshige	G	Mgmt	For	For
3	Appoint Statutory Auditor Nagai, Noriyuki	G	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Uchida, Harumichi	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Okamura Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Compensation Ceiling for Directors	G	Mgmt	For	For
6	Approve Restricted Stock Plan	G	Mgmt	For	For
7	Approve Compensation Ceiling for Statutory Auditors	G	Mgmt	For	For

OKEA ASA

Meeting Date: 13/05/2025 **Country:** Norway **Ticker:** OKEA
Record Date: 06/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	G	Mgmt		
2	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
3	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	G	Mgmt	For	For
5	Approve Remuneration Statement	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
6	Approve Company's Corporate Governance Statement	G	Mgmt	For	For
7	Approve Remuneration of Auditors	G	Mgmt	For	For
8.1	Reelect Mike Fischer (Vice Chair) as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8.2	Reelect Rune Olav Pedersen as Director	G	Mgmt	For	For
8.3	Reelect Nicola Gordon as Director	G	Mgmt	For	For
8.4	Reelect Jon Arnt Jacobsen as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8.5	Reelect Phatpuree Chinkulkitnivat as Director	G	Mgmt	For	For

OKEA ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.6	Reelect Elizabeth Williamson as Director	G	Mgmt	For	For
8.7	Elect Pairoj Kaweeyanun as New Director	G	Mgmt	For	For
9.1	Elect Sverre Strandenes as Member of the Nominating Committee	G	Mgmt	For	For
9.2	Elect Finn Haugan as Member of Nominating Committee	G	Mgmt	For	For
10	Approve Remuneration of Directors and Nominating Committee	G	Mgmt	For	For
11	Approve Creation of NOK 1.6 Million Pool of Capital without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					
12	Authorize Board to Distribute Dividends	G	Mgmt	For	For
13	Authorize Share Repurchase Program	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					

Okeanis Eco Tankers Corp.

Meeting Date: 30/05/2025

Country: Marshall Isl

Ticker: ECO

Record Date: 22/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.a	Elect Ioannis Alafouzou (Chair) as Director	G	Mgmt	For	For
1.b	Elect Robert Knapp as Director	G	Mgmt	For	For
1.c	Elect Daniel Gold as Director	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
1.d	Elect Joshua Nemser as Director	G	Mgmt	For	For
1.e	Elect Charlotte Stratos as Director	G	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
1.f	Elect Francis Dunne as Director	G	Mgmt	For	For

Okeanis Eco Tankers Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.g	Elect Petros Siakotos Konstantinidis as Director	G	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
1.h	Elect Dimitrios Papalexopoulos as Director	G	Mgmt	For	For
2	Ratify Deloitte Certified Public Accountants S.A. as Auditor	G	Mgmt	For	For
3	Other Business	G	Mgmt		

Okta, Inc.

Meeting Date: 24/06/2025 **Country:** USA **Ticker:** OKTA
Record Date: 28/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jeff Epstein	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.2	Elect Director J. Frederic Kerrest	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Okumura Corp.

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 1833
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 103	G	Mgmt	For	For
2.1	Elect Director Okumura, Takanori	G	Mgmt	For	For

Okumura Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.2	Elect Director Kaneshige, Masahiro	G	Mgmt	For	For
2.3	Elect Director Konishi, Kunitake	G	Mgmt	For	For
2.4	Elect Director Kashiki, Masanari	G	Mgmt	For	For
2.5	Elect Director Nakatani, Yasuyuki	G	Mgmt	For	For
2.6	Elect Director Matsushima, Hiroyuki	G	Mgmt	For	For
2.7	Elect Director Kimura, Shinya	G	Mgmt	For	For
2.8	Elect Director Ueda, Rieko	G	Mgmt	For	For

Okuwa Co., Ltd.

Meeting Date: 13/05/2025 **Country:** Japan **Ticker:** 8217
Record Date: 20/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 13	G	Mgmt	For	For
2.1	Elect Director Okuwa, Hirotsugu	G	Mgmt	For	Against
<p><i>Blended Rationale: [RJ-M0201-021] AGAINST directors responsible for company's poor ROE/ROA performance. [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i></p>					
2.2	Elect Director Takeda, Yoji	G	Mgmt	For	For
2.3	Elect Director Togawa, Kozo	G	Mgmt	For	For
2.4	Elect Director Okuwa, Ikuji	G	Mgmt	For	For
2.5	Elect Director Okuwa, Shoji	G	Mgmt	For	For
2.6	Elect Director Okuwa, Keiji	G	Mgmt	For	For
2.7	Elect Director Okuwa, Toshio	G	Mgmt	For	For
2.8	Elect Director Kida, Rie	G	Mgmt	For	For

Old Dominion Freight Line, Inc.

Meeting Date: 21/05/2025 **Country:** USA **Ticker:** ODFL
Record Date: 13/03/2025 **Meeting Type:** Annual

Old Dominion Freight Line, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sherry A. Aaholm	G	Mgmt	For	For
1.2	Elect Director David S. Congdon	G	Mgmt	For	For
1.3	Elect Director John R. Congdon, Jr.	G	Mgmt	For	For
1.4	Elect Director Andrew S. Davis	G	Mgmt	For	For
1.5	Elect Director Kevin M. Freeman	G	Mgmt	For	For
1.6	Elect Director Bradley R. Gabosch	G	Mgmt	For	For
1.7	Elect Director Greg C. Gantt	G	Mgmt	For	For
1.8	Elect Director John D. Kasarda	G	Mgmt	For	For
1.9	Elect Director Debra S. King	G	Mgmt	For	For
1.10	Elect Director Cheryl S. Miller	G	Mgmt	For	For
1.11	Elect Director Wendy T. Stallings	G	Mgmt	For	For
1.12	Elect Director Thomas A. Stith, III	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
5	Disclose Plans to Reduce Scope 1 and 2 GHG Emissions Aligned with Paris Agreement Goals	E	SH	Against	For

Blended Rationale: [DC-D0000-009] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.

Old Mutual Ltd.

Meeting Date: 30/05/2025

Country: South Africa

Ticker: OMU

Record Date: 23/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Resolutions		Mgmt		
1.1	Re-elect John Lister as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Old Mutual Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Re-elect Sizeka Magwentshu-Rensburg as Director	G	Mgmt	For	For
1.3	Re-elect Stewart van Graan as Director	G	Mgmt	For	For
2.1	Re-elect Olufunke Ighodaro as Member of the Audit Committee	G	Mgmt	For	For
2.2	Re-elect Itumeleng Kgaboesele as Member of the Audit Committee	G	Mgmt	For	For
2.3	Re-elect Jaco Langner as Member of the Audit Committee	G	Mgmt	For	For
2.4	Re-elect John Lister as Member of the Audit Committee	G	Mgmt	For	For
2.5	Re-elect Busisiwe Silwanyana as Member of the Audit Committee	G	Mgmt	For	For
2.6	Re-elect Jurie Strydom as Member of the Audit Committee (WITHDRAWN)	G	Mgmt		
3.1	Elect Brian Armstrong as Member of the Responsible Business Committee	G	Mgmt	For	For
3.2	Elect Jaco Langner as Member of the Responsible Business Committee	G	Mgmt	For	For
3.3	Elect Sizeka Magwentshu-Rensburg as Member of the Responsible Business Committee	G	Mgmt	For	For
3.4	Elect Trevor Manuel as Member of the Responsible Business Committee	G	Mgmt	For	For
3.5	Elect James Mwangi as Member of the Responsible Business Committee	G	Mgmt	For	For
3.6	Elect Iain Williamson as Member of the Responsible Business Committee (WITHDRAWN)	G	Mgmt		
4.1	Reappoint Deloitte & Touche as Joint Auditors	G	Mgmt	For	For
4.2	Reappoint Ernst & Young as Joint Auditors	G	Mgmt	For	For
5.1	Approve Remuneration Policy	G	Mgmt	For	For
5.2	Approve Remuneration Implementation Report	G	Mgmt	For	For
	Special Resolutions		Mgmt		
1	Approve Remuneration of Non-Executive Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Old Mutual Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Authorise Repurchase of Issued Share Capital	G	Mgmt	For	For
3	Approve Financial Assistance to Subsidiaries and Other Related and Inter-related Entities and to Directors, Prescribed Officers and Other Persons Participating in Share or Other Employee Incentive Schemes	G	Mgmt	For	For

Old National Bancorp

Meeting Date: 14/05/2025 Country: USA Ticker: ONB
 Record Date: 20/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Barbara A. Boigegrain	G	Mgmt	For	For
1.2	Elect Director Thomas L. Brown	G	Mgmt	For	For
1.3	Elect Director Kathryn J. Hayley	G	Mgmt	For	For
1.4	Elect Director Peter J. Henseler	G	Mgmt	For	For
1.5	Elect Director Daniel S. Hermann	G	Mgmt	For	For
1.6	Elect Director Ryan C. Kitchell	G	Mgmt	For	For
1.7	Elect Director Austin M. Ramirez	G	Mgmt	For	For
1.8	Elect Director Ellen A. Rudnick	G	Mgmt	For	For
1.9	Elect Director James C. Ryan, III	G	Mgmt	For	For
1.10	Elect Director Thomas E. Salmon	G	Mgmt	For	For
1.11	Elect Director Rebecca S. Skillman	G	Mgmt	For	For
1.12	Elect Director Michael J. Small	G	Mgmt	For	For
1.13	Elect Director Derrick J. Stewart	G	Mgmt	For	For
1.14	Elect Director Stephen C. Van Arsdell	G	Mgmt	For	For
1.15	Elect Director Katherine E. White	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Old National Bancorp

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Old Republic International Corporation

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** ORI
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Steven J. Bateman	G	Mgmt	For	For
1b	Elect Director Lisa J. Caldwell	G	Mgmt	For	For
1c	Elect Director Glenn W. Reed	G	Mgmt	For	For
1d	Elect Director Therace M. Risch	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Olin Corporation

Meeting Date: 01/05/2025 **Country:** USA **Ticker:** OLN
Record Date: 03/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Beverley A. Babcock	G	Mgmt	For	For
1b	Elect Director Edward M. Daly	G	Mgmt	For	For
1c	Elect Director Matthew S. Darnall	G	Mgmt	For	For
1d	Elect Director Kenneth T. Lane	G	Mgmt	For	For
1e	Elect Director Julie A. Piggott	G	Mgmt	For	For
1f	Elect Director Earl L. Shipp	G	Mgmt	For	For
1g	Elect Director William H. Weideman	G	Mgmt	For	For
1h	Elect Director W. Anthony Will	G	Mgmt	For	For
1i	Elect Director Carol A. Williams	G	Mgmt	For	For

Olin Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Ollie's Bargain Outlet Holdings, Inc.

Meeting Date: 12/06/2025 **Country:** USA **Ticker:** OLLI
Record Date: 16/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Alissa Ahlman	G	Mgmt	For	For
1b	Elect Director Mary Baglivo	G	Mgmt	For	For
1c	Elect Director Robert Fisch	G	Mgmt	For	For
1d	Elect Director Stanley Fleishman	G	Mgmt	For	For
1e	Elect Director Thomas Hendrickson	G	Mgmt	For	For
1f	Elect Director Abid Rizvi	G	Mgmt	For	For
1g	Elect Director John Swygert	G	Mgmt	For	For
1h	Elect Director Eric van der Valk	G	Mgmt	For	For
1i	Elect Director Stephen White	G	Mgmt	For	For
1j	Elect Director Richard Zannino	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Olympus Corp.

Meeting Date: 26/06/2025 **Country:** Japan **Ticker:** 7733
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Iwasaki, Masato	G	Mgmt	For	For

Olympus Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director David Robert Hale	G	Mgmt	For	For
1.3	Elect Director Jimmy C. Beasley	G	Mgmt	For	For
1.4	Elect Director Ichikawa, Sachiko	G	Mgmt	For	For
1.5	Elect Director Kan, Kohei	G	Mgmt	For	For
1.6	Elect Director Gary John Pruden	G	Mgmt	For	For
1.7	Elect Director Luann Marie Pendy	G	Mgmt	For	For
1.8	Elect Director Ishino, Hiroshi	G	Mgmt	For	For
1.9	Elect Director Takeuchi, Yasuo	G	Mgmt	For	For
1.10	Elect Director Bob White	G	Mgmt	For	For
1.11	Elect Director Okubo, Toshihiko	G	Mgmt	For	For

Omega Healthcare Investors, Inc.

Meeting Date: 06/06/2025

Country: USA

Ticker: OHI

Record Date: 09/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kapila K. Anand	G	Mgmt	For	For
1b	Elect Director Craig R. Callen	G	Mgmt	For	For
1c	Elect Director Lisa C. Egbunu-Davis	G	Mgmt	For	For
1d	Elect Director Barbara B. Hill	G	Mgmt	For	For
1e	Elect Director Kevin J. Jacobs	G	Mgmt	For	For
1f	Elect Director C. Taylor Pickett	G	Mgmt	For	For
1g	Elect Director Stephen D. Plavin	G	Mgmt	For	For
1h	Elect Director Burke W. Whitman	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Increase Authorized Common Stock	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Omnicom Group Inc.

Meeting Date: 06/05/2025

Country: USA

Ticker: OMC

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director John D. Wren	G	Mgmt	For	For
1b	Elect Director Mary C. Choksi	G	Mgmt	For	For
1c	Elect Director Leonard S. Coleman, Jr.	G	Mgmt	For	For
1d	Elect Director Mark D. Gerstein	G	Mgmt	For	For
1e	Elect Director Ronnie S. Hawkins	G	Mgmt	For	For
1f	Elect Director Deborah J. Kissire	G	Mgmt	For	For
1g	Elect Director Gracia C. Martore	G	Mgmt	For	For
1h	Elect Director Patricia Salas Pineda	G	Mgmt	For	For
1i	Elect Director Linda Johnson Rice	G	Mgmt	For	For
1j	Elect Director Cassandra Santos	G	Mgmt	For	For
1k	Elect Director Valerie M. Williams	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Require Independent Board Chair	G	SH	Against	Against

Blended Rationale: Company has a designated lead director who fulfills the requirements appropriate to such role.

OMRON Corp.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 6645

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 52	G	Mgmt	For	For
2	Amend Articles to Allow Virtual Only Shareholder Meetings	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

OMRON Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.1	Elect Director Yamada, Yoshihito	G	Mgmt	For	For
3.2	Elect Director Tsujinaga, Junta	G	Mgmt	For	For
3.3	Elect Director Miyata, Kiichiro	G	Mgmt	For	For
3.4	Elect Director Tomita, Masahiko	G	Mgmt	For	For
3.5	Elect Director Yukumoto, Shizuto	G	Mgmt	For	For
3.6	Elect Director Kamigama, Takehiro	G	Mgmt	For	For
3.7	Elect Director Kobayashi, Izumi	G	Mgmt	For	For
3.8	Elect Director Suzuki, Yoshihisa	G	Mgmt	For	For
4.1	Appoint Statutory Auditor Iwasa, Hiroto	G	Mgmt	For	For
4.2	Appoint Statutory Auditor Ichige, Yumiko	G	Mgmt	For	For
5	Appoint Alternate Statutory Auditor Watanabe, Toru	G	Mgmt	For	For
6	Approve Performance-Based Cash Compensation Ceiling for Directors	G	Mgmt	For	For
7	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

OMV AG

Meeting Date: 27/05/2025

Country: Austria

Ticker: OMV

Record Date: 17/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2.a)	Approve Allocation of Income and Dividends of EUR 3.05 per Share	G	Mgmt	For	For
2.b)	Approve Special Dividends of EUR 1.70 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
5	Ratify KPMG Austria GmbH as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Approve Remuneration of Supervisory Board Members	G	Mgmt	For	For
8.a)	Reelect Elisabeth Stadler as Supervisory Board Member	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [RU-M0201-006] Nominee has demonstrated a pattern of poor meeting attendance.</i>					
8.b)	Elect Hans Mueller as Supervisory Board Member	G	Mgmt	For	For
8.c)	Reelect Jean-Baptiste Renard as Supervisory Board Member	G	Mgmt	For	For
8.d)	Reelect Robert Stajic as Supervisory Board Member	G	Mgmt	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For
10	Authorize Reissuance of Repurchased Shares without Preemptive Rights	G	Mgmt	For	For

On Holding AG

Meeting Date: 22/05/2025 **Country:** Switzerland **Ticker:** ONON
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
3	Approve Non-Financial Report	E, S	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	G	Mgmt	For	For

On Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Reelect Alex Perez as Representative of Class A Shares Holders	G	Mgmt	For	For
6.1	Reelect David Allemann as Director	G	Mgmt	For	For
6.2	Reelect Amy Banse as Director	G	Mgmt	For	For
6.3	Reelect Olivier Bernhard as Director	G	Mgmt	For	For
6.4	Reelect Caspar Coppetti as Director	G	Mgmt	For	For
6.5	Reelect Dennis Durkin as Director	G	Mgmt	For	For
6.6	Reelect Laura Miele as Director	G	Mgmt	For	For
6.7	Reelect Alex Perez as Director	G	Mgmt	For	For
7	Elect Helena Helmersson as Director	G	Mgmt	For	For
8.1	Reelect David Allemann as Board Co-Chair	G	Mgmt	For	For
8.2	Reelect Caspar Coppetti as Board Co-Chair	G	Mgmt	For	For
9.1	Reappoint Amy Banse as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
9.2	Appoint Helena Helmersson as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
9.3	Reappoint Alex Perez as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
10	Designate Keller AG as Independent Proxy	G	Mgmt	For	For
11	Ratify PricewaterhouseCoopers AG as Auditors	G	Mgmt	For	For
12.1	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
12.2	Approve Remuneration of Directors in the Amount of CHF 2 Million	G	Mgmt	For	For

On Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12.3	Approve Remuneration of Executive Committee in the Amount of CHF 30 Million	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
13	Approve Conversion of Class B Shares into Class A Shares	G	Mgmt	For	For
14	Transact Other Business (Voting)	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>					

ON Semiconductor Corporation

Meeting Date: 15/05/2025 Country: USA Ticker: ON
Record Date: 18/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Alan Campbell	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1b	Elect Director Susan K. Carter	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1c	Elect Director Thomas L. Deitrich	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1d	Elect Director Hassane El-Khoury	G	Mgmt	For	For
1e	Elect Director Bruce E. Kiddoo	G	Mgmt	For	For
1f	Elect Director Paul A. Mascarenas	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1g	Elect Director Gregory L. Waters	G	Mgmt	For	For
1h	Elect Director Christine Y. Yan	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

ON24, Inc.

Meeting Date: 20/06/2025

Country: USA

Ticker: ONTF

Record Date: 23/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ronald Mitchell	G	Mgmt	For	For
1b	Elect Director Anthony Zingale	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

ONE Gas, Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: OGS

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director John W. Gibson	G	Mgmt	For	For
1.2	Elect Director Tracy E. Hart	G	Mgmt	For	For
1.3	Elect Director Deborah A. P. Hersman	G	Mgmt	For	For
1.4	Elect Director Michael G. Hutchinson	G	Mgmt	For	For
1.5	Elect Director Robert S. McAnnally	G	Mgmt	For	For
1.6	Elect Director Sanjay D. Meshri	G	Mgmt	For	For
1.7	Elect Director Pattye L. Moore	G	Mgmt	For	For
1.8	Elect Director Eduardo A. Rodriguez	G	Mgmt	For	For
1.9	Elect Director Yves C. Siegel	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

One REIT, Inc.

Meeting Date: 27/05/2025

Country: Japan

Ticker: 3290

Record Date: 28/02/2025

Meeting Type: Special

One REIT, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Authorize Public Announcements in Electronic Format - Set Upper Limit for Number of Directors - Amend Permitted Investment Types	G	Mgmt	For	For
2	Elect Executive Director Kato, Hidetoshi	G	Mgmt	For	For
3	Elect Alternate Executive Director Sano, Yusuke	G	Mgmt	For	For
4.1	Elect Supervisory Director Omori, Yoshiki	G	Mgmt	For	For
4.2	Elect Supervisory Director Furukawa, Kazunori	G	Mgmt	For	For
5	Elect Alternate Supervisory Director Morita, Taketomo	G	Mgmt	For	For

OneMain Holdings, Inc.

Meeting Date: 10/06/2025 **Country:** USA **Ticker:** OMF
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Christopher A. Halmy	G	Mgmt	For	For
1b	Elect Director Andrew D. Macdonald	G	Mgmt	For	For
1c	Elect Director Richard A. Smith	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Declassify the Board of Directors	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For

ONEOK, Inc.

Meeting Date: 21/05/2025 **Country:** USA **Ticker:** OKE
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Brian L. Derksen	G	Mgmt	For	For
1.2	Elect Director Julie H. Edwards	G	Mgmt	For	For
1.3	Elect Director Lori A. Gobillot	G	Mgmt	For	For
1.4	Elect Director Mark W. Helderman	G	Mgmt	For	For
1.5	Elect Director Randall J. Larson	G	Mgmt	For	For
1.6	Elect Director Pattye L. Moore	G	Mgmt	For	For
1.7	Elect Director Pierce H. Norton, II	G	Mgmt	For	For
1.8	Elect Director Eduardo A. Rodriguez	G	Mgmt	For	For
1.9	Elect Director Gerald D. Smith	G	Mgmt	For	For
1.10	Elect Director Wayne T. Smith	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For
4	Approve Restricted Stock Plan	G	Mgmt	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Onewo Inc.

Meeting Date: 16/05/2025 Country: China Ticker: 2602
 Record Date: 12/05/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Financial Report	G	Mgmt	For	For
5	Approve Profit Distribution Plan	G	Mgmt	For	For
6	Elect Hua Cui as Director	G	Mgmt	For	For
7	Elect Zhu Xu as Director	G	Mgmt	For	For

Onewo Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE EQUITY TRANSFER AGREEMENT		Mgmt		
9.1	Approve Equity Transfer Agreement	G	Mgmt	For	For
9.2	Authorize Board to Deal with All Matters in Relation to the Equity Transfer Agreement	G	Mgmt	For	For
10	Approve Change in Registered Capital	G	Mgmt	For	For
11	Amend Articles of Association	G	Mgmt	For	For
12	Amend Rules of Procedures for Shareholders' General Meetings	G	Mgmt	For	For
13	Amend Rules of Procedures for the Board of Directors	G	Mgmt	For	For
14	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional H Shares	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>				
15	Authorize Repurchase of Issued H Share Capital	G	Mgmt	For	For

ONEX Corporation

Meeting Date: 08/05/2025 **Country:** Canada **Ticker:** ONEX
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Robert M. Le Blanc	G	Mgmt	For	For
1B	Elect Director Sarbjit S. Marwah	G	Mgmt	For	For
1C	Elect Director Robert J. Shanfield	G	Mgmt	For	For
1D	Elect Director Sara Wechter	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Authorize Board to Fix Remuneration of Auditors	G	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Ono Pharmaceutical Co., Ltd.

Meeting Date: 19/06/2025

Country: Japan

Ticker: 4528

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	G	Mgmt	For	For
2.1	Elect Director Sagara, Gyo	G	Mgmt	For	For
2.2	Elect Director Takino, Toichi	G	Mgmt	For	For
2.3	Elect Director Tsujinaka, Toshihiro	G	Mgmt	For	For
2.4	Elect Director Nomura, Masao	G	Mgmt	For	For
2.5	Elect Director Okuno, Akiko	G	Mgmt	For	For
2.6	Elect Director Nagae, Shusaku	G	Mgmt	For	For

Onto Innovation Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: ONTO

Record Date: 25/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Stephen D. Kelley	G	Mgmt	For	For
1b	Elect Director Susan D. Lynch	G	Mgmt	For	For
1c	Elect Director David B. Miller	G	Mgmt	For	For
1d	Elect Director Michael P. Plisinski	G	Mgmt	For	For
1e	Elect Director Stephen S. Schwartz	G	Mgmt	For	For
1f	Elect Director Christopher A. Seams	G	Mgmt	For	For
1g	Elect Director May Su	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

OPENLANE, Inc.

Meeting Date: 06/06/2025

Country: USA

Ticker: KAR

Record Date: 09/04/2025

Meeting Type: Annual

OPENLANE, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2a	Elect Director Randolph Altschuler	G	Mgmt	For	For
2b	Elect Director Carmel Galvin	G	Mgmt	For	For
2c	Elect Director J. Mark Howell	G	Mgmt	For	For
2d	Elect Director Stefan Jacoby	G	Mgmt	For	For
2e	Elect Director Peter Kelly	G	Mgmt	For	For
2f	Elect Director Michael T. Kestner	G	Mgmt	For	For
2g	Elect Director Sanjeev Mehra	G	Mgmt	For	For
2h	Elect Director Mary Ellen Smith	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

OPKO Health, Inc.

Meeting Date: 23/04/2025

Country: USA

Ticker: OPK

Record Date: 24/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Phillip Frost	G	Mgmt	For	For
1.2	Elect Director Jane H. Hsiao	G	Mgmt	For	For
1.3	Elect Director Elias A. Zerhouni	G	Mgmt	For	For
1.4	Elect Director Steven D. Rubin	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.5	Elect Director Gary J. Nabel	G	Mgmt	For	For
1.6	Elect Director Richard M. Krasno	G	Mgmt	For	For
1.7	Elect Director Prem A. Lachman	G	Mgmt	For	For
1.8	Elect Director Roger J. Medel	G	Mgmt	For	For
1.9	Elect Director John A. Paganelli	G	Mgmt	For	For
1.10	Elect Director Richard C. Pfenniger, Jr.	G	Mgmt	For	For
1.11	Elect Director Alice Lin-Tsing Yu	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

OPKO Health, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Oppein Home Group, Inc.

Meeting Date: 28/05/2025

Country: China

Ticker: 603833

Record Date: 21/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Financial Statements	G	Mgmt	For	For
6	Approve Financial Budget Report	G	Mgmt	For	For
	APPROVE REMUNERATION OF NON-INDEPENDENT DIRECTORS		Mgmt		
7.1	Approve Remuneration of Yao Liangsong	G	Mgmt	For	For
7.2	Approve Remuneration of Tan Qinxing	G	Mgmt	For	For
7.3	Approve Remuneration of Yao Liangbai	G	Mgmt	For	For
7.4	Approve Remuneration of Zhang Xiuzhu	G	Mgmt	For	For
7.5	Approve Remuneration of Liu Shunping	G	Mgmt	For	For
	APPROVE REMUNERATION OF SUPERVISORS		Mgmt		
8.1	Approve Remuneration of Zhu Yaojun	G	Mgmt	For	For
8.2	Approve Remuneration of Zhao Lili	G	Mgmt	For	For
8.3	Approve Remuneration of Meng Qingwei	G	Mgmt	For	For
9	Approve to Appoint Financial and Internal Control Auditor	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Oppen Home Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve to Authorize the Board of Directors to Formulate the Interim Dividend Plan	G	Mgmt	For	For

Option Care Health, Inc.

Meeting Date: 14/05/2025 Country: USA Ticker: OPCH
Record Date: 18/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Elizabeth Q. Betten	G	Mgmt	For	For
1.2	Elect Director Elizabeth D. Bierbower	G	Mgmt	For	For
1.3	Elect Director Barbara W. Bodem	G	Mgmt	For	For
1.4	Elect Director Eric K. Brandt	G	Mgmt	For	For
1.5	Elect Director Natasha Deckmann	G	Mgmt	For	For
1.6	Elect Director David W. Golding	G	Mgmt	For	For
1.7	Elect Director Harry M. Jansen Kraemer, Jr.	G	Mgmt	For	For
1.8	Elect Director R. Carter Pate	G	Mgmt	For	For
1.9	Elect Director John C. Rademacher	G	Mgmt	For	For
1.10	Elect Director Timothy P. Sullivan	G	Mgmt	For	For
1.11	Elect Director Norman L. Wright	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	G	Mgmt	For	For
5	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	G	Mgmt	For	For
6	Amend Certificate of Incorporation to Remove Legacy Provisions Relating to HC Group	G	Mgmt	For	For

Meeting Date: 17/04/2025

Country: Poland

Ticker: OPL

Record Date: 01/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals		Mgmt		
1	Open Meeting	G	Mgmt		
2	Elect Meeting Chairman	G	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	G	Mgmt		
4.a	Receive Financial Statements	G	Mgmt		
4.b	Receive Management Board Proposal on Allocation of Income	G	Mgmt		
4.c	Receive Management Board Report on Company's and Group's Operations, and Consolidated Financial Statements	G	Mgmt		
4.d	Receive Supervisory Board Report	G	Mgmt		
4.e	Receive Remuneration Report	G	Mgmt		
5.a	Approve Financial Statements	G	Mgmt	For	For
5.b	Approve Allocation of Income and Dividends of PLN 0.53 per Share	G	Mgmt	For	For
5.c	Approve Management Board Report on Company's and Group's Operations	G	Mgmt	For	For
5.d	Approve Consolidated Financial Statements	G	Mgmt	For	For
5.e	Approve Supervisory Board Report	G	Mgmt	For	For
5.f	Approve Remuneration Report	G	Mgmt	For	For
5.g1	Approve Discharge of Liudmila Climoc (CEO)	G	Mgmt	For	For
5.g2	Approve Discharge of Jolanta Dudek (Deputy CEO)	G	Mgmt	For	For
5.g3	Approve Discharge of Bozena Lesniewska (Deputy CEO)	G	Mgmt	For	For
5.g4	Approve Discharge of Witold Drozd (Management Board Member)	G	Mgmt	For	For
5.g5	Approve Discharge of Piotr Jaworski (Management Board Member)	G	Mgmt	For	For

Orange Polska SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.g6	Approve Discharge of Jacek Kowalski (Management Board Member)	G	Mgmt	For	For
5.g7	Approve Discharge of Jacek Kunicki (Management Board Member)	G	Mgmt	For	For
5.g8	Approve Discharge of Maciej Nowohonski (Management Board Member)	G	Mgmt	For	For
5.g9	Approve Discharge of Maciej Witucki (Supervisory Board Chairman)	G	Mgmt	For	For
5.g10	Approve Discharge of Marie-Noelle Jego-Laveissiere (Supervisory Board Deputy Chairwoman)	G	Mgmt	For	For
5.g11	Approve Discharge of Laurent Martinez (Supervisory Board Deputy Chairman)	G	Mgmt	For	For
5.g12	Approve Discharge of Marc Ricau (Supervisory Board Secretary)	G	Mgmt	For	For
5.g13	Approve Discharge of Philippe Beguin (Supervisory Board Member)	G	Mgmt	For	For
5.g14	Approve Discharge of Benedicte David (Supervisory Board Member)	G	Mgmt	For	For
5.g15	Approve Discharge of Bartosz Dobrzynski (Supervisory Board Member)	G	Mgmt	For	For
5.g16	Approve Discharge of Clarisse Dubreuil (Supervisory Board Member)	G	Mgmt	For	For
5.g17	Approve Discharge of John Houlden (Supervisory Board Member)	G	Mgmt	For	For
5.g18	Approve Discharge of Monika Nachyla (Supervisory Board Member)	G	Mgmt	For	For
5.g19	Approve Discharge of Maria Paslo-Wisniewska (Supervisory Board Member)	G	Mgmt	For	For
5.g20	Approve Discharge of Wioletta Rosolowska (Supervisory Board Member)	G	Mgmt	For	For
5.g21	Approve Discharge of Jean-Michel Thibaud (Supervisory Board Member)	G	Mgmt	For	For
5.g22	Approve Discharge of Adam Uszpolewicz (Supervisory Board Member)	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Orange Polska SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.g23	Approve Discharge of Jean-Marc Vignolles (Supervisory Board Member)	G	Mgmt	For	For
5.g24	Approve Discharge of Etienne de Tapol (Supervisory Board Member)	G	Mgmt	For	For
6.1	Shareholder Proposals Submitted by Orange S.A. Elect Bartosz Dobrzynski as Supervisory Board Member	G	Mgmt SH	None	For
<i>Blended Rationale: .</i>					
6.2	Elect Monika Nachyla as Supervisory Board Member	G	SH	None	For
<i>Blended Rationale: .</i>					
6.3	Elect Marc Ricau as Supervisory Board Member	G	SH	None	For
<i>Blended Rationale: .</i>					
6.4	Elect Maciej Witucki as Supervisory Board Member	G	SH	None	For
<i>Blended Rationale: .</i>					
7	Management Proposal Close Meeting	G	Mgmt		

Orange SA

Meeting Date: 21/05/2025

Country: France

Ticker: ORA

Record Date: 19/05/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 0.75 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Elect Nadia Zak-Calvet as Representative of Employee Shareholders to the Board	G	Mgmt	For	For
6	Reelect Bpifrance Participations as Director	G	Mgmt	For	For
7	Approve Compensation Report	G	Mgmt	For	For
8	Approve Compensation of Christel Heydemann, CEO	G	Mgmt	For	For
9	Approve Compensation of Jacques Aschenbroich, Chairman of the Board	G	Mgmt	For	For
10	Approve Remuneration Policy of CEO	G	Mgmt	For	For
11	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
12	Approve Remuneration Policy of Directors	G	Mgmt	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
14	Amend Article 15 of Bylaws to Comply with Legal Changes	G	Mgmt	For	For
15	Amend Article 21 of Bylaws to Comply with Legal Changes	G	Mgmt	For	For
16	Amend Article 20 of Bylaws Re: Alternate Auditors	G	Mgmt	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	G	Mgmt	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion	G	Mgmt	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 1 Billion	G	Mgmt	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	G	Mgmt	For	For
21	Authorize Capital Increase of Up to EUR 1 Billion for Future Exchange Offers	G	Mgmt	For	For

Orange SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
22	Authorize Capital Increase of up to EUR 1 Billion for Contributions in Kind	G	Mgmt	For	For
23	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 3 Billion	G	Mgmt	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	G	Mgmt	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
26	Authorize Capitalization of Reserves of Up to EUR 2 Billion for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
28	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For
	Shareholder Proposal Submitted by Fonds Commun de Placement d'Entreprise Orange Actions		Mgmt		
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	S, G	SH	Against	Against
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				
B	Limitation on the Accumulation of Mandates of the Chairman of the Board	G	SH	Against	Against
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				

O'Reilly Automotive, Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: ORLY

Record Date: 06/03/2025

Meeting Type: Annual

O'Reilly Automotive, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Greg Henslee	G	Mgmt	For	For
1b	Elect Director David O'Reilly	G	Mgmt	For	For
1c	Elect Director Thomas T. Hendrickson	G	Mgmt	For	For
1d	Elect Director Kimberly A. deBeers	G	Mgmt	For	For
1e	Elect Director Gregory D. Johnson	G	Mgmt	For	For
1f	Elect Director John R. Murphy	G	Mgmt	For	For
1g	Elect Director Dana M. Perlman	G	Mgmt	For	For
1h	Elect Director Maria A. Sastre	G	Mgmt	For	For
1i	Elect Director Fred Whitfield	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Increase Authorized Common Stock	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
5	Amend Clawback Policy	G	SH	Against	Against

Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.

Organon & Co.

Meeting Date: 10/06/2025

Country: USA

Ticker: OGN

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kevin Ali	G	Mgmt	For	For
1b	Elect Director Carrie S. Cox	G	Mgmt	For	For
1c	Elect Director Robert A. Essner	G	Mgmt	For	For
1d	Elect Director Alan Ezekowitz	G	Mgmt	For	For
1e	Elect Director Helene Gayle	G	Mgmt	For	For
1f	Elect Director Rochelle ("Shelly") B. Lazarus	G	Mgmt	For	For
1g	Elect Director Deborah Leone	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Organon & Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Philip Ozuah	G	Mgmt	For	For
1i	Elect Director Cynthia M. Patton	G	Mgmt	For	For
1j	Elect Director Grace Puma	G	Mgmt	For	For
1k	Elect Director Shalini Sharp	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
5	Adopt Director Resignation Guideline	G	SH	Against	Against

Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.

Orient Overseas (International) Limited

Meeting Date: 27/05/2025

Country: Bermuda

Ticker: 316

Record Date: 20/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Wan Min as Director	G	Mgmt	For	For
3b	Elect Zhang Feng as Director	G	Mgmt	For	For
3c	Elect Tao Weidong as Director	G	Mgmt	For	For
3d	Elect Tung Lieh Cheung Andrew as Director	G	Mgmt	For	For
3e	Elect Ip Sing Chi as Director	G	Mgmt	For	For
3f	Elect Chow Philip Yiu Wah as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent. [HK-M0201-007] Chair of Audit Committee not independent</i>					
3g	Elect Chen Hong as Director	G	Mgmt	For	For
4	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
5	Approve Shinewing (HK) CPA Limited as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Orient Overseas (International) Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6a	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
6b	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6c	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Orient Overseas (International) Limited

Meeting Date: 27/05/2025 **Country:** Bermuda **Ticker:** 316
Record Date: 20/05/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Shipbuilding Transaction Regarding Construction of Fourteen Vessels	G	Mgmt	For	For

Orient Securities Co., Ltd.

Meeting Date: 23/05/2025 **Country:** China **Ticker:** 3958
Record Date: 19/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Work Report of the Independent Directors	G	Mgmt	For	For
4	Approve Final Accounts Report	G	Mgmt	For	For
5	Approve Proprietary Business Scale	G	Mgmt	For	For
6	Approve Profit Distribution Proposal	G	Mgmt	For	For

Orient Securities Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Interim Profit Distribution Authorization	G	Mgmt	For	For
8	Approve Annual Report	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE PROJECTED ROUTINE RELATED PARTY TRANSACTIONS		Mgmt		
9.01	Approve Routine Related-Party Transactions with Shenergy (Group) Company Limited and Its Related Companies	G	Mgmt	For	For
9.02	Approve Routine Related-Party Transactions with Other Affiliated Legal Entities	G	Mgmt	For	For
9.03	Approve Routine Related-Party Transactions with Natural Persons	G	Mgmt	For	For
10	Approve Expected Provision of Guarantees	G	Mgmt	For	For
11	Approve KPMG Huazhen LLP as Domestic Auditor and Internal Control Auditor and KPMG as Overseas Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
12	Approve Report on the Appraisal and Remuneration of the Directors	G	Mgmt	For	For
13	Approve Report on the Appraisal and Remuneration of the Supervisors	G	Mgmt	For	For
14	Approve Adjustment of Remuneration of the Independent Directors	G	Mgmt	For	For
15	Amend Articles of Association	G	Mgmt	For	For

Orient Securities Co., Ltd.

Meeting Date: 23/05/2025

Country: China

Ticker: 3958

Record Date: 20/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Orient Securities Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Work Report of the Independent Directors	G	Mgmt	For	For
4	Approve Final Accounts Report	G	Mgmt	For	For
5	Approve Proprietary Business Scale	G	Mgmt	For	For
6	Approve Profit Distribution Proposal	G	Mgmt	For	For
7	Approve Interim Profit Distribution Authorization	G	Mgmt	For	For
8	Approve Annual Report	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE PROJECTED ROUTINE RELATED PARTY TRANSACTIONS		Mgmt		
9.01	Approve Routine Related-Party Transactions with Shenergy (Group) Company Limited and Its Related Companies	G	Mgmt	For	For
9.02	Approve Routine Related-Party Transactions with Other Affiliated Legal Entities	G	Mgmt	For	For
9.03	Approve Routine Related-Party Transactions with Natural Persons	G	Mgmt	For	For
10	Approve Expected Provision of Guarantees	G	Mgmt	For	For
11	Approve KPMG Huazhen LLP as Domestic Auditor and Internal Control Auditor and KPMG as Overseas Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
12	Approve Report on the Appraisal and Remuneration of the Directors	G	Mgmt	For	For
13	Approve Report on the Appraisal and Remuneration of the Supervisors	G	Mgmt	For	For
14	Approve Adjustment of Remuneration of the Independent Directors	G	Mgmt	For	For
15	Amend Articles of Association	G	Mgmt	For	For

Oriental Land Co., Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 4661

Record Date: 31/03/2025

Meeting Type: Annual

Oriental Land Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 7	G	Mgmt	For	For
2.1	Elect Director Kagami, Toshio	G	Mgmt	For	For
2.2	Elect Director Takano, Yumiko	G	Mgmt	For	For
2.3	Elect Director Takahashi, Wataru	G	Mgmt	For	For
2.4	Elect Director Kaneki, Yuichi	G	Mgmt	For	For
2.5	Elect Director Hanada, Tsutomu	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
2.6	Elect Director Mogi, Yuzaburo	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.7	Elect Director Tajiri, Kunio	G	Mgmt	For	For
2.8	Elect Director Kikuchi, Misao	G	Mgmt	For	Against
<i>Blended Rationale: [TK-M0201-023] AGAINST as outside director sits on more than four board of directors or audit & supervisory board of listed companies.</i>					
2.9	Elect Director Watanabe, Koichiro	G	Mgmt	For	For

Origin Bancorp, Inc.

Meeting Date: 23/04/2025

Country: USA

Ticker: OBK

Record Date: 04/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Daniel Chu	G	Mgmt	For	For
1.2	Elect Director James D'Agostino, Jr.	G	Mgmt	For	For
1.3	Elect Director James Davison, Jr.	G	Mgmt	For	For
1.4	Elect Director A. La'Verne Edney	G	Mgmt	For	For
1.5	Elect Director Meryl Farr	G	Mgmt	For	For
1.6	Elect Director Richard Gallot, Jr.	G	Mgmt	For	For
1.7	Elect Director Stacey Goff	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Origin Bancorp, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director Cecil Jones	G	Mgmt	For	For
1.9	Elect Director Michael Jones	G	Mgmt	For	For
1.10	Elect Director Gary Luffey	G	Mgmt	For	For
1.11	Elect Director Drake Mills	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Forvis Mazars, LLP as Auditors	G	Mgmt	For	For

Oriola Corp.

Meeting Date: 02/04/2025

Country: Finland

Ticker: OKDBV

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Call the Meeting to Order	G	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt		
5	Prepare and Approve List of Shareholders	G	Mgmt		
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.07 Per Share	G	Mgmt	For	For
9	Approve Discharge of Board and President	G	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of EUR 71,400 for the Chair, EUR 40,800 Vice Chair and EUR 34,200 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Oriola Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Fix Number of Directors at Seven	G	Mgmt	For	For
13	Reelect Petra Axdorff, Ann Carlsson Meyer, Nina Mahonen, Yrjo Narhinen, Ellinor Persdotter Nilsson, Harri Parssinen and Heikki Westerlund (Chair) as Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
14	Approve Remuneration of Auditors	G	Mgmt	For	For
15	Ratify KPMG as Auditors	G	Mgmt	For	For
16	Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
17	Appoint KPMG as Auditor for Sustainability Reporting	G	Mgmt	For	For
			Shareholder Proposals Submitted by Mariatorp Oy	Mgmt	
18	Approve Combination of Share Classes; Approve Directed Issue of Shares without Payment; Amend Articles	G	SH	For	For
<p><i>Blended Rationale: [HK-S0000-001] Proposal considered to be in the best interests of shareholders</i></p>					
			Management Proposals	Mgmt	
19	Approve Issuance of up to 5.5 Million Class A Shares and 12.5 Million Class B Shares without Preemptive Rights	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0300-001] We do not believe it is in shareholders' interest to allow the company to issue a new class of stock with rights different than those of common holders.</i></p>					
20	Approve Issuance of up to 18 Million Class B Shares without Preemptive Rights	G	Mgmt	For	For
21	Approve Equity Plan Financing	G	Mgmt	For	For
22	Authorize Class B Share Repurchase Program	G	Mgmt	For	For
23	Close Meeting	G	Mgmt		

Orion Oyj

Meeting Date: 03/04/2025

Country: Finland

Ticker: ORNBV

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Call the Meeting to Order	G	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt		
5	Prepare and Approve List of Shareholders	G	Mgmt		
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 1.64 Per Share; Approve Charitable Donations of up to EUR 450,000	G	Mgmt	For	For
9	Approve Discharge of Board and President and CEO	G	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
11	Approve Remuneration of Directors in the Amount of EUR 112,000 for Chair, EUR 68,500 for Vice Chair and EUR 56,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	G	Mgmt	For	For
12	Fix Number of Directors at Eight	G	Mgmt	For	For
13	Reelect Kari Jussi Aho, Maziar Mike Doustdar, Ari Lehtoranta, Veli-Matti Mattila (Chair), Hilpi Rautelin, Eija Ronkainen, Henrik Stenqvist and Karen Lykke Sorensen as Directors	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
14	Approve Remuneration of Auditors; Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
15	Ratify KPMG as Auditors; Appoint KPMG as Auditor for Sustainability Reporting	G	Mgmt	For	For
16	Approve Issuance of up to 14 Million Class B Shares without Preemptive Rights	G	Mgmt	For	For

Orion Oyj

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
17	Close Meeting	G	Mgmt		

ORIX Corp.

Meeting Date: 25/06/2025 **Country:** Japan **Ticker:** 8591
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Inoue, Makoto	G	Mgmt	For	For
1.2	Elect Director Takahashi, Hidetake	G	Mgmt	For	For
1.3	Elect Director Matsuzaki, Satoru	G	Mgmt	For	For
1.4	Elect Director Stan Koyanagi	G	Mgmt	For	For
1.5	Elect Director Mikami, Yasuaki	G	Mgmt	For	For
1.6	Elect Director Watanabe, Hiroshi	G	Mgmt	For	For
1.7	Elect Director Sekine, Aiko	G	Mgmt	For	For
1.8	Elect Director Hodo, Chikatomo	G	Mgmt	For	For
1.9	Elect Director Yanagawa, Noriyuki	G	Mgmt	For	For
1.10	Elect Director Yunoki, Mami	G	Mgmt	For	For
1.11	Elect Director Seki, Miwa	G	Mgmt	For	For

Orkla ASA

Meeting Date: 24/04/2025 **Country:** Norway **Ticker:** ORK
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	G	Mgmt	For	For
2	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 10.00 Per Share	G	Mgmt	For	For
3	Approve Remuneration Statement (Advisory Vote)	G	Mgmt	For	For

Orkla ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Discuss Company's Corporate Governance Statement	G	Mgmt		
5.1	Authorize Repurchase of Shares for Use in Employee Incentive Programs	G	Mgmt	For	For
5.2	Authorize Share Repurchase Program and Reissuance and/or Cancellation of Repurchased Shares	G	Mgmt	For	For
6.1	Reelect Stein Erik Hagen as Director	G	Mgmt	For	For
6.2	Reelect Liselott Kilaas as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
6.3	Reelect Peter Agnefjall as Director	G	Mgmt	For	For
6.4	Reelect Christina Fagerberg as Director	G	Mgmt	For	For
6.5	Reelect Rolv Erik Ryssdal as Director	G	Mgmt	For	For
6.6	Reelect Caroline Hagen Kjos as Director	G	Mgmt	For	For
6.7	Reelect Bengt Rem as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
7	Reelect Stein Erik Hagen as Board Chair	G	Mgmt	For	For
8	Reelect Nils-Henrik Pettersson as Member of Nominating Committee	G	Mgmt	For	For
9	Approve Remuneration of Directors in the Amount of NOK 1.17 Million for Chair and NOK 760,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
10	Approve Remuneration of Nominating Committee	G	Mgmt	For	For
11	Approve Remuneration of Auditors	G	Mgmt	For	For

ORLEN SA

Meeting Date: 05/06/2025

Country: Poland

Ticker: PKN

Record Date: 20/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals		Mgmt		
1	Open Meeting	G	Mgmt		
2	Elect Meeting Chairman	G	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Elect Members of Vote Counting Commission	G	Mgmt	For	For
6	Receive Management Board Report on Company's and Group's Operations	G	Mgmt		
7	Receive Financial Statements and Management Board Proposal on Allocation of Income	G	Mgmt		
8	Receive Consolidated Financial Statements	G	Mgmt		
9	Receive Supervisory Board Report	G	Mgmt		
10	Receive Management Board Report on Expenses Related to Representation, Legal Services, Marketing Services, Public Relations Services, Social Communication Services, and Management Advisory Services	G	Mgmt		
11	Approve Management Board Report on Company's and Group's Operations	G	Mgmt	For	For
12	Approve Financial Statements	G	Mgmt	For	For
13	Approve Consolidated Financial Statements	G	Mgmt	For	For
14	Approve Allocation of Income and Dividends of PLN 6.00 per Share	G	Mgmt	For	For
15	Approve Supervisory Board Report	G	Mgmt	For	For
16.1	Withhold Discharge of Daniel Obajtek (CEO)	G	Mgmt	For	For
16.2	Withhold Discharge of Armen Artwich (Management Board Member)	G	Mgmt	For	For
16.3	Withhold Discharge of Adam Burak (Management Board Member)	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16.4	Withhold Discharge of Patrycja Klarecka (Management Board Member)	G	Mgmt	For	For
16.5	Withhold Discharge of Michal Rog (Management Board Member)	G	Mgmt	For	For
16.6	Withhold Discharge of Jan Szewczak (Management Board Member)	G	Mgmt	For	For
16.7	Withhold Discharge of Jozef Wegrecki (Management Board Member)	G	Mgmt	For	For
16.8	Withhold Discharge of Piotr Sabat (Management Board Member)	G	Mgmt	For	For
16.9	Withhold Discharge of Krzysztof Nowicki (Management Board Member)	G	Mgmt	For	For
16.10	Withhold Discharge of Iwona Waksmundzka-Olejniczak (Management Board Member)	G	Mgmt	For	For
16.11	Withhold Discharge of Robert Perkowski (Management Board Member)	G	Mgmt	For	For
16.12	Approve Discharge of Ireneusz Fafara (CEO)	G	Mgmt	For	For
16.13	Approve Discharge of Witold Literacki (CEO; Deputy CEO)	G	Mgmt	For	For
16.14	Approve Discharge of Magdalena Bartos (Deputy CEO)	G	Mgmt	For	For
16.15	Approve Discharge of Ireneusz Sitarski (Deputy CEO)	G	Mgmt	For	For
16.16	Approve Discharge of Robert Soszynski (Deputy CEO)	G	Mgmt	For	For
16.17	Approve Discharge of Marek Balawejder (Management Board Member)	G	Mgmt	For	For
16.18	Approve Discharge of Artur Osuchowski (Management Board Member)	G	Mgmt	For	For
16.19	Approve Discharge of Wieslaw Prugar (Management Board Member)	G	Mgmt	For	For
16.20	Approve Discharge of Marcin Wasilewski (Management Board Member)	G	Mgmt	For	For
16.21	Approve Discharge of Kazimierz Mordaszewski (Management Board Member)	G	Mgmt	For	For
16.22	Approve Discharge of Ireneusz Sitarski (Management Board Member)	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16.23	Approve Discharge of Tomasz Sojka (Management Board Member)	G	Mgmt	For	For
16.24	Approve Discharge of Tomasz Zielinski (Management Board Member)	G	Mgmt	For	For
17.1	Withhold Discharge of Wojciech Jasinski (Supervisory Board Chairman)	G	Mgmt	For	For
17.2	Withhold Discharge of Andrzej Szumanski (Supervisory Board Deputy Chairman)	G	Mgmt	For	For
17.3	Withhold Discharge of Anna Wojcik (Supervisory Board Secretary)	G	Mgmt	For	For
17.4	Withhold Discharge of Barbara Jarzembowska (Supervisory Board Member)	G	Mgmt	For	For
17.5	Withhold Discharge of Andrzej Kapala (Supervisory Board Member)	G	Mgmt	For	For
17.6	Withhold Discharge of Roman Kusz (Supervisory Board Member)	G	Mgmt	For	For
17.7	Withhold Discharge of Jadwiga Lesisz (Supervisory Board Member)	G	Mgmt	For	For
17.8	Withhold Discharge of Anna Sakowicz-Kacz (Supervisory Board Member)	G	Mgmt	For	For
17.9	Approve Discharge of Wojciech Popiolek (Supervisory Board Chairman)	G	Mgmt	For	For
17.10	Approve Discharge of Michal Gajdus (Supervisory Board Deputy Chairman)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
17.11	Approve Discharge of Katarzyna Lobos (Supervisory Board Secretary)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
17.12	Approve Discharge of Ewa Gasiorek (Supervisory Board Member)	G	Mgmt	For	For
17.13	Approve Discharge of Kazimierz Mordaszewski (Supervisory Board Member)	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
17.14	Approve Discharge of Mikolaj Pietrzak (Supervisory Board Member)	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
17.15	Approve Discharge of Ireneusz Sitarski (Supervisory Board Member)	G	Mgmt	For	For
17.16	Approve Discharge of Marian Sewerski (Supervisory Board Member)	G	Mgmt	For	For
17.17	Approve Discharge of Ewa Sowinska (Supervisory Board Member)	G	Mgmt	For	For
17.18	Approve Discharge of Tomasz Sojka (Supervisory Board Member)	G	Mgmt	For	For
17.19	Approve Discharge of Piotr Wielowieyski (Supervisory Board Member)	G	Mgmt	For	For
17.20	Approve Discharge of Tomasz Zielinski (Supervisory Board Member)	G	Mgmt	For	For
18	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
19	Approve Acquisition of All Shares in Energomedia Sp. z o.o.	G	Mgmt	For	For
20	Fix Number of Supervisory Board Members	G	Mgmt	For	For
21	Elect Supervisory Board Member	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
22	Approve Remuneration of Supervisory Board Members	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
23	Shareholder Proposal Submitted by State Treasury Amend Jan. 24, 2017, EGM, Resolution Re: Remuneration Policy for Management Board Members	S, G	SH	For	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					

ORLEN SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals		Mgmt		
24	Close Meeting	G	Mgmt		

Ormat Technologies, Inc.

Meeting Date: 07/05/2025 Country: USA Ticker: ORA
Record Date: 12/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Isaac Angel	G	Mgmt	For	For
1B	Elect Director Ravit Barniv	G	Mgmt	For	For
1C	Elect Director Karin Corfee	G	Mgmt	For	For
1D	Elect Director David Granot	G	Mgmt	For	Against

Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.

1E	Elect Director Michal Marom	G	Mgmt	For	For
1F	Elect Director Dafna Sharir	G	Mgmt	For	For
1G	Elect Director Stanley B. Stern	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1H	Elect Director Byron G. Wong	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Kesselman & Kesselman as Auditors	G	Mgmt	For	For

Orsted A/S

Meeting Date: 03/04/2025 Country: Denmark Ticker: ORSTED
Record Date: 27/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	G	Mgmt		
2	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

Orsted A/S

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
4	Approve Discharge of Management and Board	G	Mgmt	For	For
5	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
6	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	G	Mgmt	For	For
7.1	Determine Number of Members (6) and Deputy Members (0) of Board	G	Mgmt	For	For
7.2	Elect Lene Skole (Chair) as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
7.3	Elect Andrew Brown (Vice Chair) as Director	G	Mgmt	For	For
7.4A	Reelect Julia King as Director	G	Mgmt	For	For
7.4B	Reelect Annica Bresky as Director	G	Mgmt	For	For
7.4C	Elect Judith Hartmann as New Director	G	Mgmt	For	For
7.4D	Elect Julian David Waldron as New Director	G	Mgmt	For	For
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	G	Mgmt	For	For
9	Ratify PricewaterhouseCoopers as Auditor; Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	G	Mgmt	For	For
10	Other Business	G	Mgmt		

Osaka Gas Co., Ltd.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 9532

Record Date: 31/03/2025

Meeting Type: Annual

Osaka Gas Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Honjo, Takehiro	G	Mgmt	For	For
1.2	Elect Director Fujiwara, Masataka	G	Mgmt	For	For
1.3	Elect Director Tasaka, Takayuki	G	Mgmt	For	For
1.4	Elect Director Takemori, Keiji	G	Mgmt	For	For
1.5	Elect Director Sakanashi, Ko	G	Mgmt	For	For
1.6	Elect Director Imai, Toshiyuki	G	Mgmt	For	For
1.7	Elect Director Muraao, Kazutoshi	G	Mgmt	For	For
1.8	Elect Director Kijima, Tatsuo	G	Mgmt	For	For
1.9	Elect Director Sato, Yumiko	G	Mgmt	For	For
1.10	Elect Director Niizeki, Mikiyo	G	Mgmt	For	For

OSAKA SODA CO., LTD.

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 4046
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Terada, Kenshi	G	Mgmt	For	For
1.2	Elect Director Konishi, Atsuo	G	Mgmt	For	For
1.3	Elect Director Kimura, Takeshi	G	Mgmt	For	For
1.4	Elect Director Futamura, Bunyu	G	Mgmt	For	For
1.5	Elect Director Hyakushima, Hakaru	G	Mgmt	For	For
1.6	Elect Director Miyata, Okiko	G	Mgmt	For	For
2	Appoint Statutory Auditor Segawa, Yasushi	G	Mgmt	For	For

Oshkosh Corporation

Meeting Date: 06/05/2025 **Country:** USA **Ticker:** OSK
Record Date: 27/02/2025 **Meeting Type:** Annual

Oshkosh Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Keith J. Allman	G	Mgmt	For	For
1.2	Elect Director William J. Burns	G	Mgmt	For	For
1.3	Elect Director Annette K. Clayton	G	Mgmt	For	For
1.4	Elect Director Douglas L. Davis	G	Mgmt	For	For
1.5	Elect Director Tyrone M. Jordan	G	Mgmt	For	For
1.6	Elect Director Kimberley Metcalf-Kupres	G	Mgmt	For	For
1.7	Elect Director Duncan J. Palmer	G	Mgmt	For	For
1.8	Elect Director David G. Perkins	G	Mgmt	For	For
1.9	Elect Director John C. Pfeifer	G	Mgmt	For	For
1.10	Elect Director Sandra E. Rowland	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Osisko Gold Royalties Ltd

Meeting Date: 08/05/2025

Country: Canada

Ticker: OR

Record Date: 21/03/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jason Attew	G	Mgmt	For	For
1.2	Elect Director Edie Hofmeister	G	Mgmt	For	For
1.3	Elect Director W. Murray John	G	Mgmt	For	For
1.4	Elect Director Pierre Labbe	G	Mgmt	For	For
1.5	Elect Director Wendy Louie	G	Mgmt	For	For
1.6	Elect Director Norman MacDonald	G	Mgmt	For	For
1.7	Elect Director Candace MacGibbon	G	Mgmt	For	For
1.8	Elect Director David Smith	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Osisko Gold Royalties Ltd

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Re-approve Deferred Share Unit Plan	G	Mgmt	For	For
4	Change Company Name to OR Royalties Inc. or Redevalues OR Inc.	G	Mgmt	For	For
5	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Otis Worldwide Corporation

Meeting Date: 15/05/2025 **Country:** USA **Ticker:** OTIS
Record Date: 17/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas A. Bartlett	G	Mgmt	For	For
1b	Elect Director Jeffrey H. Black	G	Mgmt	For	For
1c	Elect Director Jill C. Brannon	G	Mgmt	For	For
1d	Elect Director Nelda J. Connors	G	Mgmt	For	For
1e	Elect Director Kathy Hopinkah Hannan	G	Mgmt	For	For
1f	Elect Director Shailesh G. Jejurikar	G	Mgmt	For	For
1g	Elect Director Christopher J. Kearney	G	Mgmt	For	For
1h	Elect Director Judith F. Marks	G	Mgmt	For	For
1i	Elect Director Margaret M. V. Preston	G	Mgmt	For	For
1j	Elect Director Shelley Stewart, Jr.	G	Mgmt	For	For
1k	Elect Director John H. Walker	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements are poorly structured.</i>					
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Otis Worldwide Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Report on Political Contributions and Expenditures	S	SH	Against	Against

Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.

OTP Bank Nyrt

Meeting Date: 25/04/2025 **Country:** Hungary **Ticker:** OTP
Record Date: 23/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Standalone and Consolidated Financial Statements, Statutory Reports, and Allocation of Income and Dividends HUF 964.29 per Share	G	Mgmt	For	Do Not Vote
2	Approve Company's Corporate Governance Statement	G	Mgmt	For	Do Not Vote
3	Approve Discharge of Management Board	G	Mgmt	For	Do Not Vote
4.1	Ratify Ernst & Young Ltd. as Auditor and Fix Its Remuneration	G	Mgmt	For	Do Not Vote
4.2	Ratify Ernst & Young Ltd. as Auditor for Sustainability Reporting and Fix Its Remuneration	G	Mgmt	For	Do Not Vote
5.1	Amend Bylaws by Joint Votes with Regard to Each Section	G	Mgmt	For	Do Not Vote
5.2	Amend Bylaws	G	Mgmt	For	Do Not Vote
6	Approve Remuneration Policy and Authorize Supervisory Board to Define Remuneration Rules in Details	G	Mgmt	For	Do Not Vote
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [SD-M0550-005] Termination payments have the potential to be excessive.</i></p>					
7	Elect Catherine Granger-Ponchon as Supervisory Board Member	G	Mgmt	For	Do Not Vote
8	Elect Catherine Granger-Ponchon as Audit Committee Member	G	Mgmt	For	Do Not Vote

OTP Bank Nyrt

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Remuneration of Management Board, Supervisory Board, and Audit Committee Members	G	Mgmt	For	Do Not Vote
10	Receive Report on Share Repurchase Program and Authorize Share Repurchase Program	G	Mgmt	For	Do Not Vote

Blended Rationale: [LN-M0346-001] Proposed repurchase authority is excessive.

Otter Tail Corporation

Meeting Date: 14/04/2025 **Country:** USA **Ticker:** OTTR
Record Date: 13/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Steven L. Fritze	G	Mgmt	For	For
1.2	Elect Director Kathryn O. Johnson	G	Mgmt	For	For
1.3	Elect Director Michael E. LeBeau	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche, LLP as Auditors	G	Mgmt	For	For

OUE Real Estate Investment Trust

Meeting Date: 22/04/2025 **Country:** Singapore **Ticker:** TSOU
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Trustee's Report, the Manager's Statement, Financial Statements and Directors' and Auditors' Reports	G	Mgmt	For	For
2	Approve KPMG LLP as Independent Auditors and Authorize Manager to Fix Their Remuneration	G	Mgmt	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For

OUE Real Estate Investment Trust

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Authorize Unit Repurchase Program	G	Mgmt	For	For

OUTFRONT Media Inc.

Meeting Date: 03/06/2025 Country: USA Ticker: OUT
Record Date: 04/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Nicolas Brien	G	Mgmt	For	For
1b	Elect Director Angela Courtin	G	Mgmt	For	For
1c	Elect Director Manuel A. Diaz	G	Mgmt	For	For
1d	Elect Director Michael J. Dominguez	G	Mgmt	For	For
1e	Elect Director Peter Mathes	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1f	Elect Director Susan M. Tolson	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Outokumpu Oyj

Meeting Date: 03/04/2025 Country: Finland Ticker: OUT1V
Record Date: 24/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Call the Meeting to Order	G	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt		
5	Prepare and Approve List of Shareholders	G	Mgmt		

Outokumpu Oyj

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.26 Per Share	G	Mgmt	For	For
9	Approve Discharge of Board and President	G	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of EUR 186,000 for Chairman, EUR 100,000 for Vice Chairman and EUR 77,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	G	Mgmt	For	For
12	Fix Number of Directors at Eight	G	Mgmt	For	For
13	Reelect Heinz Jorg Fuhrmann, Kari Jordan (Chair), Paivi Luostarinen, Jyrki Maki-Kala (Vice), Petter Soderstrom and Julia Woodhouse as Directors; Elect Hilde Merete Aasheim and Olavi Huhtala as New Directors	G	Mgmt	For	For
14	Approve Remuneration of Auditor	G	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditor	G	Mgmt	For	For
16	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	G	Mgmt	For	For
17	Authorize Share Repurchase Program	G	Mgmt	For	For
18	Approve Issuance of up to New 45 Million Shares without Preemptive Rights	G	Mgmt	For	For
19	Close Meeting	G	Mgmt		

Oversea-Chinese Banking Corporation Limited

Meeting Date: 17/04/2025

Country: Singapore

Ticker: O39

Record Date:

Meeting Type: Annual

Oversea-Chinese Banking Corporation Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Directors' Statement, Financial Statements and Directors' and Auditors' Reports	G	Mgmt	For	For
2(a)	Elect Chong Chuan Neo as Director	G	Mgmt	For	For
2(b)	Elect Chua Kim Chiu as Director	G	Mgmt	For	For
2(c)	Elect Helen Wong Pik Kuen as Director	G	Mgmt	For	For
3	Elect Lian Wee Cheow as Director	G	Mgmt	For	For
4	Approve Final Dividend and Special Dividend	G	Mgmt	For	For
5(a)	Approve Directors' Remuneration	G	Mgmt	For	For
5(b)	Approve Allotment and Issuance of Remuneration Shares to the Directors	G	Mgmt	For	For
6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors to Fix Their Remuneration	G	Mgmt	For	For
7	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For
8	Approve Issuance of Shares Pursuant to the OCBC Scrip Dividend Scheme	G	Mgmt	For	For
9	Authorize Share Repurchase Program	G	Mgmt	For	For

Owens & Minor, Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: OMI

Record Date: 19/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mark A. Beck	G	Mgmt	For	For
1.2	Elect Director Gwendolyn M. Bingham	G	Mgmt	For	For
1.3	Elect Director Kenneth Gardner-Smith	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Owens & Minor, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Robert J. Henkel	G	Mgmt	For	For
1.5	Elect Director Rita F. Johnson-Mills	G	Mgmt	For	For
1.6	Elect Director Stephen W. Klemash	G	Mgmt	For	For
1.7	Elect Director Teresa L. Kline	G	Mgmt	For	For
1.8	Elect Director Edward A. Pesicka	G	Mgmt	For	For
1.9	Elect Director Carissa L. Rollins	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Owens Corning

Meeting Date: 15/04/2025

Country: USA

Ticker: OC

Record Date: 18/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Brian D. Chambers	G	Mgmt	For	For
1b	Elect Director Michelle T. Collins	G	Mgmt	For	For
1c	Elect Director Eduardo E. Cordeiro	G	Mgmt	For	For
1d	Elect Director Adrienne D. Elsner	G	Mgmt	For	For
1e	Elect Director Alfred E. Festa	G	Mgmt	For	For
1f	Elect Director Edward F. Lonergan	G	Mgmt	For	For
1g	Elect Director Maryann T. Mannen	G	Mgmt	For	For
1h	Elect Director Paul E. Martin	G	Mgmt	For	For
1i	Elect Director Suzanne P. Nimocks	G	Mgmt	For	For
1j	Elect Director John D. Williams	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Meeting Date: 11/06/2025

Country: United Kingdom

Ticker: OXB

Record Date: 09/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
3	Elect Colin Bond as Director	G	Mgmt	For	For
4	Elect Lucinda Crabtree as Director	G	Mgmt	For	For
5	Elect Laurence Espinasse as Director	G	Mgmt	For	For
6	Re-elect Roch Doliveux as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
7	Re-elect Dame Kay Davies as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8	Re-elect Frank Mathias as Director	G	Mgmt	For	For
9	Re-elect Robert Ghenchev as Director	G	Mgmt	For	For
10	Re-elect Namrata Patel as Director	G	Mgmt	For	For
11	Re-elect Heather Preston as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
12	Re-elect Peter Soelkner as Director	G	Mgmt	For	For
13	Reappoint PriceWaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
15	Authorise Issue of Equity	G	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
18	Amend the Borrowing Limit Under the Company's Articles of Association	G	Mgmt	For	For

Oxford Biomedica Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Oxford Industries, Inc.

Meeting Date: 24/06/2025 **Country:** USA **Ticker:** OXM
Record Date: 17/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Helen Ballard	G	Mgmt	For	For
1.2	Elect Director Virginia A. Hepner	G	Mgmt	For	For
1.3	Elect Director Milford W. McGuirt	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

PACCAR Inc

Meeting Date: 29/04/2025 **Country:** USA **Ticker:** PCAR
Record Date: 04/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mark C. Pigott	G	Mgmt	For	For
1.2	Elect Director Pierre R. Breber	G	Mgmt	For	For
1.3	Elect Director Dame Alison J. Carnwath	G	Mgmt	For	For
1.4	Elect Director R. Preston Feight	G	Mgmt	For	For
1.5	Elect Director Kirk S. Hachigian	G	Mgmt	For	For
1.6	Elect Director Brice A. Hill	G	Mgmt	For	For
1.7	Elect Director Barbara B. Hulit	G	Mgmt	For	For
1.8	Elect Director Cynthia A. Niekamp	G	Mgmt	For	For
1.9	Elect Director John M. Pigott	G	Mgmt	For	For
1.10	Elect Director Luiz A. S. Pretti	G	Mgmt	For	For

PACCAR Inc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.11	Elect Director Ganesh Ramaswamy	G	Mgmt	For	For
1.12	Elect Director Mark A. Schulz	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Submit Severance Agreement to Shareholder Vote	G	SH	Against	Against

Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.

Pacific Basin Shipping Limited

Meeting Date: 25/04/2025

Country: Bermuda

Ticker: 2343

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Irene Waage Basili as Director	G	Mgmt	For	For
3b	Elect Kirsi Kyllikki Tikka as Director	G	Mgmt	For	For
3c	Elect Alexander Howarth Yat Kay Cheung as Director	G	Mgmt	For	For
3d	Elect Kalpana Desai as Director	G	Mgmt	For	For
3e	Elect Wang Xiaojun Heather as Director	G	Mgmt	For	For
3f	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
7	Adopt New Share Award Scheme and Grant Scheme Mandate to the Directors to Issue Shares	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Packaging Corporation of America

Meeting Date: 07/05/2025

Country: USA

Ticker: PKG

Record Date: 14/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Cheryl K. Beebe	G	Mgmt	For	For
1.2	Elect Director Duane C. Farrington	G	Mgmt	For	For
1.3	Elect Director Karen E. Gowland	G	Mgmt	For	For
1.4	Elect Director Donna A. Harman	G	Mgmt	For	For
1.5	Elect Director Mark W. Kowlzan	G	Mgmt	For	For
1.6	Elect Director Robert C. Lyons	G	Mgmt	For	For
1.7	Elect Director Samuel M. Menco	G	Mgmt	For	For
1.8	Elect Director Roger B. Porter	G	Mgmt	For	For
1.9	Elect Director Thomas S. Soules	G	Mgmt	For	For
1.10	Elect Director Paul T. Stecko	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

PagerDuty, Inc.

Meeting Date: 26/06/2025

Country: USA

Ticker: PD

Record Date: 12/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Elena Gomez	G	Mgmt	For	For
1.2	Elect Director Zachary Nelson	G	Mgmt	For	For
1.3	Elect Director Bonita Stewart	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Palantir Technologies, Inc.

Meeting Date: 05/06/2025

Country: USA

Ticker: PLTR

Record Date: 11/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Alexander Karp	G	Mgmt	For	For
1.2	Elect Director Stephen Cohen	G	Mgmt	For	For
1.3	Elect Director Peter Thiel	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.4	Elect Director Alexander Moore	G	Mgmt	For	For
1.5	Elect Director Alexandra Schiff	G	Mgmt	For	For
1.6	Elect Director Lauren Friedman Stat	G	Mgmt	For	For
1.7	Elect Director Eric Woersching	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Palomar Holdings, Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: PLMR

Record Date: 01/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mac Armstrong	G	Mgmt	For	For
1.2	Elect Director Martha Notaras	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Pan American Silver Corp.

Meeting Date: 07/05/2025

Country: Canada

Ticker: PAAS

Record Date: 11/03/2025

Meeting Type: Annual/Special

Pan American Silver Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Directors at Nine	G	Mgmt	For	For
2.1	Elect Director John Begeman	G	Mgmt	For	For
2.2	Elect Director Neil de Gelder	G	Mgmt	For	For
2.3	Elect Director Chantal Gosselin	G	Mgmt	For	For
2.4	Elect Director Charles Jeannes	G	Mgmt	For	For
2.5	Elect Director Kimberly Keating	G	Mgmt	For	For
2.6	Elect Director Jennifer Maki	G	Mgmt	For	For
2.7	Elect Director Kathleen Sendall	G	Mgmt	For	For
2.8	Elect Director Michael Steinmann	G	Mgmt	For	For
2.9	Elect Director Gillian Winckler	G	Mgmt	For	For
3	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Panasonic Holdings Corp.

Meeting Date: 23/06/2025

Country: Japan

Ticker: 6752

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Provisions on Number of Directors - Amend Provisions on Number of Statutory Auditors	G	Mgmt	For	For
2.1	Elect Director Kusumi, Yuki	G	Mgmt	For	For
2.2	Elect Director Homma, Tetsuro	G	Mgmt	For	For
2.3	Elect Director Shotoku, Ayako	G	Mgmt	For	For
2.4	Elect Director Matsui, Shinobu	G	Mgmt	For	For
2.5	Elect Director Nishiyama, Keita	G	Mgmt	For	For
2.6	Elect Director Sawada, Michitaka	G	Mgmt	For	For
2.7	Elect Director Shigetomi, Ryusuke	G	Mgmt	For	For

Panasonic Holdings Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.8	Elect Director Tamaoki, Hajime	G	Mgmt	For	For
2.9	Elect Director Sumida, Kazuyo	G	Mgmt	For	For
2.10	Elect Director Waniko, Akira	G	Mgmt	For	For
2.11	Elect Director Matsuo, Yutaka	G	Mgmt	For	For
2.12	Elect Director Nakamura, Kuniharu	G	Mgmt	For	For
2.13	Elect Director Seto, Junko	G	Mgmt	For	For
3	Approve Compensation Ceiling for Directors	G	Mgmt	For	For

Pandox AB

Meeting Date: 09/04/2025 **Country:** Sweden **Ticker:** PNDX.B
Record Date: 01/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chairman of Meeting	G	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
4	Prepare and Approve List of Shareholders	G	Mgmt		
5	Approve Agenda of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8.b	Approve Allocation of Income and Dividends of SEK 4.25 per Share	G	Mgmt	For	For
8.c.1	Approve Discharge of Ann-Sofi Danielsson	G	Mgmt	For	For
8.c.2	Approve Discharge of Bengt Kjell	G	Mgmt	For	For
8.c.3	Approve Discharge of Christian Ringnes	G	Mgmt	For	For
8.c.4	Approve Discharge of Jakob Iqbal	G	Mgmt	For	For
8.c.5	Approve Discharge of Jeanette Dyhre Kvisvik	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.c.6	Approve Discharge of Jon Rasmus Aurdal	G	Mgmt	For	For
8.c.7	Approve Discharge of Ulrika Danielsson	G	Mgmt	For	For
8.c.8	Approve Discharge of CEO Liia Nou	G	Mgmt	For	For
9	Determine Number of Members (6) and Deputy Members of Board (0); Determine Number of Auditors (1)	G	Mgmt	For	For
10	Approve Remuneration of Directors in the Amount of SEK 925,000 for Chair, SEK 707,000 for Deputy Chair and SEK 487,000 for Other Directors; Approve Committee Fees; Approve Remuneration of Auditors	G	Mgmt	For	For
11.1	Reelect Bengt Kjell as Director	G	Mgmt	For	For
11.2	Reelect Christian Ringnes as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
11.3	Reelect Jakob Iqbal as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
11.4	Reelect Jeanette Dyhre Kvisvik as Director	G	Mgmt	For	For
11.5	Reelect Jon Rasmus Aurdal as Director	G	Mgmt	For	For
11.6	Reelect Ulrika Danielsson as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
11.7	Reelect Christian Ringnes as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
12	Ratify PricewaterhouseCoopers as Auditors	G	Mgmt	For	For
13	Authorize Chairman of Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	G	Mgmt	For	For

Pandox AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
15	Approve Creation of Pool of Capital without Preemptive Rights	G	Mgmt	For	For
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
17	Close Meeting	G	Mgmt		

Pangang Group Vanadium Titanium & Resources Co., Ltd.

Meeting Date: 25/04/2025 **Country:** China **Ticker:** 000629
Record Date: 21/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Financial Budget Report	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Annual Report and Summary	G	Mgmt	For	For
7	Approve Investment Plan (Draft)	G	Mgmt	For	For
8	Approve to Appoint Auditor	G	Mgmt	For	For

Panoro Energy ASA

Meeting Date: 21/05/2025 **Country:** Norway **Ticker:** PEN
Record Date: 14/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
4	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
5	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends	G	Mgmt	For	For
6	Discuss Company's Corporate Governance Statement	G	Mgmt		
7	Approve Remuneration of Directors in the Amount of USD 88,000 for Chair, USD 55,000 for Vice Chair and USD 48,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
8	Approve Remuneration of Nominating Committee	G	Mgmt	For	For
9	Approve Remuneration of Auditors	G	Mgmt	For	For
10	Approve Remuneration Statement	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
11	Approve Equity Plan Financing	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
12	Approve Creation of NOK 584,720 Pool of Capital without Preemptive Rights	G	Mgmt	For	For
13	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
14A	Elect Julien Balkany (Chair) as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					

Panoro Energy ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14B	Elect Torstein Sanness (Vice Chair) as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
14C	Elect Alexandra Herger as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
14D	Elect Gunvor Ellingsen as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
14E	Elect Christophe Salmon as Director	G	Mgmt	For	For
15A	Elect Fredrik Sneve as Members of Nominating Committee	G	Mgmt	For	For
15B	Elect Jakob Iqbal as Members of Nominating Committee	G	Mgmt	For	For
15C	Elect Grace Reksten Skaugen as Members of Nominating Committee	G	Mgmt	For	For
16	Amend Articles Re: Equity-Related	G	Mgmt	For	For
17	Close Meeting	G	Mgmt		

Papa John's International, Inc.

Meeting Date: 01/05/2025

Country: USA

Ticker: PZZA

Record Date: 11/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Christopher L. Coleman	G	Mgmt	For	For
1b	Elect Director John W. Garratt	G	Mgmt	For	For
1c	Elect Director Stephen L. Gibbs	G	Mgmt	For	For
1d	Elect Director Laurette T. Koellner	G	Mgmt	For	For
1e	Elect Director Jocelyn C. Mangan	G	Mgmt	For	For
1f	Elect Director Sonya E. Medina	G	Mgmt	For	For
1g	Elect Director John C. Miller	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Papa John's International, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Todd A. Penegor	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
5	Adopt Simple Majority Vote	G	SH	None	For

Blended Rationale: [SF-S0311-001] Supermajority vote requirement serves as an entrenchment device for management.

PAR Technology Corporation

Meeting Date: 02/06/2025

Country: USA

Ticker: PAR

Record Date: 09/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Linda M. Crawford	G	Mgmt	For	For
1b	Elect Director Keith E. Pascal	G	Mgmt	For	For
1c	Elect Director Douglas G. Rauch	G	Mgmt	For	For
1d	Elect Director Cynthia A. Russo	G	Mgmt	For	For
1e	Elect Director Narinder Singh	G	Mgmt	For	For
1f	Elect Director Savneet Singh	G	Mgmt	For	For
1g	Elect Director James C. Stoffel	G	Mgmt	For	For
2	Amend Advance Notice Bylaws	G	Mgmt	For	For
3	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
5	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
6	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

PARAGON REIT

Meeting Date: 22/04/2025

Country: Singapore

Ticker: SK6U

Record Date:

Meeting Type: Extraordinary Shareholders

PARAGON REIT

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Trust Deed	G	Mgmt	For	For

PARAGON REIT

Meeting Date: 22/04/2025 **Country:** Singapore **Ticker:** SK6U
Record Date: **Meeting Type:** Court

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Court-Ordered Meeting for Unitholders		Mgmt		
1	Approve Paragon Scheme Resolution	G	Mgmt	For	For

Paramount Group, Inc.

Meeting Date: 15/05/2025 **Country:** USA **Ticker:** PGRE
Record Date: 25/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Albert Behler	G	Mgmt	For	For
1b	Elect Director Frederic Arndts	G	Mgmt	For	For
1c	Elect Director Martin Bussmann	G	Mgmt	For	For
1d	Elect Director Karin Klein	G	Mgmt	For	For
1e	Elect Director Mark Patterson	G	Mgmt	For	For
1f	Elect Director Hitoshi Saito	G	Mgmt	For	For
1g	Elect Director Paula Sutter	G	Mgmt	For	For
1h	Elect Director Greg Wright	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Park Hotels & Resorts Inc.

Meeting Date: 25/04/2025

Country: USA

Ticker: PK

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Thomas J. Baltimore, Jr.	G	Mgmt	For	For
1B	Elect Director Patricia M. Bedient	G	Mgmt	For	For
1C	Elect Director Thomas D. Eckert	G	Mgmt	For	For
1D	Elect Director Geoffrey M. Garrett	G	Mgmt	For	For
1E	Elect Director Christie B. Kelly	G	Mgmt	For	For
1F	Elect Director Terri D. McClements	G	Mgmt	For	For
1G	Elect Director Thomas A. Natelli	G	Mgmt	For	For
1H	Elect Director Timothy J. Naughton	G	Mgmt	For	For
1I	Elect Director Stephen I. Sadove	G	Mgmt	For	For
2	Amend Non-Employee Director Omnibus Stock Plan	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Parkland Corporation

Meeting Date: 24/06/2025

Country: Canada

Ticker: PKI

Record Date: 23/05/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Acquisition by 2709716 Alberta Ltd.	G	Mgmt	For	For
	<p><i>Blended Rationale: Shareholders are asked to approve the acquisition of the company by Sunoco LP ("SUN"). Under the terms of the agreement, PKI shareholders may elect to receive (subject to proration as to 45 percent cash and 55 percent equity): (i) \$44.00 in cash; or (ii) 0.295 SunocoCorp units and \$19.80 in cash; or (iii) 0.536 SunocoCorp units per PKI share held, valuing the company at approximately \$7.7 billion at announcement. Based on the advice of a special committee of independent directors, the board unanimously approved the merger. PKI received a fairness opinion from BMO, Goldman, and BofA, who each found the transaction to be fair from a financial point of view to the shareholders.</i></p>				
2.1	Elect Director Felipe Bayon	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Parkland Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.2	Elect Director Nora Duke	G	Mgmt	For	For
2.3	Elect Director Robert (Bob) Espey	G	Mgmt	For	For
2.4	Elect Director Sue Gove	G	Mgmt	For	For
2.5	Elect Director Timothy Hogarth	G	Mgmt	For	Withhold
<i>Blended Rationale: [DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
2.6	Elect Director Richard Hookway	G	Mgmt	For	For
2.7	Elect Director Michael Jennings	G	Mgmt	For	For
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
2.8	Elect Director Angela John	G	Mgmt	For	For
2.9	Elect Director James Neate	G	Mgmt	For	For
2.10	Elect Director Mariame McIntosh Robinson	G	Mgmt	For	For
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Parkway Life Real Estate Investment Trust

Meeting Date: 21/04/2025 **Country:** Singapore **Ticker:** C2PU
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Trustee's Report, the Manager's Statement, Financial Statements and Directors' and Auditors' Reports	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Manager to Fix Their Remuneration	G	Mgmt	For	For
3	Elect Ho Kian Guan as Director	G	Mgmt	For	For
4	Elect Theresa Goh Cheng Keow as Director	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For
6	Amend Trust Deed	G	Mgmt	For	For

Parsons Corporation

Meeting Date: 15/04/2025

Country: USA

Ticker: PSN

Record Date: 14/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director George L. Ball	G	Mgmt	For	For
1.2	Elect Director Ellen M. Lord	G	Mgmt	For	For
1.3	Elect Director Darren W. McDew	G	Mgmt	For	For
1.4	Elect Director Suzanne M. Vautrinot	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Partner Communications Co. Ltd.

Meeting Date: 05/05/2025

Country: Israel

Ticker: PTNR

Record Date: 07/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Reelect Shlomo Rodav as Director	G	Mgmt	For	For
1.2	Reelect Doron Steiger as Director	G	Mgmt	For	For
1.3	Reelect Gideon Kadusi as Director	G	Mgmt	For	For
1.4	Reelect Anat Cohen Specht as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i></p>					
2	Reappoint Kost, Forer, Gabbay & Kasierer (EY) as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i></p>					
3	Report on Fees Paid to Auditors	G	Mgmt		
4	Discuss Financial Statements and the Report of the Board	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Partner Communications Co. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Employment Terms of Avi Gabbay, CEO	G	Mgmt	For	For
6	Approve Employment Terms of Shlomo Rodav, Chairman	G	Mgmt	For	For
7	Approve Employment Terms of Doron Steiger, Director	G	Mgmt	For	For
8	Approve Compensation Policy for the Directors and Officers of the Company	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i></p>					
A	<p>Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager</p> <p>Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney</p>	G	Mgmt	None	Against
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	G	Mgmt	None	For
B4	Vote FOR if the Holding of Ordinary Shares of the Company, Directly or Indirectly, Do Not Contravene any Restrictions set forth in the Company's Telecommunications Licenses.	G	Mgmt	None	For

Blended Rationale: .

Partners Group Holding AG

Meeting Date: 21/05/2025

Country: Switzerland

Ticker: PGHN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Non-Financial Report	E, S	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 42.00 per Share	G	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
4	Approve Remuneration Report	G	Mgmt	For	For
5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.5 Million	G	Mgmt	For	For
5.2	Approve Variable Long-Term Remuneration of Directors in the Amount of CHF 10.9 Million	G	Mgmt	For	For
5.3	Approve Technical Non-Financial Remuneration of Directors in the Amount of CHF 16.7 Million	G	Mgmt	For	For
5.4	Approve Remuneration Budget of Executive Committee in the Amount of CHF 13.5 Million	G	Mgmt	For	For
5.5	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 63.4 Million	G	Mgmt	For	For
5.6	Approve Technical Non-Financial Remuneration of Executive Committee in the Amount of CHF 120,000	G	Mgmt	For	For
6.1.1	Reelect Steffen Meister as Director and Board Chair	G	Mgmt	For	For
6.1.2	Elect Urban Angehrn as Director	G	Mgmt	For	For
6.1.3	Reelect Marcel Erni as Director	G	Mgmt	For	For
6.1.4	Reelect Alfred Gantner as Director	G	Mgmt	For	For
6.1.5	Reelect Anne Lester as Director	G	Mgmt	For	For
6.1.6	Reelect Gaelle Olivier as Director	G	Mgmt	For	For
6.1.7	Reelect Urs Wietlisbach as Director	G	Mgmt	For	For
6.1.8	Reelect Flora Zhao as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Partners Group Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.2.1	Reappoint Flora Zhao as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
6.2.2	Reappoint Anne Lester as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
6.2.3	Reappoint Gaelle Olivier as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
6.3	Designate HotzGoldmann Advokatur/Notariat as Independent Proxy	G	Mgmt	For	For
6.4	Ratify PricewaterhouseCoopers AG as Auditors	G	Mgmt	For	For
7	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Passage Bio, Inc.

Meeting Date: 28/05/2025 **Country:** USA **Ticker:** PASG
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Maxine Gowen	G	Mgmt	For	For
1.2	Elect Director Dolan Sondhi	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Approve Reverse Stock Split	G	Mgmt	For	For

Patrick Industries, Inc.

Meeting Date: 15/05/2025 **Country:** USA **Ticker:** PATK
Record Date: 21/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Blake W. Augsburg	G	Mgmt	For	For
1.2	Elect Director Natalie A. Brown	G	Mgmt	For	For

Patrick Industries, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Joseph M. Cerulli	G	Mgmt	For	For
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i>					
1.4	Elect Director Todd M. Cleveland	G	Mgmt	For	For
1.5	Elect Director John A. Forbes	G	Mgmt	For	For
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i>					
1.6	Elect Director Michael A. Kitson	G	Mgmt	For	For
1.7	Elect Director Andy L. Nemeth	G	Mgmt	For	For
1.8	Elect Director Denis G. Suggs	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.9	Elect Director M. Scott Welch	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Increase Authorized Common Stock	G	Mgmt	For	For
5	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

PATRIZIA SE

Meeting Date: 04/06/2025 **Country:** Germany **Ticker:** PAT
Record Date: 28/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	G	Mgmt	For	For
3.1	Approve Discharge of Executive Director Asoka Woehrmann for Fiscal Year 2024	G	Mgmt	For	For

PATRIZIA SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.2	Approve Discharge of Executive Director Christoph Glaser for Fiscal Year 2024	G	Mgmt	For	For
3.3	Approve Discharge of Executive Director Martin Praum (from Aug. 1, 2024) for Fiscal Year 2024	G	Mgmt	For	For
3.4	Approve Discharge of Executive Director James Muir (from Aug. 1, 2024) for Fiscal Year 2024	G	Mgmt	For	For
3.5	Approve Discharge of Executive Director Konrad Finkenzeller (from Aug. 1, 2024) for Fiscal Year 2024	G	Mgmt	For	For
3.6	Approve Discharge of Executive Director Wolfgang Egger for Fiscal Year 2024	G	Mgmt	For	For
4.1	Approve Discharge of Board Member Uwe Reuter for Fiscal Year 2024	G	Mgmt	For	For
4.2	Approve Discharge of Board Member Jonathan Feuer for Fiscal Year 2024	G	Mgmt	For	For
4.3	Approve Discharge of Board Member Wolfgang Egger for Fiscal Year 2024	G	Mgmt	For	For
4.4	Approve Discharge of Board Member Axel Hefer (until June 12, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.5	Approve Discharge of Board Member Marie Lalleman (until June 12, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.6	Approve Discharge of Board Member Saba Nazar for Fiscal Year 2024	G	Mgmt	For	For
4.7	Approve Discharge of Board Member Philippe Vimard (until June 12, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.8	Approve Discharge of Board Member Asoka Woehrmann (from June 12, 2024) for Fiscal Year 2024	G	Mgmt	For	For
5.1	Ratify BDO AG as Auditors for Fiscal Year 2025	G	Mgmt	For	For
5.2	Ratify BDO AG as Auditors for the Review of Interim Financial Statements for the Fiscal Year 2025 and Interim Financial Statements Until 2026 AGM	G	Mgmt	For	For
5.3	Appoint BDO AG as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

PATRIZIA SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Remuneration Report	G	Mgmt	For	For
7	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8	Fix Number of Board of Directors at Six	G	Mgmt	For	For
9.1	Elect Jacqueline Beckett to the Board of Directors	G	Mgmt	For	For
9.2	Elect Frank Kuhnke to the Board of Directors	G	Mgmt	For	For
9.3	Elect Aradhana Khowala to the Board of Directors	G	Mgmt	For	For
9.4	Elect Wolfgang Egger to the Board of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
9.5	Elect Asoka Woehrmann to the Board of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
9.6	Elect Michael Fronhoefer to the Board of Directors	G	Mgmt	For	For
10	Approve Remuneration Policy for the Board of Directors	G	Mgmt	For	For
11	Approve Virtual-Only Shareholder Meetings Until 2030	G	Mgmt	For	For

Patterson-UTI Energy, Inc.

Meeting Date: 05/06/2025

Country: USA

Ticker: PTEN

Record Date: 08/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Leslie A. Beyer	G	Mgmt	For	For
1.2	Elect Director Tiffany (TJ) Thom Cepak	G	Mgmt	For	For
1.3	Elect Director Robert W. Drummond	G	Mgmt	For	For
1.4	Elect Director Gary M. Halverson	G	Mgmt	For	For
1.5	Elect Director William Andrew Hendricks, Jr.	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Patterson-UTI Energy, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.6	Elect Director Curtis W. Huff	G	Mgmt	For	For
1.7	Elect Director Cesar Jaime	G	Mgmt	For	For
1.8	Elect Director Janeen S. Judah	G	Mgmt	For	For
1.9	Elect Director Amy H. Nelson	G	Mgmt	For	For
1.10	Elect Director Julie J. Robertson	G	Mgmt	For	For
1.11	Elect Director James C. Stewart	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Paycom Software, Inc.

Meeting Date: 05/05/2025 **Country:** USA **Ticker:** PAYC
Record Date: 12/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Henry C. Duques	G	Mgmt	For	For
1.2	Elect Director Chad Richison	G	Mgmt	For	For
2	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

PayPal Holdings, Inc.

Meeting Date: 05/06/2025 **Country:** USA **Ticker:** PYPL
Record Date: 09/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Joy Chik	G	Mgmt	For	For
1b	Elect Director Alex Chriss	G	Mgmt	For	For
1c	Elect Director Jonathan Christodoro	G	Mgmt	For	For
1d	Elect Director Carmine Di Sibio	G	Mgmt	For	For

PayPal Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1e	Elect Director David W. Dorman	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1f	Elect Director Enrique J. Lores	G	Mgmt	For	For
1g	Elect Director Gail J. McGovern	G	Mgmt	For	For
1h	Elect Director Deborah M. Messemer	G	Mgmt	For	For
1i	Elect Director David M. Moffett	G	Mgmt	For	For
1j	Elect Director Ann M. Sarnoff	G	Mgmt	For	For
1k	Elect Director Frank D. Yeary	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
5	Report on Discrimination in Charitable Contributions	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	G	SH	Against	Against
<i>Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.</i>					

Paz Retail & Energy Ltd.

Meeting Date: 12/06/2025 **Country:** Israel **Ticker:** PAZ
Record Date: 14/05/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve 2024 Special Grant to Harel Locker, Active Chairman	G	Mgmt	For	For

Paz Retail & Energy Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	G	Mgmt	None	Against
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	G	Mgmt	None	For

PCCW Limited

Meeting Date: 15/05/2025

Country: Hong Kong

Ticker: 8

Record Date: 09/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Meng Shusen as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence [RU-M0201-006] Nominee has demonstrated pattern of poor meeting attendance.</i>					
3b	Elect Zhao Xingfu as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.[SF-M0201-025] The nomination committee is not majority independent.</i>					

PCCW Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3c	Elect Wei Zhe, David as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence</i>					
3d	Elect Aman Mehta as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent. [HK-M0201-007] Chair of Audit Committee not independent [HK-M0201-012] Chair of Remuneration Committee not independent [HK-M0100-002] Without explanation, non-audit fees exceed audit fees which may impair the independence of the external audit process.</i>					
3e	Elect Lars Eric Nils Rodert as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-008] Audit Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent.</i>					
3f	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0100-002] Without explanation, non-audit fees exceed audit fees which may impair the independence of the external audit process.</i>					
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Peab AB

Meeting Date: 06/05/2025

Country: Sweden

Ticker: PEAB.B

Record Date: 25/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Anders Runevad as Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8	Receive President's Report	G	Mgmt		
9	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
10.1	Approve Allocation of Income and Dividends of SEK 2.75 Per Share	G	Mgmt	For	For
10.2	Approve Record Date for Dividend Payment	G	Mgmt	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
12	Approve Remuneration Report	G	Mgmt	For	For
13.1	Approve Discharge of CEO Jesper Goransson	G	Mgmt	For	For
13.2	Approve Discharge of Anders Runevad	G	Mgmt	For	For
13.3	Approve Discharge of Magdalena Gerger	G	Mgmt	For	For
13.4	Approve Discharge of Karl-Axel Granlund	G	Mgmt	For	For
13.5	Approve Discharge of Liselott Kilaas	G	Mgmt	For	For
13.6	Approve Discharge of Kerstin Lindell	G	Mgmt	For	For
13.7	Approve Discharge of Fredrik Paulsson	G	Mgmt	For	For
13.8	Approve Discharge of Malin Persson	G	Mgmt	For	For
13.9	Approve Discharge of Lars Skold	G	Mgmt	For	For
13.10	Approve Discharge of Maria Doberck	G	Mgmt	For	For
13.11	Approve Discharge of Patrik Svensson	G	Mgmt	For	For
13.12	Approve Discharge of Kim Thomsen	G	Mgmt	For	For
13.13	Approve Discharge of Cecilia Krusing	G	Mgmt	For	For
13.14	Approve Discharge of Peter Johansson	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14.1	Determine Number of Members (7) and Deputy Members (0) of Board	G	Mgmt	For	For
14.2	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
15.1	Approve Remuneration of Directors in the Amount of SEK 1.45 Million for Chair and SEK 645,000 for Other Directors	G	Mgmt	For	For
15.2	Approve Remuneration for Committee Work	G	Mgmt	For	For
15.3	Approve Remuneration of Auditors	G	Mgmt	For	For
16.1	Reelect Magdalena Gerger as Director	G	Mgmt	For	For
16.2	Reelect Liselott Kilaas as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
16.3	Reelect Kerstin Lindell as Director	G	Mgmt	For	For
16.4	Reelect Fredrik Paulsson as Director	G	Mgmt	For	For
16.5	Reelect Malin Persson as Director	G	Mgmt	For	For
16.6	Reelect Anders Runevad as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
16.7	Reelect Lars Skold as Director	G	Mgmt	For	For
16.8	Reelect Anders Runevad as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
17	Ratify Ernst & Young as Auditors	G	Mgmt	For	For
18	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	G	Mgmt	For	For
19	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
20.A	Approve Performance Share Plan for Key Employees	G	Mgmt	For	For

Peab AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
20.B	Approve Equity Plan Financing Through Transfer of Shares to Participants	G	Mgmt	For	For
21	Other Business	G	Mgmt		
22	Close Meeting	G	Mgmt		

Peach Property Group AG

Meeting Date: 23/05/2025

Country: Switzerland

Ticker: PEAN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Additional Fixed Remuneration of Executive Committee in the Amount of CHF 3,600 and Variable Remuneration in the Amount of CHF 516,000 for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
3	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
4	Approve Treatment of Net Loss	G	Mgmt	For	For
5	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
6	Approve CHF 10 Million Ordinary Share Capital Increase with Preemptive Rights	G	Mgmt	For	For
7.1	Amend Articles Re: Conditional Capital	G	Mgmt	For	For
7.2	Approve Creation of CHF 5.9 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Peach Property Group AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.1.1	Reelect Michael Zahn as Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
8.1.2	Reelect Cyrill Schneuwly as Director	G	Mgmt	For	For
8.1.3	Reelect Beat Frischknecht as Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
8.1.4	Reelect Urs Meister as Director	G	Mgmt	For	For
8.1.5	Elect Alexander Hesse as Director	G	Mgmt	For	For
8.2	Reelect Michael Zahn as Board Chair	G	Mgmt	For	For
9.1	Appoint Michael Zahn as Member of the Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
9.2	Reappoint Beat Frischknecht as Member of the Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
10	Ratify PricewaterhouseCoopers AG as Auditors	G	Mgmt	For	For
11	Designate Daniel Ronzani as Independent Proxy	G	Mgmt	For	For
12.1	Approve Remuneration of Directors in the Amount of CHF 500,000	G	Mgmt	For	For
12.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 1 Million	G	Mgmt	For	For
12.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 1.1 Million	G	Mgmt	For	For
13	Transact Other Business (Voting)	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>					

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

Pebblebrook Hotel Trust

Meeting Date: 23/05/2025

Country: USA

Ticker: PEB

Record Date: 07/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jon E. Bortz	G	Mgmt	For	For
1b	Elect Director Cydney C. Donnell	G	Mgmt	For	For
1c	Elect Director Ron E. Jackson	G	Mgmt	For	For
1d	Elect Director Phillip M. Miller	G	Mgmt	For	For
1e	Elect Director Michael J. Schall	G	Mgmt	For	For
1f	Elect Director Bonny W. Simi	G	Mgmt	For	For
1g	Elect Director Earl E. Webb	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Pediatrix Medical Group, Inc.

Meeting Date: 08/05/2025

Country: USA

Ticker: MD

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Laura A. Linynsky	G	Mgmt	For	For
1.2	Elect Director Thomas A. McEachin	G	Mgmt	For	For
1.3	Elect Director Mark S. Ordan	G	Mgmt	For	For
1.4	Elect Director Michael A. Rucker	G	Mgmt	For	For
1.5	Elect Director Guy P. Sansone	G	Mgmt	For	For
1.6	Elect Director John M. Starcher, Jr.	G	Mgmt	For	For
1.7	Elect Director Shirley A. Weis	G	Mgmt	For	For
1.8	Elect Director Sylvia J. Young	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Pediatrix Medical Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Pegasystems Inc.

Meeting Date: 17/06/2025 **Country:** USA **Ticker:** PEGA
Record Date: 17/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Alan Trefler	G	Mgmt	For	For
1.2	Elect Director Rohit Ghai	G	Mgmt	For	For
1.3	Elect Director Peter Gyenes	G	Mgmt	For	For
1.4	Elect Director Richard Jones	G	Mgmt	For	Against

Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.

1.5	Elect Director Christopher Lafond	G	Mgmt	For	For
1.6	Elect Director Dianne Ledingham	G	Mgmt	For	For
1.7	Elect Director Sharon Rowlands	G	Mgmt	For	Against

Blended Rationale: [SF-M0500-012] Terms of the equity compensation plan do not align with long-term shareholder interests.

1.8	Elect Director Larry Weber	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Increase Authorized Common Stock	G	Mgmt	For	For
5	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Pegatron Corp.

Meeting Date: 06/06/2025 **Country:** Taiwan **Ticker:** 4938
Record Date: 07/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect T.H. TUNG, with Shareholder No. 00000003, as Non-independent Director	G	Mgmt	For	For
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence</i>					
4.2	Elect JASON CHENG, with Shareholder No. 00000037, as Non-independent Director	G	Mgmt	For	For
4.3	Elect TED HSU, with Shareholder No. 00000005, as Non-independent Director	G	Mgmt	For	For
4.4	Elect PETER KUO, with Shareholder No. A100416XXX, as Non-independent Director	G	Mgmt	For	For
4.5	Elect T.K. YANG, with Shareholder No. A102241XXX, as Non-independent Director	G	Mgmt	For	For
4.6	Elect C.P. HWANG, with Shareholder No. 00211424, as Non-independent Director	G	Mgmt	For	For
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence</i>					
4.7	Elect H.T. TUNG, a Representative of HONG-YE INVESTMENT CO., LTD. with Shareholder No. 00294793, as Non-independent Director	G	Mgmt	For	For
4.8	Elect E.L. TUNG, a Representative of DAI-HE INVESTMENT CO., LTD. with Shareholder No. 00294954, as Non-independent Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-006] Nominee has demonstrated pattern of poor meeting attendance.</i>					
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
4.9	Elect C. LIN, with Shareholder No. E100689XXX, as Independent Director	G	Mgmt	For	For

Pegatron Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.10	Elect MICHAEL WANG, with Shareholder No. L101796XXX, as Independent Director	G	Mgmt	For	For
4.11	Elect CHARLOTTE W.W. LIN, with Shareholder No. A222681XXX, as Independent Director	G	Mgmt	For	For
4.12	Elect HONG HOCHENG, with Shareholder No. D120041XXX, as Independent Director	G	Mgmt	For	For
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	G	Mgmt	For	For

Pembina Pipeline Corporation

Meeting Date: 09/05/2025 **Country:** Canada **Ticker:** PPL
Record Date: 20/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Anne-Marie N. Ainsworth	G	Mgmt	For	For
1.2	Elect Director J. Scott Burrows	G	Mgmt	For	For
1.3	Elect Director Cynthia Carroll	G	Mgmt	For	For
1.4	Elect Director Alister Cowan	G	Mgmt	For	For
1.5	Elect Director Ana Dutra	G	Mgmt	For	For
1.6	Elect Director Maureen E. Howe	G	Mgmt	For	For
1.7	Elect Director David M.B. LeGresley	G	Mgmt	For	For
1.8	Elect Director Andy J. Mah	G	Mgmt	For	For
1.9	Elect Director Leslie A. O'Donoghue	G	Mgmt	For	For
1.10	Elect Director Bruce D. Rubin	G	Mgmt	For	For
1.11	Elect Director Henry W. Sykes	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Re-approve Shareholder Rights Plan	G	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Penguin Solutions, Inc.

Meeting Date: 16/06/2025

Country: Cayman Islands

Ticker: PENG

Record Date: 25/04/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Change Jurisdiction of Incorporation from Cayman Islands to Delaware	G	Mgmt	For	For

PENN Entertainment, Inc.

Meeting Date: 17/06/2025

Country: USA

Ticker: PENN

Record Date: 28/04/2025

Meeting Type: Proxy Contest

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Management Proxy (Proxy Card)		Mgmt		
1a	Elect Management Nominee Director Carlos Ruisanchez	G	Mgmt	For	For
1b	Elect Management Nominee Director Johnny Hartnett	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-002] Remuneration arrangements and remuneration committee are poorly structured.</i>					
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Report on Potential Cost Savings Through Adoption of a Smokefree Policy	S	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					
	Dissident Universal Proxy (Gold Proxy Card)		Mgmt		
1a	Elect Management Nominee Director Johnny Hartnett	G	Mgmt	For	Do Not Vote
1b	Elect Management Nominee Director Carlos Ruisanchez	G	Mgmt	For	Do Not Vote
1c	Elect Dissident Nominee Director William Clifford	G	SH	For	Do Not Vote
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	None	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	None	Do Not Vote

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

PENN Entertainment, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Amend Omnibus Stock Plan	G	Mgmt	None	Do Not Vote
5	Report on Potential Cost Savings Through Adoption of a Smokefree Policy	S	SH	None	Do Not Vote

PennyMac Financial Services, Inc.

Meeting Date: 18/06/2025

Country: USA

Ticker: PFSI

Record Date: 21/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director David A. Spector	G	Mgmt	For	For
1b	Elect Director Doug Jones	G	Mgmt	For	For
1c	Elect Director Sunil Chandra	G	Mgmt	For	For
1d	Elect Director Jonathon S. Jacobson	G	Mgmt	For	For
1e	Elect Director Patrick Kinsella	G	Mgmt	For	For
1f	Elect Director Joseph Mazzella	G	Mgmt	For	For
1g	Elect Director Anne D. McCallion	G	Mgmt	For	For
1h	Elect Director Farhad Nanji	G	Mgmt	For	For
1i	Elect Director Jeffrey A. Perlowitz	G	Mgmt	For	For
1j	Elect Director Lisa M. Shalett	G	Mgmt	For	For
1k	Elect Director Theodore W. Tozer	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

PennyMac Mortgage Investment Trust

Meeting Date: 24/06/2025

Country: USA

Ticker: PMT

Record Date: 28/04/2025

Meeting Type: Annual

PennyMac Mortgage Investment Trust

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Scott W. Carnahan	G	Mgmt	For	For
1b	Elect Director Donna M. Corley	G	Mgmt	For	For
1c	Elect Director Renee R. Schultz	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Pentair plc

Meeting Date: 06/05/2025

Country: Ireland

Ticker: PNR

Record Date: 07/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mona Abutaleb Stephenson	G	Mgmt	For	For
1b	Elect Director Melissa Barra	G	Mgmt	For	For
1c	Elect Director Tracey C. Doi	G	Mgmt	For	For
1d	Elect Director T. Michael Glenn	G	Mgmt	For	For
1e	Elect Director Theodore L. Harris	G	Mgmt	For	For
1f	Elect Director David A. Jones	G	Mgmt	For	For
1g	Elect Director Gregory E. Knight	G	Mgmt	For	For
1h	Elect Director Michael T. Speetzen	G	Mgmt	For	For
1i	Elect Director John L. Stauch	G	Mgmt	For	For
1j	Elect Director Billie I. Williamson	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	G	Mgmt	For	For

Pentair plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Renew the Board's Authority to Opt-Out of Statutory Preemption Rights Under Irish Law	G	Mgmt	For	For
6	Determine Price Range for Reissuance of Treasury Shares	G	Mgmt	For	For

Penta-Ocean Construction Co., Ltd.

Meeting Date: 24/06/2025 **Country:** Japan **Ticker:** 1893
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 12	G	Mgmt	For	For
2.1	Elect Director Shimizu, Takuzo	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>					
2.2	Elect Director Ueda, Kazuya	G	Mgmt	For	For
2.3	Elect Director Yamashita, Tomoyuki	G	Mgmt	For	For
2.4	Elect Director Noguchi, Tetsushi	G	Mgmt	For	For
2.5	Elect Director Watanabe, Hiroshi	G	Mgmt	For	For
2.6	Elect Director Hidaka, Osamu	G	Mgmt	For	For
2.7	Elect Director Nakano, Hokuto	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
2.8	Elect Director Sekiguchi, Mina	G	Mgmt	For	For
2.9	Elect Director Hayashida, Hiroshi	G	Mgmt	For	For
2.10	Elect Director Kikuchi, Akiko	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Kitahashi, Shunji	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Kataoka, Maki	G	Mgmt	For	For

Penumbra, Inc.

Meeting Date: 28/05/2025 **Country:** USA **Ticker:** PEN
Record Date: 31/03/2025 **Meeting Type:** Annual

Penumbra, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Janet Leeds	G	Mgmt	For	For
1.2	Elect Director Thomas Wilder	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Declassify the Board of Directors	G	Mgmt	For	For
5	Eliminate Supermajority Vote Requirements	G	Mgmt	For	For

PepsiCo, Inc.

Meeting Date: 07/05/2025 **Country:** USA **Ticker:** PEP
Record Date: 27/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Segun Agbaje	G	Mgmt	For	For
1b	Elect Director Jennifer Bailey	G	Mgmt	For	For
1c	Elect Director Cesar Conde	G	Mgmt	For	For
1d	Elect Director Ian Cook	G	Mgmt	For	For
1e	Elect Director Edith W. Cooper	G	Mgmt	For	For
1f	Elect Director Susan M. Diamond	G	Mgmt	For	For
1g	Elect Director Dina Dublon	G	Mgmt	For	For
1h	Elect Director Michelle Gass	G	Mgmt	For	For
1i	Elect Director Ramon L. Laguarta	G	Mgmt	For	For
1j	Elect Director Dave J. Lewis	G	Mgmt	For	For
1k	Elect Director David C. Page	G	Mgmt	For	For
1l	Elect Director Robert C. Pohlad	G	Mgmt	For	For
1m	Elect Director Daniel Vasella	G	Mgmt	For	For
1n	Elect Director Darren Walker	G	Mgmt	For	For
1o	Elect Director Alberto Weisser	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

PepsiCo, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					
5	Report on Third-Party Racial Equity Audit	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					
6	Report on Risks Related to Biodiversity and Nature Loss	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					
7	Report on Plastic Packaging	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					

Perimeter Solutions, Inc.

Meeting Date: 29/05/2025

Country: USA

Ticker: PRM

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director W. Nicholas Howley	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.2	Elect Director William N. Thorndike, Jr.	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.3	Elect Director Tracy Britt Cool	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.4	Elect Director Sean Hennessy	G	Mgmt	For	For
1.5	Elect Director Robert S. Henderson	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.6	Elect Director Bernt Iversen, II	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Perimeter Solutions, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.7	Elect Director Jorge L. Valladares, III	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Perrigo Company plc

Meeting Date: 01/05/2025 Country: Ireland Ticker: PRGO

Record Date: 03/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Bradley A. Alford	G	Mgmt	For	For
1.2	Elect Director Orlando D. Ashford	G	Mgmt	For	For
1.3	Elect Director Julia M. Brown	G	Mgmt	For	For
1.4	Elect Director Kevin Egan	G	Mgmt	For	For
1.5	Elect Director Adriana Karaboutis	G	Mgmt	For	For
1.6	Elect Director Jeffrey B. Kindler	G	Mgmt	For	For
1.7	Elect Director Patrick Lockwood-Taylor	G	Mgmt	For	For
1.8	Elect Director Albert A. Manzone	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
1.9	Elect Director Donal O'Connor	G	Mgmt	For	For
1.10	Elect Director Geoffrey M. Parker	G	Mgmt	For	For
1.11	Elect Director Jonas Samuelson	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors and Authorise Their Remuneration	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Authorize Issue of Equity	G	Mgmt	For	For
5	Authorize Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For

Perrigo Company plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Increase in the Maximum Number of Directors to Twelve	G	Mgmt	For	For
7	Amend Articles of Association	G	Mgmt	For	For

Persimmon Plc

Meeting Date: 01/05/2025 Country: United Kingdom Ticker: PSN
 Record Date: 29/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	For
4	Re-elect Roger Devlin as Director	G	Mgmt	For	For
5	Re-elect Dean Finch as Director	G	Mgmt	For	For
6	Elect Andrew Duxbury as Director	G	Mgmt	For	For
7	Re-elect Annemarie Durbin as Director	G	Mgmt	For	For
8	Re-elect Andrew Wyllie as Director	G	Mgmt	For	For
9	Re-elect Alexandra Depledge as Director	G	Mgmt	For	For
10	Re-elect Colette O'Shea as Director	G	Mgmt	For	For
11	Elect Paula Bell as Director	G	Mgmt	For	For
12	Elect Anand Aithal as Director	G	Mgmt	For	For
13	Reappoint Ernst & Young LLP as Auditors	G	Mgmt	For	For
14	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
15	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
16	Authorise Issue of Equity	G	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For

Persimmon Plc

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

PERSOL Holdings Co., Ltd.

Meeting Date: 24/06/2025 **Country:** Japan **Ticker:** 2181
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 5	G	Mgmt	For	For
2	Amend Articles to Amend Business Lines	G	Mgmt	For	For
3.1	Elect Director Mizuta, Masamichi	G	Mgmt	For	For
3.2	Elect Director Wada, Takao	G	Mgmt	For	For
3.3	Elect Director Yamauchi, Masaki	G	Mgmt	For	For
3.4	Elect Director Yoshizawa, Kazuhiro	G	Mgmt	For	For
3.5	Elect Director Debra A. Hazelton	G	Mgmt	For	For
3.6	Elect Director Murabayashi, Satoshi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
4	Elect Director and Audit Committee Member Sugaya, Tomoko	G	Mgmt	For	For
5	Elect Alternate Director and Audit Committee Member Yoshizawa, Kazuhiro	G	Mgmt	For	For

PETRONAS Chemicals Group Berhad

Meeting Date: 22/04/2025 **Country:** Malaysia **Ticker:** 5183
Record Date: 16/04/2025 **Meeting Type:** Annual

PETRONAS Chemicals Group Berhad

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Farehana Hanapiah as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence.</i>					
2	Elect Yusuf Abang Puteh as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					
3	Approve Increase in Directors' Fees	G	Mgmt	For	For
4	Approve Directors' Fees and Allowances	G	Mgmt	For	For
5	Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

PETRONAS Dagangan Berhad

Meeting Date: 24/04/2025

Country: Malaysia

Ticker: 5681

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Azrul Osman Rani as Director	G	Mgmt	For	For
2	Elect Nirmala Doraisamy as Director	G	Mgmt	For	For
3	Elect Mohd Yuzaidi Mohd Yusoff as Director	G	Mgmt	For	For
4	Approve Increase of Directors' Fees	G	Mgmt	For	For
5	Approve Directors' Fees and Allowances	G	Mgmt	For	For
6	Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

PETRONAS Gas Berhad

Meeting Date: 23/04/2025

Country: Malaysia

Ticker: 6033

Record Date: 16/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Adif Zulkifli as Director	G	Mgmt	For	For
2	Elect Farina Farikhullah Khan as Director	G	Mgmt	For	For
3	Approve Increase of Directors' Fees	G	Mgmt	For	For
4	Approve Directors' Fees and Allowances	G	Mgmt	For	For
5	Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Peugeot Invest SA

Meeting Date: 20/05/2025 **Country:** France **Ticker:** PEUG
Record Date: 16/05/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income and Dividends of EUR 3.25 per Share	G	Mgmt	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5	Approve Transaction with Etablissements Peugeot Frères Re: Brand License	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>					
6	Ratify Appointment of CARTUSIA as Director	G	Mgmt	For	For
7	Ratify Appointment of BEES as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					

Peugeot Invest SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Reelect Michel Giannuzzi as Director	G	Mgmt	For	For
9	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
10	Approve Compensation of Robert Peugeot, Chairman of the Board	G	Mgmt	For	For
11	Approve Compensation of Bertrand Finet, CEO from January 1, 2024 until July 31, 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
12	Approve Compensation of Jean-Charles Douin, CEO from October 28, 2024 until December 31, 2024	G	Mgmt	For	For
13	Approve Remuneration Policy of Directors	G	Mgmt	For	For
14	Approve Remuneration Policy of Robert Peugeot, Chairman of the Board	G	Mgmt	For	For
15	Approve Remuneration Policy of Edouard Peugeot, Chairman of the Board	G	Mgmt	For	For
16	Approve Remuneration Policy of Jean-Charles Douin, CEO	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
19	Amend Article 9 of Bylaws Re: Minimum Shares Held by Directors	G	Mgmt	For	For
20	Amend Article 11 of Bylaws Re: Honorary Chairman	G	Mgmt	For	For
21	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Peyto Exploration & Development Corp.

Meeting Date: 22/05/2025

Country: Canada

Ticker: PEY

Record Date: 02/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Directors at Nine	G	Mgmt	For	For
2.1	Elect Director Donald Gray	G	Mgmt	For	For
2.2	Elect Director Michael MacBean	G	Mgmt	For	For
2.3	Elect Director Brian Davis	G	Mgmt	For	For
2.4	Elect Director Darren Gee	G	Mgmt	For	For
2.5	Elect Director Jean-Paul Lachance	G	Mgmt	For	For
2.6	Elect Director Jocelyn McMinn	G	Mgmt	For	For
2.7	Elect Director John W. Rossall	G	Mgmt	For	For
2.8	Elect Director Debra Gerlach	G	Mgmt	For	For
2.9	Elect Director Nicki Stevens	G	Mgmt	For	For
3	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
5	Approve Total Shareholder Return Rights Plan	G	Mgmt	For	For

Pfizer Inc.

Meeting Date: 24/04/2025

Country: USA

Ticker: PFE

Record Date: 26/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ronald E. Blaylock	G	Mgmt	For	For
1.2	Elect Director Albert Bourla	G	Mgmt	For	For
1.3	Elect Director Mortimer J. Buckley	G	Mgmt	For	For
1.4	Elect Director Susan Desmond-Hellmann	G	Mgmt	For	For
1.5	Elect Director Joseph J. Echevarria	G	Mgmt	For	For
1.6	Elect Director Scott Gottlieb	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Pfizer Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.7	Elect Director Susan Hockfield	G	Mgmt	For	For
1.8	Elect Director Dan R. Littman	G	Mgmt	For	For
1.9	Elect Director Shantanu Narayan	G	Mgmt	For	For
1.10	Elect Director Suzanne Nora Johnson	G	Mgmt	For	For
1.11	Elect Director James Quincey	G	Mgmt	For	For
1.12	Elect Director James C. Smith	G	Mgmt	For	For
1.13	Elect Director Cyrus Taraporevala	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements are poorly structured.</i>					
4	Submit Severance Agreement to Shareholder Vote	G	SH	Against	Against
<i>Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.</i>					
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					

PG&E Corporation

Meeting Date: 22/05/2025

Country: USA

Ticker: PCG

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rajat Bahri	G	Mgmt	For	For
1b	Elect Director Cheryl F. Campbell	G	Mgmt	For	For
1c	Elect Director Edward G. Cannizzaro	G	Mgmt	For	For
1d	Elect Director Kerry W. Cooper	G	Mgmt	For	For
1e	Elect Director Leo P. Denault	G	Mgmt	For	For
1f	Elect Director Jessica L. Denecour	G	Mgmt	For	For
1g	Elect Director Mark E. Ferguson, III	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

PG&E Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director W. Craig Fugate	G	Mgmt	For	For
1i	Elect Director Arno L. Harris	G	Mgmt	For	For
1j	Elect Director Carlos M. Hernandez	G	Mgmt	For	For
1k	Elect Director John O. Larsen	G	Mgmt	For	For
1l	Elect Director Patricia K. Poppe	G	Mgmt	For	For
1m	Elect Director William L. Smith	G	Mgmt	For	For
1n	Elect Director Benjamin F. Wilson	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte and Touche LLP as Auditors	G	Mgmt	For	For
4	Approve Qualified Employee Stock Purchase Plan	G	Mgmt	For	For

PharmaEssentia Corp.

Meeting Date: 28/05/2025

Country: Taiwan

Ticker: 6446

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve the Issuance of New Shares by Capitalization of Profit	G	Mgmt	For	For

Pharmaron Beijing Co., Ltd.

Meeting Date: 20/06/2025

Country: China

Ticker: 3759

Record Date: 16/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Work Report of the Board of Directors	G	Mgmt	For	For
2	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Annual Report's Full Text and Report Summary and Annual Results Announcement	G	Mgmt	For	For
6	Approve Remuneration of the Directors	G	Mgmt	For	For
7	Approve Remuneration of the Supervisors	G	Mgmt	For	For
8	Approve Confirmation of Hedging Transactions for the Year 2024 and Hedging Quota for the Year 2025	G	Mgmt	For	For
9	Approve Ernst & Young Hua Ming (LLP) as Domestic Financial and Internal Control Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
10	Approve Ernst & Young as International Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
11	Amend Related Party/Connected Transactions Management Policy	G	Mgmt	For	For
12	Amend Special Storage and Use of Proceeds Management Policy	G	Mgmt	For	For
13	Amend Independent Non-Executive Directors Working Policy	G	Mgmt	For	For
14	Amend Procedure for a Shareholder to Nominate a Person for Election as a Director	G	Mgmt	For	For
15	Elect Wan Xuan as Director	G	SH	For	For
<p><i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i></p>					
16	Approve External Guarantees Quota	G	Mgmt	For	For

Pharmaron Beijing Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
17	Amend Existing First H Share Award and Trust Scheme	G	Mgmt	For	Against
<i>Blended Rationale: [LN-MQ500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
18	Adopt 2025 H Share Award and Trust Scheme	G	Mgmt	For	Against
<i>Blended Rationale: [LN-MQ500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
19	Approve Grant of General Issuance Mandate	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
20	Approve Grant of the Repurchase Mandate	G	Mgmt	For	For
21	Approve Increase in Registered Capital and Amend Articles of Association	G	Mgmt	For	For
22	Amend Rules of Procedure for the General Meetings	G	Mgmt	For	For
23	Amend Rules of Procedure for the Board Meetings	G	Mgmt	For	For

Pharmaron Beijing Co., Ltd.

Meeting Date: 20/06/2025

Country: China

Ticker: 3759

Record Date: 16/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Grant of the Repurchase Mandate	G	Mgmt	For	For
2	Approve Increase in Registered Capital and Amend Articles of Association	G	Mgmt	For	For

Phillips Edison & Company, Inc.

Meeting Date: 01/05/2025

Country: USA

Ticker: PECO

Record Date: 07/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jeffrey (Jeff) S. Edison	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Phillips Edison & Company, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Leslie (Les) T. Chao	G	Mgmt	For	For
1c	Elect Director Elizabeth (Liz) O. Fischer	G	Mgmt	For	For
1d	Elect Director Devin I. Murphy	G	Mgmt	For	For
1e	Elect Director Stephen (Steve) R. Quazzo	G	Mgmt	For	For
1f	Elect Director Jane E. Silfen	G	Mgmt	For	For
1g	Elect Director John A. Strong	G	Mgmt	For	For
1h	Elect Director Anthony (Tony) E. Terry	G	Mgmt	For	For
1i	Elect Director Parilee E. Wang	G	Mgmt	For	For
1j	Elect Director Gregory (Greg) S. Wood	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Phoenix Financial Ltd.

Meeting Date: 21/04/2025

Country: Israel

Ticker: PHOE

Record Date: 24/03/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Grant of Options to Eyal Ben Simon, CEO	G	Mgmt	For	For
2	Approve Grant of Options to Benjamin Gabbay, Chairman	G	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	G	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney		Mgmt		

Phoenix Financial Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	G	Mgmt	None	For

Phoenix Group Holdings Plc

Meeting Date: 13/05/2025

Country: United Kingdom

Ticker: PHNX

Record Date: 09/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For
4	Re-elect Andy Briggs as Director	G	Mgmt	For	For
5	Re-elect Eleanor Bucks as Director	G	Mgmt	For	For
6	Elect Sherry Coutu as Director	G	Mgmt	For	For
7	Re-elect Karen Green as Director	G	Mgmt	For	For
8	Re-elect Mark Gregory as Director	G	Mgmt	For	For
9	Re-elect Hiroyuki Iioka as Director	G	Mgmt	For	For
10	Re-elect Sir Nicholas Lyons as Director	G	Mgmt	For	For
11	Re-elect Katie Murray as Director	G	Mgmt	For	For
12	Elect Nicolaos Nicandrou as Director	G	Mgmt	For	For
13	Re-elect Belinda Richards as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Phoenix Group Holdings Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Re-elect David Scott as Director	G	Mgmt	For	For
15	Re-elect Maggie Semple as Director	G	Mgmt	For	For
16	Re-elect Nicholas Shott as Director	G	Mgmt	For	For
17	Reappoint KPMG LLP as Auditors	G	Mgmt	For	For
18	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
19	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
20	Authorise Issue of Equity	G	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
23	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For
25	Adopt New Articles of Association	G	Mgmt	For	For

Phreesia, Inc.

Meeting Date: 25/06/2025

Country: USA

Ticker: PHR

Record Date: 01/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Gillian Munson	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.2	Elect Director Mark Smith	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

PICC Property and Casualty Company Limited

Meeting Date: 27/06/2025

Country: China

Ticker: 2328

Record Date: 23/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Auditor's Report and Audited Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve Ernst & Young as International Auditor and Ernst & Young Hua Ming LLP as Domestic Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Approve Capital Planning Outline	G	Mgmt	For	For
7	Approve Amendments to Articles of Association and Related Transactions	G	Mgmt	For	For
8	Approve Amendments to Procedural Rules for Shareholders' General Meeting and Related Transactions	G	Mgmt	For	For
9	Approve Amendments to Procedural Rules for the Board of Directors and Related Transactions	G	Mgmt	For	For

Piedmont Office Realty Trust, Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: PDM

Record Date: 04/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kelly H. Barrett	G	Mgmt	For	For
1.2	Elect Director Glenn G. Cohen	G	Mgmt	For	For
1.3	Elect Director Jeffrey J. Donnelly	G	Mgmt	For	For
1.4	Elect Director Deneen L. Donnley	G	Mgmt	For	For
1.5	Elect Director Mary M. Hager	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Piedmont Office Realty Trust, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.6	Elect Director Barbara B. Lang	G	Mgmt	For	For
1.7	Elect Director Stephen E. Lewis	G	Mgmt	For	For
1.8	Elect Director C. Brent Smith	G	Mgmt	For	For
1.9	Elect Director Dale H. Taysom	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Ping An Bank Co., Ltd.

Meeting Date: 23/05/2025

Country: China

Ticker: 000001

Record Date: 16/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements and Financial Budget Report	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Related Party Transaction and Related Party Transaction Management System Implementation Report	G	Mgmt	For	For
7	Approve to Appoint Auditor	G	Mgmt	For	For
8	Approve Related Party Transaction	G	Mgmt	For	For
9	Approve General Authorization for Issuance of Financial Bonds	G	Mgmt	For	For
10	Approve Capital Bond Issuance and Related Authorization	G	Mgmt	For	For

Ping An Healthcare and Technology Company Limited

Meeting Date: 26/06/2025

Country: Cayman Islands

Ticker: 1833

Record Date: 20/06/2025

Meeting Type: Annual

Ping An Healthcare and Technology Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2a1	Elect Jun Wu as Director	G	Mgmt	For	For
2a2	Elect Ziyang Zhu as Director	G	Mgmt	For	For
2a3	Elect Tianyong Guo as Director	G	Mgmt	For	For
2b	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
3	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
4B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
4C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					

Ping An Insurance (Group) Co. of China, Ltd.

Meeting Date: 13/05/2025 **Country:** China **Ticker:** 2318
Record Date: 06/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Annual Report and Its Summary	G	Mgmt	For	For
4	Approve Profit Distribution Plan and Proposed Declaration and Distribution of Final Dividends	G	Mgmt	For	For
5	Approve Ernst & Young Hua Ming LLP and Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Ping An Insurance (Group) Co. of China, Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Development Plan of the Company for the Years 2025 to 2027	G	Mgmt	For	For
7	Approve Grant of General Mandate to the Board to issue H Shares	G	Mgmt	For	For
8	Approve Cancellation of Repurchased A Shares, Reduction of Registered Capital and Amendments to the Articles of Association	G	Mgmt	For	For
9	Approve Issue of Domestic Debt Financing Instruments	G	SH	For	For
<p><i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i></p>					
	ELECT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
10.01	Elect Hong Xiaoyuan as Director	G	Mgmt	For	For
10.02	Elect Song Xianzhong as Director	G	Mgmt	For	For
10.03	Elect Chan Hiu Fung Nicholas as Director	G	Mgmt	For	For

Ping An Insurance (Group) Co. of China, Ltd.

Meeting Date: 13/05/2025 **Country:** China **Ticker:** 2318
Record Date: 06/05/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Cancellation of Repurchased A Shares, Reduction of Registered Capital and Amendments to the Articles of Association	G	Mgmt	For	For

Ping An Insurance (Group) Company of China, Ltd.

Meeting Date: 13/05/2025 **Country:** China **Ticker:** 2318
Record Date: 02/05/2025 **Meeting Type:** Annual

Ping An Insurance (Group) Company of China, Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Annual Report and Its Summary	G	Mgmt	For	For
4	Approve Profit Distribution Plan and Proposed Declaration and Distribution of Final Dividends	G	Mgmt	For	For
5	Approve Ernst & Young Hua Ming LLP and Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Approve Development Plan of the Company for the Years 2025 to 2027	G	Mgmt	For	For
7	Approve Grant of General Mandate to the Board to issue H Shares	G	Mgmt	For	For
8	Approve Cancellation of Repurchased A Shares, Reduction of Registered Capital and Amendments to the Articles of Association	G	Mgmt	For	For
9	Approve Issue of Domestic Debt Financing Instruments	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
	ELECT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
10.01	Elect Hong Xiaoyuan as Director	G	Mgmt	For	For
10.02	Elect Song Xianzhong as Director	G	Mgmt	For	For
10.03	Elect Chan Hiu Fung Nicholas as Director	G	Mgmt	For	For

Ping An Insurance (Group) Company of China, Ltd.

Meeting Date: 13/05/2025

Country: China

Ticker: 2318

Record Date: 02/05/2025

Meeting Type: Special

Ping An Insurance (Group) Company of China, Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	CLASS MEETING FOR HOLDERS OF H SHARES Approve Cancellation of Repurchased A Shares, Reduction of Registered Capital and Amendments to the Articles of Association	G	Mgmt	For	For

Pinnacle Financial Partners, Inc.

Meeting Date: 15/04/2025 **Country:** USA **Ticker:** PNFP
Record Date: 20/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Abney S. Boxley, III	G	Mgmt	For	For
1b	Elect Director Charles E. Brock	G	Mgmt	For	For
1c	Elect Director Renda J. Burkhart	G	Mgmt	For	For
1d	Elect Director Gregory L. Burns	G	Mgmt	For	For
1e	Elect Director Richard D. Callicutt, II	G	Mgmt	For	For
1f	Elect Director Thomas C. Farnsworth, III	G	Mgmt	For	For
1g	Elect Director Glenda Baskin Glover	G	Mgmt	For	For
1h	Elect Director David B. Ingram	G	Mgmt	For	For
1i	Elect Director Decosta E. Jenkins	G	Mgmt	For	For
1j	Elect Director Robert A. McCabe, Jr.	G	Mgmt	For	For
1k	Elect Director G. Kennedy Thompson	G	Mgmt	For	For
1l	Elect Director M. Terry Turner	G	Mgmt	For	For
2	Ratify Crowe LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Pinnacle West Capital Corporation

Meeting Date: 21/05/2025

Country: USA

Ticker: PNW

Record Date: 14/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Glynis A. Bryan	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.2	Elect Director Ronald Butler, Jr.	G	Mgmt	For	For
1.3	Elect Director Gonzalo A. de la Melena, Jr.	G	Mgmt	For	For
1.4	Elect Director Carol S. Eicher	G	Mgmt	For	For
1.5	Elect Director Susan T. Flanagan	G	Mgmt	For	For
1.6	Elect Director Richard P. Fox	G	Mgmt	For	For
1.7	Elect Director Theodore N. Geisler	G	Mgmt	For	For
1.8	Elect Director Paula J. Sims	G	Mgmt	For	For
1.9	Elect Director William H. Spence	G	Mgmt	For	For
1.10	Elect Director Kristine L. Svinicki	G	Mgmt	For	For
1.11	Elect Director James E. Trevathan, Jr.	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Increase Authorized Common Stock	G	Mgmt	For	For
5	Amend Right to Call Special Meeting	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Pinterest, Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: PINS

Record Date: 26/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Leslie Kilgore	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Pinterest, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Bill Ready	G	Mgmt	For	For
1c	Elect Director Benjamin W. Silbermann	G	Mgmt	For	For
1d	Elect Director Salaam Coleman Smith	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	G	Mgmt	For	For

Piper Sandler Companies

Meeting Date: 22/05/2025 Country: USA Ticker: PIPR
 Record Date: 25/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Chad R. Abraham	G	Mgmt	For	For
1b	Elect Director Jonathan J. Doyle	G	Mgmt	For	For
1c	Elect Director Ann C. Gallo	G	Mgmt	For	For
1d	Elect Director Victoria M. Holt	G	Mgmt	For	For
1e	Elect Director Robbin Mitchell	G	Mgmt	For	For
1f	Elect Director Thomas S. Schreier	G	Mgmt	For	For
1g	Elect Director Sherry M. Smith	G	Mgmt	For	For
1h	Elect Director Philip E. Soran	G	Mgmt	For	For
1i	Elect Director Brian R. Sterling	G	Mgmt	For	For
1j	Elect Director Scott C. Taylor	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Piraeus Financial Holdings SA

Meeting Date: 14/04/2025

Country: Greece

Ticker: TPEIR

Record Date: 08/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2.1	Authorize Capitalization of Reserves for Bonus Issue	G	Mgmt	For	For
2.2	Approve Share Capital Reduction via Decrease in Par Value	G	Mgmt	For	For
2.3	Approve Non-Distribution of Minimum Dividend	G	Mgmt	For	For
3	Approve Management of Company and Grant Discharge to Auditors	G	Mgmt	For	For
4	Approve Auditors and Fix Their Remuneration	G	Mgmt	For	For
5	Receive Audit Committee's Activity Report	G	Mgmt		
6	Receive Report of Independent Non-Executive Directors	G	Mgmt		
7	Advisory Vote on Remuneration Report	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
8	Approve Director Remuneration	G	Mgmt	For	For
9	Approve Distribution of Discretionary Reserves to Company Personnel	G	Mgmt	For	For
10	Amend Remuneration Policy	G	Mgmt	For	For
11	Approve Severance Policy	G	Mgmt	For	For
12	Approve Share Plan Grant	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
13	Authorize Share Repurchase Program	G	Mgmt	For	For
14	Fix Maximum Variable Compensation Ratio for Executives of the Company	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
15	Fix Maximum Variable Compensation Ratio for the CEO	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
16	Elect Directors (Bundled)	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Piraeus Financial Holdings SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
17	Authorize Board to Participate in Companies with Similar Business Interests	G	Mgmt	For	For
18	Various Announcements	G	Mgmt		

Pirelli & C. SpA

Meeting Date: 12/06/2025 **Country:** Italy **Ticker:** PIRC
Record Date: 03/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Allocation of Income	G	Mgmt	For	For
2.1	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. payments have the potential to be excessive.</i>					<i>[SD-M0550-005] Termination</i>
2.2	Approve Second Section of the Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
3	Approve Three-year Monetary Incentive Plan 2025-2027	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					

PJT Partners Inc.

Meeting Date: 18/06/2025 **Country:** USA **Ticker:** PJT
Record Date: 21/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Paul J. Taubman	G	Mgmt	For	For
1b	Elect Director Emily K. Rafferty	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals		Mgmt		
1	Open Meeting	G	Mgmt		
2	Elect Meeting Chairman	G	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Receive Financial Statements and Management Board Proposal on Allocation of Income	G	Mgmt		
6	Receive Management Board Report on Group's Operations and Consolidated Financial Statements, and Statutory Reports	G	Mgmt		
7	Receive Supervisory Board Report	G	Mgmt		
8	Receive Supervisory Board Report on Remuneration Policy and Compliance with Corporate Governance Principles	G	Mgmt		
9.a	Approve Financial Statements	G	Mgmt	For	For
9.b	Approve Management Board Report on Company's and Group's Operations; and Report on Expenses Related to Representation, Legal Services, Marketing Services, Public Relations Services, Social Communication Services, and Management Advisory Services	G	Mgmt	For	For
9.c	Approve Consolidated Financial Statements	G	Mgmt	For	For
9.d	Approve Supervisory Board Report	G	Mgmt	For	For
9.e	Resolve Not to Allocate Income from Previous Years	G	Mgmt	For	For
9.f	Approve Allocation of Income and Dividends of PLN 5.48 per Share	G	Mgmt	For	For
10	Approve Remuneration Report	G	Mgmt	For	Against

Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11.1	Approve Discharge of Szymon Midera (CEO)	G	Mgmt	For	For
11.2	Approve Discharge of Krzysztof Dresler (Deputy CEO)	G	Mgmt	For	For
11.3	Approve Discharge of Falak-Cyniak (Deputy CEO)	G	Mgmt	For	For
11.4	Approve Discharge of Piotr Mazur (Deputy CEO)	G	Mgmt	For	For
11.5	Approve Discharge of Marek Radzikowski (Deputy CEO)	G	Mgmt	For	For
11.6	Approve Discharge of Michal Sobolewski (Deputy CEO)	G	Mgmt	For	For
11.7	Approve Discharge of Mariusz Zarzycki (Deputy CEO)	G	Mgmt	For	For
11.8	Approve Discharge of Dariusz Szwed (CEO)	G	Mgmt	Against	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
11.9	Approve Discharge of Andrzej Kopyrski (Deputy CEO)	G	Mgmt	For	For
11.10	Approve Discharge of Pawel Gruza (Deputy CEO)	G	Mgmt	Against	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
11.11	Approve Discharge of Maciej Brzozowski (Deputy CEO)	G	Mgmt	Against	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
11.12	Approve Discharge of Marcin Eckert (Deputy CEO)	G	Mgmt	Against	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
11.13	Approve Discharge of Wojciech Iwanicki (Deputy CEO)	G	Mgmt	Against	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
11.14	Approve Discharge of Artur Kurcweil (Deputy CEO)	G	Mgmt	Against	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
12.1	Approve Discharge of Katarzyna Zimnicka-Jankowska (Supervisory Board Chairwoman)	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-010] As chairman of the board, responsible for lack of diversity. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
12.2	Approve Discharge of Pawel Waniowski (Supervisory Board Deputy Chairman)	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12.3	Approve Discharge of Marek Panfil (Supervisory Board Secretary)	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
12.4	Approve Discharge of Maciej Cieslukowski (Supervisory Board Member)	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
12.5	Approve Discharge of Jerzy Kalinowski (Supervisory Board Member)	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
12.6	Approve Discharge of Hanna Kuzinska (Supervisory Board Member)	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
12.7	Approve Discharge of Andrzej Oslizlo (Supervisory Board Member)	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
12.8	Approve Discharge of Jerzy Sledziewski (Supervisory Board Member)	G	Mgmt	For	For
12.9	Approve Discharge of Mariusz Andrzejewski (Supervisory Board Member)	G	Mgmt	For	For
12.10	Approve Discharge of Wojciech Jasinski (Supervisory Board Deputy Chairman)	G	Mgmt	For	For
12.11	Approve Discharge of Dominik Kaczmarek (Supervisory Board Secretary)	G	Mgmt	For	For
12.12	Approve Discharge of Rafal Kos (Supervisory Board Member)	G	Mgmt	For	For
12.13	Approve Discharge of Tomasz Kuczur (Supervisory Board Member)	G	Mgmt	For	For
12.14	Approve Discharge of Maciej Lopinski (Supervisory Board Member)	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12.15	Approve Discharge of Robert Pietryszyn (Supervisory Board Chairman)	G	Mgmt	For	For
12.16	Approve Discharge of Bogdan Szafranski (Supervisory Board Member)	G	Mgmt	For	For
12.17	Approve Discharge of Szymon Midera (Supervisory Board Member)	G	Mgmt	For	For
12.18	Approve Discharge of Marek Radzikowski (Supervisory Board Member)	G	Mgmt	For	For
12.19	Approve Discharge of Agnieszka Winnik-Kalembe (Supervisory Board Member)	G	Mgmt	For	For
12.20	Approve Discharge of Andrzej Kisielewicz (Supervisory Board Member)	G	Mgmt	For	For
13	Approve Assessment of Suitability of Regulations on Supervisory Board	G	Mgmt	For	For
14	Approve Policy on Assessment of Suitability of Supervisory Board Members	G	Mgmt	For	For
15	Approve Supervisory Board Report on Execution of Remuneration Policy	G	Mgmt	For	For
16	Approve Individual Suitability of Supervisory Board Member	G	Mgmt	For	For
17	Approve Collective Suitability of Supervisory Board Members	G	Mgmt	For	For
	Shareholder Proposals Submitted by State Treasury		Mgmt		
18	Amend Mar. 13, 2017, EGM, Resolution Re: Remuneration Policy for Management Board Members	S, G	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
19	Amend Mar. 13, 2017, EGM, Resolution Re: Remuneration Policy for Supervisory Board Members	S, G	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
	Management Proposals		Mgmt		
20	Close Meeting	G	Mgmt		

Planet Fitness, Inc.

Meeting Date: 06/05/2025

Country: USA

Ticker: PLNT

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Craig Benson	G	Mgmt	For	For
1.2	Elect Director Cammie Dunaway	G	Mgmt	For	For
1.3	Elect Director Christopher Tanco	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For
5	Eliminate Supermajority Vote Requirement	G	Mgmt	For	For
6	Amend Charter to Remove Obsolete Provisions	G	Mgmt	For	For
7	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For
8	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	S	SH	None	Against

Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.

Playtech Plc

Meeting Date: 21/05/2025

Country: Isle of Man

Ticker: PTEC

Record Date: 19/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
3	Reappoint BDO LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Playtech Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
5	Elect John Gleasure as Director	G	Mgmt	For	For
6	Re-elect Ian Penrose as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
7	Re-elect Linda Marston-Weston as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
8	Re-elect Samy Reeb as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
9	Elect Doreen Tan as Director	G	Mgmt	For	For
10	Re-elect Chris McGinnis as Director	G	Mgmt	For	For
11	Re-elect Mor Weizer as Director	G	Mgmt	For	For
12	Authorise Issue of Equity	G	Mgmt	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
14	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For

PLDT Inc.

Meeting Date: 10/06/2025

Country: Philippines

Ticker: TEL

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Audited Financial Statements Contained in the Company's Annual Report	G	Mgmt	For	For
	Elect 13 Directors by Cumulative Voting		Mgmt		
2.1	Elect Bernido H. Liu as Director	G	Mgmt	For	Withhold
<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent.</i>					
2.2	Elect Artemio V. Panganiban as Director	G	Mgmt	For	Withhold
<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent. [SF-M0201-019] Nominee serves on a number of public company boards which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
2.3	Elect Bernadine T. Siy as Director	G	Mgmt	For	For
2.4	Elect Marilyn A. Victorio-Aquino as Director	G	Mgmt	For	For
2.5	Elect Robert Joseph M. de Claro as Director	G	Mgmt	For	Withhold
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					
2.6	Elect Helen Y. Dee as Director	G	Mgmt	For	Withhold
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence.</i>					
2.7	Elect Ray C. Espinosa as Director	G	Mgmt	For	For
2.8	Elect James L. Go as Director	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-019] Nominee serves on a number of public company boards which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
2.9	Elect Menardo G. Jimenez, Jr. as Director	G	Mgmt	For	For
2.10	Elect Kazuyuki Koza as Director	G	Mgmt	For	Withhold
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent.</i>					
2.11	Elect Manuel V. Pangilinan as Director	G	Mgmt	For	For
2.12	Elect Alfredo S. Panlilio as Director	G	Mgmt	For	For
2.13	Elect Kazutoshi Shimizu as Director	G	Mgmt	For	Withhold
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					

Meeting Date: 13/05/2025

Country: Germany

Ticker: PNE3

Record Date: 06/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.04 per Share and Special Dividends of EUR 0.04 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SD-M0201-005] Nominee is not independent and serves on a key committee. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i></p>					
5	Ratify KPMG AG as Auditors for Fiscal Year 2025	G	Mgmt	For	For
6	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for Fiscal Year 2025 and First Quarter of Fiscal Year 2026	G	Mgmt	For	For
7	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [SD-M0550-006] Vesting conditions and performance hurdles are unsatisfactory. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i></p>					
8	Approve Remuneration Policy	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
9	Elect Dirk Simons to the Supervisory Board	G	Mgmt	For	For
10	Approve Creation of EUR 30 Million Pool of Authorized Capital 2025 with Preemptive Rights	G	Mgmt	For	For

PNE AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Approve Creation of EUR 7.6 Million Pool of Authorized Capital 2025/II with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
12	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
13	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For

PointsBet Holdings Limited

Meeting Date: 25/06/2025 **Country:** Australia **Ticker:** PBH
Record Date: 23/06/2025 **Meeting Type:** Court

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Court-Ordered Meeting Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by MIXI Australia Pty Ltd	G	Mgmt	For	For

Polaris Inc.

Meeting Date: 01/05/2025 **Country:** USA **Ticker:** PII
Record Date: 10/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Bernd F. Kessler	G	Mgmt	For	Against
<p><i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines. [DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
1b	Elect Director Lawrence D. Kingsley	G	Mgmt	For	For
1c	Elect Director Gwynne E. Shotwell	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Polaris Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Amend Certificate of Incorporation	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Polestar Automotive Holding UK Plc

Meeting Date: 30/06/2025 **Country:** United Kingdom **Ticker:** PSNY
Record Date: 19/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Elect Director Francesca Gamboni	G	Mgmt	For	For
4	Elect Director Xiaojie (Laura) Shen	G	Mgmt	For	For
5	Elect Director Cynthia Dubin	G	Mgmt	For	For
6	Elect Director Quan (Joe) Zhang	G	Mgmt	For	For
7	Ratify Deloitte LLP and Deloitte AB as Auditors	G	Mgmt	For	For
8	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
9	Adopt New Articles of Association	G	Mgmt	For	For
10	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Poly Developments & Holdings Group Co., Ltd.

Meeting Date: 09/06/2025 **Country:** China **Ticker:** 600048
Record Date: 04/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For

Poly Developments & Holdings Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Investment Plan	G	Mgmt	For	For
6	Approve External Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
7	Approve External Financial Assistance Provision	G	Mgmt	For	For
8	Approve Financial Services Agreement and Related Party Transaction	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks</i>					
9	Approve Related Party Transaction with Related Joint Ventures and Joint Ventures Where Company Executives Concurrently Serve as Directors	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks</i>					
10	Approve Related Party Transaction with Related Partnerships and Related Entities	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks</i>					
11	Approve External Donations	S	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
12	Elect Peng Yi as Non-independent Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

Pool Corporation

Meeting Date: 30/04/2025 **Country:** USA **Ticker:** POOL
Record Date: 12/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Peter D. Arvan	G	Mgmt	For	For
1b	Elect Director Martha S. Gervasi	G	Mgmt	For	For
1c	Elect Director James D. Hope	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Pool Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Kevin M. Murphy	G	Mgmt	For	For
1e	Elect Director Debra S. Oler	G	Mgmt	For	For
1f	Elect Director Manuel J. Perez de la Mesa	G	Mgmt	For	For
1g	Elect Director Carlos A. Sabater	G	Mgmt	For	For
1h	Elect Director John E. Stokely	G	Mgmt	For	For
1i	Elect Director David G. Whalen	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Pop Mart International Group Limited

Meeting Date: 27/05/2025 **Country:** Cayman Islands **Ticker:** 9992
Record Date: 21/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Wang Ning as Director	G	Mgmt	For	For
3b	Elect Si De as Director	G	Mgmt	For	For
3c	Elect Liu Ran as Director	G	Mgmt	For	For
3d	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i></p>					
5B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

Pop Mart International Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against

Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.

Popular, Inc.

Meeting Date: 08/05/2025 **Country:** Puerto Rico **Ticker:** BPOP
Record Date: 11/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Alejandro M. Ballester	G	Mgmt	For	For
1b	Elect Director Robert Carrady	G	Mgmt	For	For
1c	Elect Director Richard L. Carrion	G	Mgmt	For	For
1d	Elect Director Bertil E. Chappuis	G	Mgmt	For	For
1e	Elect Director Betty DeVita	G	Mgmt	For	For
1f	Elect Director Maria Luisa Ferre Rangel	G	Mgmt	For	For
1g	Elect Director C. Kim Goodwin	G	Mgmt	For	For
1h	Elect Director Jose R. Rodriguez	G	Mgmt	For	For
1i	Elect Director Alejandro M. Sanchez	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1j	Elect Director Myrna M. Soto	G	Mgmt	For	For
1k	Elect Director Carlos A. Unanue	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

PORR AG

Meeting Date: 29/04/2025 **Country:** Austria **Ticker:** POS
Record Date: 19/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
5	Ratify Ernst & Young as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
7	Approve Remuneration Policy	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
8.1	Elect Iris Ortner as Supervisory Board Member	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i></p>					
8.2	Elect Henrietta Egerth-Stadlhuber as Supervisory Board Member	G	Mgmt	For	For
8.3	Elect Susanne Weiss as Supervisory Board Member	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [SD-M0201-005] Nominee is not independent and serves on a key committee. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
8.4	Elect Karl Pistotnik as Supervisory Board Member	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [SD-M0201-005] Nominee is not independent and serves on a key committee. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
8.5	Elect Alexander Melchior as Supervisory Board Member	G	Mgmt	For	For
8.6	Elect Robert Grueneis as Supervisory Board Member	G	Mgmt	For	For

PORR AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.7	Elect Bernhard Vanas as Supervisory Board Member	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
8.8	Elect Thomas Winischhofer as Supervisory Board Member	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					

Portland General Electric Company

Meeting Date: 18/04/2025 **Country:** USA **Ticker:** POR
Record Date: 18/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Dawn Farrell	G	Mgmt	For	For
1b	Elect Director Marie Oh Huber	G	Mgmt	For	For
1c	Elect Director Kathryn Jackson	G	Mgmt	For	For
1d	Elect Director Michael Lewis	G	Mgmt	For	For
1e	Elect Director Michael Millegan	G	Mgmt	For	For
1f	Elect Director John O'Leary	G	Mgmt	For	For
1g	Elect Director Patricia Salas Pineda	G	Mgmt	For	For
1h	Elect Director Maria Pope	G	Mgmt	For	For
1i	Elect Director James Torgerson	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Postal Savings Bank of China Co., Ltd.

Meeting Date: 17/04/2025 **Country:** China **Ticker:** 1658
Record Date: 11/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		

Postal Savings Bank of China Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Work Report of the Board of Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
2	Approve Work Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Final Financial Accounts	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve Budget Plan of Fixed Asset Investment	G	Mgmt	For	For
6	Approve Issuance Amount of Capital Instruments	G	Mgmt	For	For
7	Elect Pu Yonghao as Director	G	Mgmt	For	For
8	Approve KPMG Huazhen LLP and KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
9	Approve Eligibility for the Issuance of A Shares to the Specific Subscribers	G	SH	For	For
<p><i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i></p>					
	RESOLUTIONS IN RELATION TO THE PROPOSAL REGARDING THE PLAN FOR THE ISSUANCE OF A SHARES TO THE SPECIFIC SUBSCRIBERS		Mgmt		
10.1	Approve Class and Nominal Value of Securities to be Issued	G	SH	For	For
<p><i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i></p>					
10.2	Approve Method and Time of Issuance	G	SH	For	For
<p><i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i></p>					
10.3	Approve Amount and Use of Raised Proceeds	G	SH	For	For
<p><i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i></p>					
10.4	Approve Target Subscribers and Subscription Method	G	SH	For	For
<p><i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i></p>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Postal Savings Bank of China Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10.5	Approve Pricing Benchmark Date, Issue Price and Pricing Principle	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.6	Approve Number of Shares to be Issued	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.7	Approve Lock-Up Period of Shares to be Issued	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.8	Approve Listing Venue	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.9	Approve Arrangement of Accumulated Undistributed Profits Prior to the Completion of the Issuance	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.10	Approve Validity Period of the Resolution	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
11	Approve Demonstration and Analysis Report on the Plan for the Issuance of A Shares to the Specific Subscribers	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
12	Approve Feasibility Report on the Use of Proceeds Raised from the Issuance of A Shares to the Specific Subscribers	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
13	Approve Special Report on the Use of Previously Raised Proceeds	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
14	Approve Dilution of Immediate Returns by the Issuance of A Shares to the Specific Subscribers, Remedial Measures and the Commitments of Related Entities	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Postal Savings Bank of China Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15	Approve Shareholders' Return Plan for the Next Three Years of 2025-2027	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
16	Authorize Board and Its Authorized Persons to Handle the Specific Matters Relating to the Issuance of A Shares to the Specific Subscribers	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
17	Approve Related Party Transactions Relating to the Issuance of A Shares to the Specific Subscribers	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
	RESOLUTIONS IN RELATION TO THE PROPOSAL REGARDING ENTERING INTO THE SHARE SUBSCRIPTION AGREEMENTS		Mgmt		
18.1	Approve Share Subscription Agreement with Conditions Precedent Between Postal Savings Bank of China and the Ministry of Finance of the People's Republic of China	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
18.2	Approve Share Subscription Agreement with Conditions Precedent Between Postal Savings Bank of China and China Mobile Group	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
18.3	Approve Share Subscription Agreement with Conditions Precedent Between Postal Savings Bank of China and CSSC	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
19	Approve Introducing the Strategic Equity Investment of the Ministry of Finance of the People's Republic of China	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Postal Savings Bank of China Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
20	Approve Introducing China Mobile Group as a Strategic Investor of Postal Savings Bank of China and Entering into the Strategic Cooperation Agreement with Conditions Precedent	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
21	Approve Introducing CSSC as a Strategic Investor of Postal Savings Bank of China and Entering into the Strategic Cooperation Agreement with Conditions Precedent	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

Postal Savings Bank of China Co., Ltd.

Meeting Date: 17/04/2025 Country: China Ticker: 1658
Record Date: 11/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Work Report of the Board of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
2	Approve Work Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Final Financial Accounts	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve Budget Plan of Fixed Asset Investment	G	Mgmt	For	For
6	Approve Issuance Amount of Capital Instruments	G	Mgmt	For	For
7	Elect Pu Yonghao as Director	G	Mgmt	For	For
8	Approve KPMG Huazhen LLP and KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Postal Savings Bank of China Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Eligibility for the Issuance of A Shares to the Specific Subscribers	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
	RESOLUTIONS IN RELATION TO THE PROPOSAL REGARDING THE PLAN FOR THE ISSUANCE OF A SHARES TO THE SPECIFIC SUBSCRIBERS		Mgmt		
10.1	Approve Class and Nominal Value of Securities to be Issued	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.2	Approve Method and Time of Issuance	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.3	Approve Amount and Use of Raised Proceeds	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.4	Approve Target Subscribers and Subscription Method	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.5	Approve Pricing Benchmark Date, Issue Price and Pricing Principle	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.6	Approve Number of Shares to be Issued	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.7	Approve Lock-Up Period of Shares to be Issued	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.8	Approve Listing Venue	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
10.9	Approve Arrangement of Accumulated Undistributed Profits Prior to the Completion of the Issuance	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Postal Savings Bank of China Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10.10	Approve Validity Period of the Resolution	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
11	Approve Demonstration and Analysis Report on the Plan for the Issuance of A Shares to the Specific Subscribers	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
12	Approve Feasibility Report on the Use of Proceeds Raised from the Issuance of A Shares to the Specific Subscribers	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
13	Approve Special Report on the Use of Previously Raised Proceeds	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
14	Approve Dilution of Immediate Returns by the Issuance of A Shares to the Specific Subscribers, Remedial Measures and the Commitments of Related Entities	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
15	Approve Shareholders' Return Plan for the Next Three Years of 2025-2027	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
16	Authorize Board and Its Authorized Persons to Handle the Specific Matters Relating to the Issuance of A Shares to the Specific Subscribers	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
17	Approve Related Party Transactions Relating to the Issuance of A Shares to the Specific Subscribers	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
	RESOLUTIONS IN RELATION TO THE PROPOSAL REGARDING ENTERING INTO THE SHARE SUBSCRIPTION AGREEMENTS		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Postal Savings Bank of China Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
18.1	Approve Share Subscription Agreement with Conditions Precedent Between Postal Savings Bank of China and the Ministry of Finance of the People's Republic of China	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
18.2	Approve Share Subscription Agreement with Conditions Precedent Between Postal Savings Bank of China and China Mobile Group	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
18.3	Approve Share Subscription Agreement with Conditions Precedent Between Postal Savings Bank of China and CSSC	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
19	Approve Introducing the Strategic Equity Investment of the Ministry of Finance of the People's Republic of China	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
20	Approve Introducing China Mobile Group as a Strategic Investor of Postal Savings Bank of China and Entering into the Strategic Cooperation Agreement with Conditions Precedent	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
21	Approve Introducing CSSC as a Strategic Investor of Postal Savings Bank of China and Entering into the Strategic Cooperation Agreement with Conditions Precedent	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				

Postal Savings Bank of China Co., Ltd.

Meeting Date: 17/04/2025

Country: China

Ticker: 1658

Record Date: 11/04/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES		Mgmt		
	RESOLUTIONS IN RELATION TO THE PROPOSAL REGARDING THE PLAN FOR THE ISSUANCE OF A SHARES TO THE SPECIFIC SUBSCRIBERS		Mgmt		
1.1	Approve Class and Nominal Value of Securities to be Issued	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
1.2	Approve Method and Time of Issuance	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
1.3	Approve Amount and Use of Raised Proceeds	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
1.4	Approve Target Subscribers and Subscription Method	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
1.5	Approve Pricing Benchmark Date, Issue Price and Pricing Principle	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
1.6	Approve Number of Shares to be Issued	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
1.7	Approve Lock-Up Period of Shares to be Issued	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				

Postal Savings Bank of China Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.8	Approve Listing Venue	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
1.9	Approve Arrangement of Accumulated Undistributed Profits Prior to the Completion of the Issuance	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
1.10	Approve Validity Period of the Resolution	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
2	Approve Demonstration and Analysis Report on the Plan for the Issuance of A Shares to the Specific Subscribers	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
3	Authorize Board and Its Authorized Persons to Handle the Specific Matters Relating to the Issuance of A Shares to the Specific Subscribers	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
4	Approve Related Party Transactions Relating to the Issuance of A Shares to the Specific Subscribers	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
	RESOLUTIONS IN RELATION TO THE PROPOSAL REGARDING ENTERING INTO THE SHARE SUBSCRIPTION AGREEMENTS		Mgmt		
5.1	Approve Share Subscription Agreement with Conditions Precedent Between Postal Savings Bank of China and the Ministry of Finance of the People's Republic of China	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Postal Savings Bank of China Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.2	Approve Share Subscription Agreement with Conditions Precedent Between Postal Savings Bank of China and China Mobile Group	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
5.3	Approve Share Subscription Agreement with Conditions Precedent Between Postal Savings Bank of China and CSSC	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

Postal Savings Bank of China Co., Ltd.

Meeting Date: 17/04/2025

Country: China

Ticker: 1658

Record Date: 11/04/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF A SHARES		Mgmt		
	RESOLUTIONS IN RELATION TO THE PROPOSAL REGARDING THE PLAN FOR THE ISSUANCE OF A SHARES TO THE SPECIFIC SUBSCRIBERS		Mgmt		
1.1	Approve Class and Nominal Value of Securities to be Issued	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
1.2	Approve Method and Time of Issuance	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
1.3	Approve Amount and Use of Raised Proceeds	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Postal Savings Bank of China Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.4	Approve Target Subscribers and Subscription Method	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
1.5	Approve Pricing Benchmark Date, Issue Price and Pricing Principle	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
1.6	Approve Number of Shares to be Issued	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
1.7	Approve Lock-Up Period of Shares to be Issued	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
1.8	Approve Listing Venue	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
1.9	Approve Arrangement of Accumulated Undistributed Profits Prior to the Completion of the Issuance	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
1.10	Approve Validity Period of the Resolution	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
2	Approve Demonstration and Analysis Report on the Plan for the Issuance of A Shares to the Specific Subscribers	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

Postal Savings Bank of China Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Authorize Board and Its Authorized Persons to Handle the Specific Matters Relating to the Issuance of A Shares to the Specific Subscribers	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
4	Approve Related Party Transactions Relating to the Issuance of A Shares to the Specific Subscribers	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
RESOLUTIONS IN RELATION TO THE PROPOSAL REGARDING ENTERING INTO THE SHARE SUBSCRIPTION AGREEMENTS			Mgmt		
5.1	Approve Share Subscription Agreement with Conditions Precedent Between Postal Savings Bank of China and the Ministry of Finance of the People's Republic of China	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
5.2	Approve Share Subscription Agreement with Conditions Precedent Between Postal Savings Bank of China and China Mobile Group	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
5.3	Approve Share Subscription Agreement with Conditions Precedent Between Postal Savings Bank of China and CSSC	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

Poste Italiane SpA

Meeting Date: 30/05/2025

Country: Italy

Ticker: PST

Record Date: 21/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
	Management Proposals		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income and Dividend Distribution	G	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates		Mgmt		
3.1	Slate 1 Submitted by Ministry of Economy and Finance	G	SH	None	Against
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					
	Shareholder Proposal Submitted by Ministry of Economy and Finance		Mgmt		
4	Approve Internal Auditors' Remuneration	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
	Shareholder Proposal Submitted by Institutional Investors (Assogestioni)		Mgmt		
5	Elect Alessandro Marchesini as Director	G	SH	For	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
	Management Proposals		Mgmt		
6	Approve Remuneration Policy	G	Mgmt	For	For
7	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
8	Approve Equity-Based Incentive Plans	G	Mgmt	For	For
9	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the Equity-Based Incentive Plans	G	Mgmt	For	For

Meeting Date: 15/04/2025

Country: Netherlands

Ticker: PNL

Record Date: 18/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		
2a	Discussion of Fiscal Year 2024, Including Explanation on ESG Policy of PostNL	G	Mgmt		
2b	Receive Report of Management Board (Non-Voting)	G	Mgmt		
2c	Discuss Corporate Governance Chapter in Board Report	G	Mgmt		
2d	Approve Remuneration Report	G	Mgmt	For	For
3	Adopt Financial Statements	G	Mgmt	For	For
4a	Receive Explanation on Company's Dividend Policy	G	Mgmt		
4b	Approve Allocation of Income and Dividends	G	Mgmt	For	For
5a	Approve Discharge of Management Board	G	Mgmt	For	For
5b	Approve Discharge of Supervisory Board	G	Mgmt	For	For
6a	Announce Vacancies on the Supervisory Board	G	Mgmt		
6b	Opportunity to Make Recommendations	G	Mgmt		
6c	Announce Intention to Elect Koos Timmermans and Nienke Meijer to Supervisory Board	G	Mgmt		
6d	Reelect Koos Timmermans to Supervisory Board	G	Mgmt	For	For
6e	Reelect Nienke Meijer to Supervisory Board	G	Mgmt	For	For
6f	Announce Vacancies on the Board Arising in 2026	G	Mgmt		
7a	Announce Appointment of Pim Berendsen to Management Board	G	Mgmt		
7b	Announce Appointment of Linde Jansen to Management Board	G	Mgmt		
8	Appoint KPMG Accountants NV as Auditor for Sustainability Reporting	G	Mgmt	For	For
9a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

PostNL NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9b	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
9c	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
10	Allow Questions	G	Mgmt		
11	Close Meeting	G	Mgmt		

PotlatchDeltic Corporation

Meeting Date: 05/05/2025 **Country:** USA **Ticker:** PCH
Record Date: 10/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Anne L. Alonzo	G	Mgmt	For	For
1b	Elect Director Michael J. Covey	G	Mgmt	For	For
1c	Elect Director James M. DeCosmo	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Pou Chen Corp.

Meeting Date: 29/05/2025 **Country:** Taiwan **Ticker:** 9904
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report, Financial Statements and Profit Distribution	G	Mgmt	For	For
2	Approve Amendments to Articles of Association	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		

Pou Chen Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.1	Elect Chan Lu-Min, a Representative of Chuan Mou Investments Co. Limited with Shareholder No. 0037675, as Non-Independent Director	G	Mgmt	For	For
3.2	Elect Tsai Pei-Chun, with Shareholder No. 0179619, as Non-Independent Director	G	Mgmt	For	For
3.3	Elect Tsai Min-Chieh, a Representative of Tzong Ming Investments Co. Ltd. with Shareholder No. 0065990, as Non-Independent Director	G	Mgmt	For	For
3.4	Elect Lu Chin-Chu, a Representative of Ever Green Investments Corporation with Shareholder No. 0065988, as Non-Independent Director	G	Mgmt	For	For
3.5	Elect Wu Pan-Tsu, a Representative of Sheachang Enterprise Corporation with Shareholder No. 0031497, as Non-Independent Director	G	Mgmt	For	For
3.6	Elect Ho Yue-Ming, a Representative of Shun Tai Investments Co. Ltd. with Shareholder No. 0039024, as Non-Independent Director	G	Mgmt	For	For
3.7	Elect Hsu Chu-Sheng, with Shareholder No. A122295XXX, as Independent Director	G	Mgmt	For	For
3.8	Elect Chang Shih-Chieh, with Shareholder No. B120733XXX, as Independent Director	G	Mgmt	For	For
3.9	Elect Wu Wang Pu-Yu, with Shareholder No. A210035XXX, as Independent Director	G	Mgmt	For	For
4	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	G	Mgmt	For	For

Power Assets Holdings Limited

Meeting Date: 21/05/2025

Country: Hong Kong

Ticker: 6

Record Date: 15/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Power Assets Holdings Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Chan Loi Shun as Director	G	Mgmt	For	For
3b	Elect Ip Yuk-keung, Albert as Director	G	Mgmt	For	For
3c	Elect Koh Poh Wah as Director	G	Mgmt	For	For
3d	Elect Leung Hong Shun, Alexander as Director	G	Mgmt	For	For
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
7	Amend Articles of Association	G	Mgmt	For	For

Power Corporation of Canada

Meeting Date: 14/05/2025

Country: Canada

Ticker: POW

Record Date: 19/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Holders of Participating Preferred and Subordinate Voting Shares		Mgmt		
1.1	Elect Director Marcel R. Coutu	G	Mgmt	For	For
1.2	Elect Director Andre Desmarais	G	Mgmt	For	For
1.3	Elect Director Paul Desmarais, Jr.	G	Mgmt	For	For
1.4	Elect Director Gary A. Doer	G	Mgmt	For	For
1.5	Elect Director Segolene Gallienne-Frere	G	Mgmt	For	For
1.6	Elect Director Anthony R. Graham	G	Mgmt	For	For
1.7	Elect Director Sharon MacLeod	G	Mgmt	For	For
1.8	Elect Director Paula B. Madoff	G	Mgmt	For	For
1.9	Elect Director Isabelle Marcoux	G	Mgmt	For	For
1.10	Elect Director R. Jeffrey Orr	G	Mgmt	For	For
1.11	Elect Director T. Timothy Ryan, Jr.	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Power Corporation of Canada

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.12	Elect Director Siim A. Vanaselja	G	Mgmt	For	For
1.13	Elect Director Elizabeth D. Wilson	G	Mgmt	For	For
2	Ratify Deloitte LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
4	Approve Power Performance Restricted Share Unit Plan	G	Mgmt	For	For
	Shareholder Proposals		Mgmt		
5	SP 1: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	S	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					
6	SP 2: Disclosure of Language Fluency of Employees	G	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					
7	SP 3: Advisory Vote on Environmental Policies	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					

Power Integrations, Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: POWI

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Wendy Arienzo	G	Mgmt	For	For
1.2	Elect Director Balu Balakrishnan	G	Mgmt	For	For
1.3	Elect Director Nicholas E. Brathwaite	G	Mgmt	For	For
1.4	Elect Director Anita Ganti	G	Mgmt	For	For
1.5	Elect Director Nancy Gioia	G	Mgmt	For	For
1.6	Elect Director Balakrishnan S. Iyer	G	Mgmt	For	For
1.7	Elect Director Gregg Lowe	G	Mgmt	For	For
1.8	Elect Director Ravi Vig	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Power Integrations, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Eliminate Supermajority Vote Requirement	G	Mgmt	For	For
5	Amend Restricted Stock Plan	G	Mgmt	For	For
6	Require Independent Board Chair	G	SH	Against	Against

Blended Rationale: [SF-S0107-101] Company has a designated lead director who fulfills the requirements appropriate to such role.

Powerchip Semiconductor Manufacturing Corp.

Meeting Date: 27/05/2025 **Country:** Taiwan **Ticker:** 6770
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	For

Powertech Technology, Inc.

Meeting Date: 28/05/2025 **Country:** Taiwan **Ticker:** 6239
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For

Powertech Technology, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Issuance of Ordinary Shares or Issuance of Ordinary Shares to Participate in the Issuance of Global Depository Receipt or Issuance of Ordinary Shares via Private Placement or Issuance of Overseas or Domestic Convertible Bond	G	Mgmt	For	For
4	Approve Amendments to Articles of Association	G	Mgmt	For	For

Powszechny Zakład Ubezpieczeń SA

Meeting Date: 25/06/2025

Country: Poland

Ticker: PZU

Record Date: 09/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals		Mgmt		
1	Open Meeting	G	Mgmt		
2	Elect Meeting Chairman	G	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Receive Financial Statements	G	Mgmt		
6	Receive Consolidated Financial Statements	G	Mgmt		
7	Receive Management Board Report on Company's and Group's Operations	G	Mgmt		
8	Receive Supervisory Board Report	G	Mgmt		
9	Approve Management Board Report on Expenses Related to Representation, Legal Services, Marketing Services, Public Relations Services, Social Communication Services, and Management Advisory Services	G	Mgmt	For	For
10	Approve Financial Statements	G	Mgmt	For	For
11	Approve Consolidated Financial Statements	G	Mgmt	For	For
12	Approve Management Board Report on Company's and Group's Operations	G	Mgmt	For	For
13	Approve Supervisory Board Report	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Powszechny Zakład Ubezpieczeń SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Approve Allocation of Income and Dividends of PLN 4.47 per Share	G	Mgmt	For	For
15.1	Approve Discharge of Ernest Bejda (Management Board Member)	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
15.2	Approve Discharge of Maciej Fedyna (Management Board Member)	G	Mgmt	For	For
15.3	Approve Discharge of Bartosz Grzeskowiak (Management Board Member)	G	Mgmt	For	For
15.4	Approve Discharge of Elzbieta Haeuser-Schoeneich (Management Board Member)	G	Mgmt	For	For
15.5	Approve Discharge of Malgorzata Kot (Management Board Member)	G	Mgmt	For	For
15.6	Approve Discharge of Beata Kozłowska-Chyla (Management Board Member)	G	Mgmt	Against	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
15.7	Approve Discharge of Krzysztof Kozłowski (Management Board Member)	G	Mgmt	For	For
15.8	Approve Discharge of Tomasz Kulik (Management Board Member)	G	Mgmt	For	For
15.9	Approve Discharge of Piotr Nowak (Management Board Member)	G	Mgmt	For	For
15.10	Approve Discharge of Artur Olech (Management Board Member)	G	Mgmt	For	For
15.11	Approve Discharge of Maciej Rapkiewicz (Management Board Member)	G	Mgmt	For	For
15.12	Approve Discharge of Malgorzata Sadurska (Management Board Member)	G	Mgmt	For	For
15.13	Approve Discharge of Tomasz Tarkowski (Management Board Member)	G	Mgmt	For	For
15.14	Approve Discharge of Jan Zimowicz (Management Board Member)	G	Mgmt	For	For

Powszechny Zakład Ubezpieczeń SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16.1	Approve Discharge of Michal Bernaczyk (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
16.2	Approve Discharge of Michal Bernaczyk (Management Board Member)	G	Mgmt	For	For
16.3	Approve Discharge of Marcin Chludzinski (Supervisory Board Member)	G	Mgmt	For	For
16.4	Approve Discharge of Anita Elzanowska (Supervisory Board Member)	G	Mgmt	For	For
16.5	Approve Discharge of Anita Elzanowska (CEO)	G	Mgmt	For	For
16.6	Approve Discharge of Filip Gorczyca (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
16.7	Approve Discharge of Pawel Gorecki (Supervisory Board Member)	G	Mgmt	For	For
16.8	Approve Discharge of Agata Gornicka (Supervisory Board Member)	G	Mgmt	For	For
16.9	Approve Discharge of Robert Jastrzebski (Supervisory Board Member)	G	Mgmt	For	For
16.10	Approve Discharge of Michal Jonczynski (Supervisory Board Member and Secretary)	G	Mgmt	For	For
16.11	Approve Discharge of Andrzej Kaleta (Supervisory Board Member)	G	Mgmt	For	For
16.12	Approve Discharge of Marcin Kubicza (Supervisory Board Member)	G	Mgmt	For	For
16.13	Approve Discharge of Malgorzata Kurzynoga (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					

Powszechny Zakład Ubezpieczeń SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16.14	Approve Discharge of Anna Machnikowska (Supervisory Board Member)	G	Mgmt	For	For
16.15	Approve Discharge of Wojciech Olejniczak (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
16.16	Approve Discharge of Wojciech Olejniczak (Management Board Member)	G	Mgmt	For	For
16.17	Approve Discharge of Krzysztof Opolski (Supervisory Board Member)	G	Mgmt	For	For
16.18	Approve Discharge of Radosław Sierpinski (Supervisory Board Member)	G	Mgmt	For	For
16.19	Approve Discharge of Adam Uszpolewicz (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
16.20	Approve Discharge of Jozef Wierzbowski (Supervisory Board Member)	G	Mgmt	For	For
16.21	Approve Discharge of Maciej Zaborowski (Supervisory Board Member)	G	Mgmt	For	For
17.1	Approve Individual Suitability of Michal Bernaczyk (Supervisory Board Member)	G	Mgmt	For	For
17.2	Approve Individual Suitability of Anita Elzanowska (Supervisory Board Member)	G	Mgmt	For	For
17.3	Approve Individual Suitability of Filip Gorczyca (Supervisory Board Secretary)	G	Mgmt	For	For
17.4	Approve Individual Suitability of Michal Jonczynski (Supervisory Board Member)	G	Mgmt	For	For
17.5	Approve Individual Suitability of Andrzej Kaleta (Supervisory Board Member)	G	Mgmt	For	For
17.6	Approve Individual Suitability of Marcin Kubicza (Supervisory Board Chairman)	G	Mgmt	For	For

Powszechny Zakład Ubezpieczeń SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
17.7	Approve Individual Suitability of Malgorzata Kurzynoga (Supervisory Board Deputy Chairwoman)	G	Mgmt	For	For
17.8	Approve Individual Suitability of Anna Machnikowska (Supervisory Board Member)	G	Mgmt	For	For
17.9	Approve Individual Suitability of Adam Uszpolewicz (Supervisory Board Member)	G	Mgmt	For	For
18	Amend Statute	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
19	Approve Diversity Policy	G	Mgmt	For	For
20	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
	Shareholder Proposals Submitted by the State Treasury		Mgmt		
21	Amend Feb. 8, 2017, EGM, Resolution Re: Remuneration Policy for Members of Management Board	S, G	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
22	Amend Feb. 8, 2017, EGM, Resolution Re: Remuneration Policy for Members of Supervisory Board	G	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
23.1	Recall Supervisory Board Member	G	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
23.2	Elect Supervisory Board Member	G	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
23.3	Approve Collective Suitability Assessment of Supervisory Board Members	G	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
	Management Proposals		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Powszechny Zaklad Ubezpieczen SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
24	Close Meeting	G	Mgmt		

PPB Group Berhad

Meeting Date: 15/05/2025 **Country:** Malaysia **Ticker:** 4065
Record Date: 06/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Final Dividend	G	Mgmt	For	For
2	Approve Directors' Fees	G	Mgmt	For	For
3	Approve Directors' Benefits	G	Mgmt	For	For
4	Elect Ahmad Sufian @ Qurnain bin Abdul Rashid as Director	G	Mgmt	For	For
5	Elect Nurul Azian binti Tengku Shahrman as Director	G	Mgmt	For	For
6	Elect Wee Lay Hua as Director	G	Mgmt	For	For
7	Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Approve Ahmad Riza bin Basir to Continue Office as Independent Director	G	Mgmt	For	For
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
10	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions with PGEO Group Sdn Bhd	G	Mgmt	For	For
11	Approve Share Repurchase Program	G	Mgmt	For	For

PPG Industries, Inc.

Meeting Date: 17/04/2025 **Country:** USA **Ticker:** PPG
Record Date: 21/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kathy L. Fortmann	G	Mgmt	For	For

PPG Industries, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Melanie L. Healey	G	Mgmt	For	For
1c	Elect Director Gary R. Heminger	G	Mgmt	For	For
1d	Elect Director Timothy M. Knavish	G	Mgmt	For	For
1e	Elect Director Michael W. Lamach	G	Mgmt	For	For
1f	Elect Director Kathleen A. Ligocki	G	Mgmt	For	For
1g	Elect Director Michael T. Nally	G	Mgmt	For	For
1h	Elect Director Guillermo Novo	G	Mgmt	For	For
1i	Elect Director Christopher N. Roberts, III	G	Mgmt	For	For
1j	Elect Director Catherine R. Smith	G	Mgmt	For	For
<i>Blended Rationale:</i> .					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Submit Severance Agreement to Shareholder Vote	G	SH	Against	Against
<i>Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.</i>					

PPHE Hotel Group Ltd.

Meeting Date: 21/05/2025 **Country:** Guernsey **Ticker:** PPH
Record Date: 19/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
4	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5	Ratify Brightman Almagor Zohar & Co as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

PPHE Hotel Group Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
7	Re-elect Boris Ivesha as Director	G	Mgmt	For	For
8	Re-elect Greg Hegarty as Director	G	Mgmt	For	For
9	Re-elect Daniel Kos as Director	G	Mgmt	For	For
10	Re-elect Marcia Bakker as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11	Re-elect Kenneth Bradley as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
12	Re-elect Stephanie Coxon as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
13	Re-elect Nigel Keen as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
14	Elect Roni Hirsch as Director	G	Mgmt	For	For
15	Authorise Issue of Equity	G	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
19	Approve Waiver of Rule 9 of the Takeover Code	G	Mgmt	For	For

PPL Corporation

Meeting Date: 16/05/2025

Country: USA

Ticker: PPL

Record Date: 04/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Arthur P. Beattie	G	Mgmt	For	For
1b	Elect Director Raja Rajamannar	G	Mgmt	For	For
1c	Elect Director Heather B. Redman	G	Mgmt	For	For
1d	Elect Director Craig A. Rogerson	G	Mgmt	For	For
1e	Elect Director Vincent Sorgi	G	Mgmt	For	For
1f	Elect Director Linda G. Sullivan	G	Mgmt	For	For
1g	Elect Director Natica von Althann	G	Mgmt	For	For
1h	Elect Director Keith H. Williamson	G	Mgmt	For	For
1i	Elect Director Phoebe A. Wood	G	Mgmt	For	For
1j	Elect Director Armando Zagalo de Lima	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Disclose Third Party Assessment of GHG Emissions Alignment with Paris Agreement Goals	E	SH	Against	For

Blended Rationale: [DC-D0000-007] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.

PRA Group, Inc.

Meeting Date: 17/06/2025 **Country:** USA **Ticker:** PRAA
Record Date: 21/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Adrian M. Butler	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.2	Elect Director Marjorie M. Connelly	G	Mgmt	For	For
1.3	Elect Director Steven D. Fredrickson	G	Mgmt	For	For
1.4	Elect Director Jayne Anne-Gadhia	G	Mgmt	For	For

PRA Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Geir L. Olsen	G	Mgmt	For	For
1.6	Elect Director Brett L. Paschke	G	Mgmt	For	For
1.7	Elect Director Scott M. Tabakin	G	Mgmt	For	For
1.8	Elect Director Peggy P. Turner	G	Mgmt	For	For
1.9	Elect Director Lance L. Weaver	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Precigen, Inc.

Meeting Date: 26/06/2025

Country: USA

Ticker: PGEN

Record Date: 25/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Randal J. Kirk	G	Mgmt	For	For
1b	Elect Director Cesar L. Alvarez	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-006] Nominee has demonstrated a pattern of poor meeting attendance.</i>					
1c	Elect Director Steven Frank	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1d	Elect Director Vinita Gupta	G	Mgmt	For	For
1e	Elect Director Fred Hassan	G	Mgmt	For	For
1f	Elect Director Jeffrey B. Kindler	G	Mgmt	For	For
1g	Elect Director Nancy Howell Agee	G	Mgmt	For	For
1h	Elect Director Helen Sabzevari	G	Mgmt	For	For
1i	Elect Director James S. Turley	G	Mgmt	For	For
2	Increase Authorized Common Stock	G	Mgmt	For	For
3	Approve Issuance of Series A Preferred Stock and Warrants to Randal J. Kirk	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-005] Without sufficient disclosure on capitalization request, this authority is not in shareholders' best interest.</i>					
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Precigen, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
6	Amend Omnibus Stock Plan	G	Mgmt	For	For
7	Amend Non-Employee Director Omnibus Stock Plan	G	Mgmt	For	For

Premium Brands Holdings Corporation

Meeting Date: 06/05/2025 **Country:** Canada **Ticker:** PBH
Record Date: 17/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Directors at Nine	G	Mgmt	For	For
2A	Elect Director Sean Cheah	G	Mgmt	For	For
2B	Elect Director Johnny Ciampi	G	Mgmt	For	For
2C	Elect Director Thomas Dea	G	Mgmt	For	For
2D	Elect Director Marie Delorme	G	Mgmt	For	For
2E	Elect Director Bruce Hodge	G	Mgmt	For	For
2F	Elect Director Kathleen Keller-Hobson	G	Mgmt	For	For
2G	Elect Director Hugh McKinnon	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0214-001] The bundling of shareholder proposals without rationale is not consistent with standard market practice.</i>					
2H	Elect Director George Paleologou	G	Mgmt	For	For
2I	Elect Director Mary Wagner	G	Mgmt	For	For
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
5	Approve Shareholder Proposals	G	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					

President Chain Store Corp.

Meeting Date: 22/05/2025

Country: Taiwan

Ticker: 2912

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	For

Press Metal Aluminium Holdings Berhad

Meeting Date: 26/06/2025

Country: Malaysia

Ticker: 8869

Record Date: 19/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Directors' Fees	G	Mgmt	For	For
2	Approve Directors' Benefits	G	Mgmt	For	For
3	Elect Koon Poh Ming as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence.</i>					
4	Elect Koon Poh Keong as Director	G	Mgmt	For	For
5	Elect Lim Hun Soon @ David Lim as Director	G	Mgmt	For	For
6	Elect Chong Kin Leong as Director	G	Mgmt	For	For
7	Approve KPMG PLT as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
9	Approve Renewal of Existing Shareholders' Mandate for Recurrent Related Party Transactions and Proposal for New Shareholders' Mandate for Additional RRPT	G	Mgmt	For	For
10	Approve Share Repurchase Program	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Prima Meat Packers, Ltd.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 2281

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	G	Mgmt	For	For
2.1	Elect Director Chiba, Naoto	G	Mgmt	For	For
2.2	Elect Director Tai, Kenichi	G	Mgmt	For	For
2.3	Elect Director Yamashita, Takeshi	G	Mgmt	For	Against
<p><i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i></p>					
2.4	Elect Director Ide, Yuzo	G	Mgmt	For	For
2.5	Elect Director Tsujita, Yoshino	G	Mgmt	For	For
3	Appoint Statutory Auditor Sunaga, Akemi	G	Mgmt	For	Against

Blended Rationale: [TK-M0280-006] AGAINST as outside director sits on more than four board of directors or audit & supervisory board of listed companies.

Primaris Real Estate Investment Trust

Meeting Date: 01/05/2025

Country: Canada

Ticker: PMZ.UN

Record Date: 04/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Trustee Avtar Bains	G	Mgmt	For	For
1b	Elect Trustee Anne Fitzgerald	G	Mgmt	For	For
1c	Elect Trustee Louis Forbes	G	Mgmt	For	For
1d	Elect Trustee Timothy Pire	G	Mgmt	For	For
1e	Elect Trustee Patrick Sullivan	G	Mgmt	For	For
1f	Elect Trustee Deborah Weinswig	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Trustees to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
4	Amend Incentive Unit Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Primary Health Properties Plc

Meeting Date: 07/05/2025

Country: United Kingdom

Ticker: PHP

Record Date: 02/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve the Company's Dividend Policy	G	Mgmt	For	For
4	Reappoint Deloitte LLP as Auditors	G	Mgmt	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
6	Re-elect Harry Hyman as Director	G	Mgmt	For	For
7	Re-elect Mark Davies as Director	G	Mgmt	For	For
8	Re-elect Richard Howell as Director	G	Mgmt	For	For
9	Re-elect Laure Duhot as Director	G	Mgmt	For	For
10	Re-elect Ian Krieger as Director	G	Mgmt	For	For
11	Re-elect Ivonne Cantu as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
12	Re-elect Bandhana Rawal as Director	G	Mgmt	For	For
13	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
14	Authorise Issue of Equity	G	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

PRIME US REIT

Meeting Date: 29/04/2025

Country: Singapore

Ticker: OXMU

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Trustee's Report, Statement by the Manager, Audited Financial Statements and Auditors' Report	G	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Manager to Fix Their Remuneration	G	Mgmt	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For

Primerica, Inc.

Meeting Date: 14/05/2025

Country: USA

Ticker: PRI

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director John A. Addison, Jr.	G	Mgmt	For	For
1b	Elect Director Joel M. Babbit	G	Mgmt	For	For
1c	Elect Director Amber L. Cottle	G	Mgmt	For	For
1d	Elect Director Gary L. Crittenden	G	Mgmt	For	For
1e	Elect Director Cynthia N. Day	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1f	Elect Director Sanjeev Dheer	G	Mgmt	For	For
1g	Elect Director Beatriz R. Perez	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1h	Elect Director D. Richard Williams	G	Mgmt	For	For
1i	Elect Director Glenn J. Williams	G	Mgmt	For	For
1j	Elect Director Darryl L. Wilson	G	Mgmt	For	For
1k	Elect Director Barbara A. Yastine	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Primerica, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Primo Brands Corporation

Meeting Date: 01/05/2025 **Country:** USA **Ticker:** PRMB
Record Date: 07/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kurtis Barker	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
1.2	Elect Director Britta Bomhard	G	Mgmt	For	For
1.3	Elect Director Susan E. Cates	G	Mgmt	For	For
1.4	Elect Director Michael Cramer	G	Mgmt	For	For
1.5	Elect Director Eric J. Foss	G	Mgmt	For	For
1.6	Elect Director Jerry Fowden	G	Mgmt	For	For
1.7	Elect Director Tony W. Lee	G	Mgmt	For	For
1.8	Elect Director C. Dean Metropoulos	G	Mgmt	For	For
1.9	Elect Director Billy D. Prim	G	Mgmt	For	For
1.10	Elect Director Kimberly Reed	G	Mgmt	For	For
1.11	Elect Director Robbert Rietbroek	G	Mgmt	For	For
1.12	Elect Director Allison Spector	G	Mgmt	For	For
1.13	Elect Director Steven P. Stanbrook	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Primoris Services Corporation

Meeting Date: 30/04/2025 **Country:** USA **Ticker:** PRIM
Record Date: 10/03/2025 **Meeting Type:** Annual

Primoris Services Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael E. Ching	G	Mgmt	For	For
1.2	Elect Director David L. King	G	Mgmt	For	For
1.3	Elect Director Carla S. Mashinski	G	Mgmt	For	For
1.4	Elect Director Terry D. McCallister	G	Mgmt	For	For
1.5	Elect Director Jose R. Rodriguez	G	Mgmt	For	For
1.6	Elect Director Harpreet Saluja	G	Mgmt	For	For
1.7	Elect Director John P. Schauerman	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.8	Elect Director Patricia K. Wagner	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Moss Adams LLP as Auditors	G	Mgmt	For	For

Principal Financial Group, Inc.

Meeting Date: 20/05/2025 Country: USA Ticker: PFG
Record Date: 26/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Blair C. Pickerell	G	Mgmt	For	For
1.2	Elect Director Clare S. Richer	G	Mgmt	For	For
1.3	Elect Director H. Elizabeth Mitchell	G	Mgmt	For	For
1.4	Elect Director Deanna D. Strable-Soethout	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

ProAssurance Corporation

Meeting Date: 21/05/2025

Country: USA

Ticker: PRA

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Samuel A. Di Piazza, Jr.	G	Mgmt	For	For
1.2	Elect Director Maye Head Frei	G	Mgmt	For	For
1.3	Elect Director Scott C. Syphax	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

ProAssurance Corporation

Meeting Date: 24/06/2025

Country: USA

Ticker: PRA

Record Date: 12/05/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	G	Mgmt	For	For
2	Advisory Vote on Golden Parachutes	G	Mgmt	For	For
3	Adjourn Meeting	G	Mgmt	For	For

PROCEPT BioRobotics Corporation

Meeting Date: 10/06/2025

Country: USA

Ticker: PRCT

Record Date: 11/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Elisabeth Little	G	Mgmt	For	For
1.2	Elect Director Thomas M. Prescott	G	Mgmt	For	For
1.3	Elect Director Larry Wood	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

PROCEPT BioRobotics Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Procore Technologies, Inc.

Meeting Date: 05/06/2025 Country: USA Ticker: PCOR
Record Date: 11/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Erin M. Chapple	G	Mgmt	For	For
1.2	Elect Director Brian Feinstein	G	Mgmt	For	For
1.3	Elect Director Kevin J. O'Connor	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Procrea Holdings, Inc.

Meeting Date: 25/06/2025 Country: Japan Ticker: 7384
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	G	Mgmt	For	For
2.1	Elect Director Narita, Susumu	G	Mgmt	For	For
2.2	Elect Director Fujisawa, Takayuki	G	Mgmt	For	For
2.3	Elect Director Ishikawa, Keitaro	G	Mgmt	For	For
2.4	Elect Director Mori, Yo	G	Mgmt	For	For
2.5	Elect Director Shiratori, Motomi	G	Mgmt	For	For
2.6	Elect Director Suto, Shinji	G	Mgmt	For	For
2.7	Elect Director Okawa, Hideyuki	G	Mgmt	For	For
2.8	Elect Director Kidachi, Shin	G	Mgmt	For	For
2.9	Elect Director Mikuniya, Katsunori	G	Mgmt	For	For

Procrea Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.10	Elect Director Higuchi, Kazunari	G	Mgmt	For	For
3	Elect Director and Audit Committee Member Kawata, Yoshiteru	G	Mgmt	For	For
4	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

PROG Holdings, Inc.

Meeting Date: 07/05/2025 **Country:** USA **Ticker:** PRG
Record Date: 10/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Douglas C. Curling	G	Mgmt	For	For
1b	Elect Director Cynthia N. Day	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1c	Elect Director Curtis L. Doman	G	Mgmt	For	For
1d	Elect Director Robert K. Julian	G	Mgmt	For	For
1e	Elect Director Ray M. Martinez	G	Mgmt	For	For
1f	Elect Director Steven A. Michaels	G	Mgmt	For	For
1g	Elect Director Daniela Mielke	G	Mgmt	For	For
1h	Elect Director Ray M. Robinson	G	Mgmt	For	For
1i	Elect Director Caroline S. Sheu	G	Mgmt	For	For
1j	Elect Director James P. Smith	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Progress Software Corporation

Meeting Date: 08/05/2025 **Country:** USA **Ticker:** PRGS
Record Date: 12/03/2025 **Meeting Type:** Annual

Progress Software Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Paul T. Dacier	G	Mgmt	For	For
1.2	Elect Director John R. Egan	G	Mgmt	For	For
1.3	Elect Director Rainer Gawlick	G	Mgmt	For	For
1.4	Elect Director Yogesh K. Gupta	G	Mgmt	For	For
1.5	Elect Director Charles F. Kane	G	Mgmt	For	For
1.6	Elect Director Samskriti Y. King	G	Mgmt	For	For
1.7	Elect Director David A. Krall	G	Mgmt	For	For
1.8	Elect Director Angela T. Tucci	G	Mgmt	For	For
1.9	Elect Director Vivian M. Vitale	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Progyny, Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: PGNY

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Norman Payson	G	Mgmt	For	For
1.2	Elect Director Debra Morris	G	Mgmt	For	For
1.3	Elect Director Elizabeth Bierbower	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against

Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.

Prologis Property Mexico SA de CV

Meeting Date: 25/04/2025

Country: Mexico

Ticker: FIBRAPL14

Record Date: 15/04/2025

Meeting Type: Annual

Prologis Property Mexico SA de CV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Meeting for Holders of REITs - ISIN MXCFFI170008 Approve Financial Statements and Statutory Reports	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Approve Annual Report of Trust	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
3.1	Ratify Alberto Saavedra as Member of Technical Committee and Verify Independence Classification	G	Mgmt	For	For
3.2	Ratify Miguel Alvarez as Member of Technical Committee and Verify Independence Classification	G	Mgmt	For	For
3.3	Ratify Carlos Elizondo as Member of Technical Committee and Verify Independence Classification	G	Mgmt	For	For
3.4	Ratify Monica Flores as Member of Technical Committee and Verify Independence Classification	G	Mgmt	For	For
3.5	Ratify Gonzalo Portilla as Member of Technical Committee and Verify Independence Classification	G	Mgmt	For	For
3.6	Ratify Katia Eschenbach as Member of Technical Committee and Verify Independence Classification	G	Mgmt	For	For
4	Ratify Remuneration of Members and/or Alternates of Technical Committee	G	Mgmt	For	For
5	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Prologis Property Mexico SA de CV

Meeting Date: 07/05/2025

Country: Mexico

Ticker: FIBRAPL14

Record Date: 28/04/2025

Meeting Type: Ordinary Shareholders

Prologis Property Mexico SA de CV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Holders of REITs - ISIN MXCFFI170008		Mgmt		
1	Set Maximum Amount for Real Estate Trust Certificate Repurchase	G	Mgmt	For	For
2	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Prologis, Inc.

Meeting Date: 08/05/2025

Country: USA

Ticker: PLD

Record Date: 12/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Hamid R. Moghadam	G	Mgmt	For	For
1b	Elect Director Cristina G. Bitá	G	Mgmt	For	For
1c	Elect Director James B. Connor	G	Mgmt	For	For
1d	Elect Director George L. Fotiades	G	Mgmt	For	For
1e	Elect Director Lydia H. Kennard	G	Mgmt	For	For
1f	Elect Director Daniel S. Letter	G	Mgmt	For	For
1g	Elect Director Irving F. Lyons, III	G	Mgmt	For	For
1h	Elect Director Guy A. Metcalfe	G	Mgmt	For	For
1i	Elect Director Avid Modjtabai	G	Mgmt	For	For
1j	Elect Director David P. O'Connor	G	Mgmt	For	For
1k	Elect Director Olivier Piani	G	Mgmt	For	For
1l	Elect Director Sarah A. Slusser	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

PROS Holdings, Inc.

Meeting Date: 08/05/2025

Country: USA

Ticker: PRO

Record Date: 12/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Catherine Lesjak	G	Mgmt	For	For
1.2	Elect Director John R. Strosahl	G	Mgmt	For	For
1.3	Elect Director Andres D. Reiner	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

ProSiebenSat.1 Media SE

Meeting Date: 28/05/2025

Country: Germany

Ticker: PSM

Record Date: 21/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.05 per Share	G	Mgmt	For	For
3.1	Postpone Discharge of Management Board Member Christine Scheffler for Fiscal Year 2022	G	Mgmt	For	For
3.2.1	Withhold Discharge of Management Board Member Rainer Beaujean (until Oct. 3, 2022) for Fiscal Year 2022	G	Mgmt	For	For
3.2.2	Withhold Discharge of Management Board Member Ralf Gierig for Fiscal Year 2022	G	Mgmt	For	For
3.3	Postpone Discharge of Management Board Member Christine Scheffler for Fiscal Year 2023	G	Mgmt	For	For
3.4	Withhold Discharge of Management Board Member Ralf Gierig (until April, 27 2023) for Fiscal Year 2023	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

ProSiebenSat.1 Media SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.1	Postpone Discharge of Management Board Member Christine Scheffler for Fiscal Year 2024	G	Mgmt	For	For
4.2.1	Approve Discharge of Management Board Member Hubertus Habets for Fiscal Year 2024	G	Mgmt	For	For
4.2.2	Approve Discharge of Management Board Member Martin Mildner for Fiscal Year 2024	G	Mgmt	For	For
4.2.3	Approve Discharge of Management Board Member Markus Breitenecker (from April 1, 2024) for Fiscal Year 2024	G	Mgmt	For	For
5.1	Approve Discharge of Supervisory Board Member Andreas Wiele for Fiscal Year 2024	G	Mgmt	For	For
5.2	Approve Discharge of Supervisory Board Member Cai-Nicolas Ziegler for Fiscal Year 2024	G	Mgmt	For	For
5.3	Approve Discharge of Supervisory Board Member Leopoldo Attolico (from April 30, 2024) for Fiscal Year 2024	G	Mgmt	For	For
5.4	Approve Discharge of Supervisory Board Member Katharina Behrends for Fiscal Year 2024	G	Mgmt	For	For
5.5	Approve Discharge of Supervisory Board Member Klara Brachtlova for Fiscal Year 2024	G	Mgmt	For	For
5.6	Approve Discharge of Supervisory Board Member Katrin Burkhardt for Fiscal Year 2024	G	Mgmt	For	For
5.7	Approve Discharge of Supervisory Board Member Thomas Ingelfinger for Fiscal Year 2024	G	Mgmt	For	For
5.8	Approve Discharge of Supervisory Board Member Marjorie Kaplan (until April 30, 2024) for Fiscal Year 2024	G	Mgmt	For	For
5.9	Approve Discharge of Supervisory Board Member Ketan Mehta (until April 30, 2024) for Fiscal Year 2024	G	Mgmt	For	For

ProSiebenSat.1 Media SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.10	Approve Discharge of Supervisory Board Member Christoph Mainusch (from April 30, 2024) for Fiscal Year 2024	G	Mgmt	For	For
5.11	Approve Discharge of Supervisory Board Member Rolf Nonnenmacher (until April 30, 2024) for Fiscal Year 2024	G	Mgmt	For	For
5.12	Approve Discharge of Supervisory Board Member Simone Scettri (from April 30, 2024) for Fiscal Year 2024	G	Mgmt	For	For
6.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements Until 2026 AGM	G	Mgmt	For	For
6.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
7	Approve Remuneration Policy	G	Mgmt	For	For
8	Approve Remuneration of Supervisory Board	G	Mgmt	For	For
9	Approve Remuneration Report	G	Mgmt	For	For
10.1	Elect Maria Kyriacou to the Supervisory Board	G	Mgmt	For	For
10.2	Elect Katrin Burkhardt to the Supervisory Board	G	Mgmt	For	For
10.3	Elect Simone Scettri to the Supervisory Board	G	Mgmt	For	For
11	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For
13	Authorize Use of Financial Derivatives when Repurchasing Shares	G	Mgmt	For	For
14	Approve Creation of EUR 46.6 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
15	Approve Affiliation Agreement with Joyn GmbH	G	Mgmt	For	For

Prosperity Bancshares, Inc.

Meeting Date: 15/04/2025

Country: USA

Ticker: PB

Record Date: 24/02/2025

Meeting Type: Annual

Prosperity Bancshares, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ileana Blanco	G	Mgmt	For	For
1.2	Elect Director Leah Henderson	G	Mgmt	For	For
1.3	Elect Director Ned S. Holmes	G	Mgmt	For	For
1.4	Elect Director Jack Lord	G	Mgmt	For	For
1.5	Elect Director David Zalman	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Prosperity Real Estate Investment Trust

Meeting Date: 28/05/2025 Country: Hong Kong Ticker: 808
 Record Date: 22/05/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve CK Property Management Transactions Framework Agreement, Proposed Annual Caps and Related Transactions	G	Mgmt	For	For
2	Authorize Repurchase of Issued Unit Capital	G	Mgmt	For	For
3	Elect Lan Hong Tsung as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-006] Director responsible for failing to ensure sufficient board independence. [HK-M0201-008] Audit Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent. [HK-M0201-007] Chair of Audit Committee not independent</i></p>					
4	Elect Sng Sow-Mei (alias Poon Sow Mei) as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-006] Director responsible for failing to ensure sufficient board independence. [HK-M0201-008] Audit Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent.</i></p>					

Protector Forsikring ASA

Meeting Date: 10/04/2025 Country: Norway Ticker: PROT
 Record Date: 03/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
2	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
3	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	G	Mgmt	For	For
4	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. Remuneration arrangements are poorly structured.</i>					<i>[LN-M0550-001]</i>
5	Discuss Company's Corporate Governance Statement	G	Mgmt		
6.1	Reelect Jostein Sorvol as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
6.2	Reelect Else Bugge Fougner as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
6.3	Elect Hanne Myre as New Director	G	Mgmt	For	For
6.4	Reelect Jostein Sorvoll as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured</i>					
6.5	Reelect Arve Ree as Vice Chair	G	Mgmt	For	For
7.1	Elect Andreas Mork (Chair) as Member of Nominating Committee	G	Mgmt	For	For
7.2	Reelect Eirik Ronold Mathisen as Member of Nominating Committee	G	Mgmt	For	For
7.3	Elect Egil Dahl as Member of Nominating Committee	G	Mgmt	For	For
8	Approve Remuneration of Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
9	Approve Remuneration of Nominating Committee	G	Mgmt	For	For
10	Approve Remuneration of Auditors	G	Mgmt	For	For

Protector Forsikring ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Authorize Share Repurchase Program	G	Mgmt	For	For
12	Approve Creation of NOK 8.25 Million Pool of Capital without Preemptive Rights	G	Mgmt	For	For
13	Authorize Board to Raise Subordinated Loans and Other External Debt Financing	G	Mgmt	For	For
14	Authorize Board to Distribute Dividends	G	Mgmt	For	For

Prothena Corporation plc

Meeting Date: 13/05/2025

Country: Ireland

Ticker: PRTA

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Paula K. Cobb	G	Mgmt	For	For
1b	Elect Director Lars G. Ekman	G	Mgmt	For	For
1c	Elect Director Gene G. Kinney	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors and Authorize Their Remuneration	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Proto Corp.

Meeting Date: 29/05/2025

Country: Japan

Ticker: PTOVF

Record Date: 11/04/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Reverse Stock Split to Squeeze Out Minority Shareholders	G	Mgmt	For	For

Blended Rationale: .

Proto Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Amend Articles to Decrease Authorized Capital - Delete References to Record Date	G	Mgmt	For	For

Blended Rationale: .

Proto Labs, Inc.

Meeting Date: 20/05/2025 **Country:** USA **Ticker:** PRLB
Record Date: 25/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Robert Bodor	G	Mgmt	For	For
1b	Elect Director Archie C. Black	G	Mgmt	For	For
1c	Elect Director Sujeet Chand	G	Mgmt	For	For
1d	Elect Director Moonhie Chin	G	Mgmt	For	For
1e	Elect Director Rainer Gawlick	G	Mgmt	For	For
1f	Elect Director Stacy Greiner	G	Mgmt	For	For
1g	Elect Director Donald G. Krantz	G	Mgmt	For	For
1h	Elect Director Sven A. Wehrwein	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Provident Financial Services, Inc.

Meeting Date: 24/04/2025 **Country:** USA **Ticker:** PFS
Record Date: 28/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director James P. Dunigan	G	Mgmt	For	For
1.2	Elect Director Matthew K. Harding	G	Mgmt	For	For
1.3	Elect Director Anthony J. Labozzetta	G	Mgmt	For	For

Provident Financial Services, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Robert E. McCracken	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Proximus SA

Meeting Date: 16/04/2025 Country: Belgium Ticker: PROX
Record Date: 02/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Receive Directors' Reports (Non-Voting)	G	Mgmt		
2	Receive Auditors' Reports (Non-Voting)	G	Mgmt		
3	Receive Information Provided by the Joint Committee	G	Mgmt		
4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	G	Mgmt		
5	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.60 per Share	G	Mgmt	For	For
6	Approve Remuneration Policy	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
7	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i></p>					
8	Approve Discharge of Directors	G	Mgmt	For	For
9	Approve Discharge of Auditors	G	Mgmt	For	For

Proximus SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Special Discharge to Auditors of the Consolidated Accounts of the Proximus Group	G	Mgmt	For	For
11a	Elect Stefaan De Clerck as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11b	Elect Karel De Gucht as Director	G	Mgmt	For	For
11c.1	Elect Ibrahim Ouassari as Director	G	Mgmt	For	For
11c.2	Elect Alternate Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i></p>					
12	Ratify Deloitte as Auditors and Approve Auditors' Remuneration	G	Mgmt	For	For
13	Ratify Deloitte Bedrijfsrevisoren, Permanently Represented by Fabio De Clercq, as Auditors In Charge of the Assurance of the CSRD Sustainability Report	G	Mgmt	For	For
14	Ratify Fabio De Clercq as a Member of the Board of Auditors	G	Mgmt		
15	Transact Other Business	G	Mgmt		

Prudential Financial, Inc.

Meeting Date: 13/05/2025

Country: USA

Ticker: PRU

Record Date: 14/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Gilbert F. Casellas	G	Mgmt	For	For
1.2	Elect Director Carmine Di Sibio	G	Mgmt	For	For
1.3	Elect Director Martina Hund-Mejean	G	Mgmt	For	For
1.4	Elect Director Wendy E. Jones	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Prudential Financial, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Charles F. Lowrey	G	Mgmt	For	For
1.6	Elect Director Sandra Pinalto	G	Mgmt	For	For
1.7	Elect Director Christine A. Poon	G	Mgmt	For	For
1.8	Elect Director Andrew F. Sullivan	G	Mgmt	For	For
1.9	Elect Director Michael A. Todman	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Require Independent Board Chair	G	SH	Against	Against

Blended Rationale: [SF-S0107-101] Company has a designated lead director who fulfills the requirements appropriate to such role.

Prudential Plc

Meeting Date: 14/05/2025

Country: United Kingdom

Ticker: PRU

Record Date: 12/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Re-elect Shriti Vadera as Director	G	Mgmt	For	For
4	Re-elect Anil Wadhvani as Director	G	Mgmt	For	For
5	Re-elect Jeremy Anderson as Director	G	Mgmt	For	For
6	Re-elect Arijit Basu as Director	G	Mgmt	For	For
7	Re-elect Chua Sock Koong as Director	G	Mgmt	For	For
8	Re-elect Ming Lu as Director	G	Mgmt	For	For
9	Re-elect George Sartorel as Director	G	Mgmt	For	For
10	Re-elect Mark Saunders as Director	G	Mgmt	For	For
11	Re-elect Claudia Dyckerhoff as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Prudential Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Re-elect Jeanette Wong as Director	G	Mgmt	For	For
13	Re-elect Amy Yip as Director	G	Mgmt	For	For
14	Reappoint Ernst & Young LLP as Auditors	G	Mgmt	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
17	Authorise Issue of Equity	G	Mgmt	For	For
18	Authorise Issue of Equity to Include Repurchased Shares	G	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
21	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Prysmian SpA

Meeting Date: 16/04/2025

Country: Italy

Ticker: PRY

Record Date: 07/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
	Appoint Internal Statutory Auditors (Slate Election)		Mgmt		
3	Slate 1 Submitted by Institutional Investors (Assogestioni)	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
4	Approve Internal Auditors' Remuneration	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Prysmian SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
6	Approve Employee Share Purchase Plan	G	Mgmt	For	For
7	Approve Employee Share Grant Plan	G	Mgmt	For	For
8	Approve Remuneration Policy	G	Mgmt	For	For
9	Approve Second Section of the Remuneration Report	G	Mgmt	For	Against

Blended Rationale: [SD-M0550-005] Termination payments have the potential to be excessive.

Extraordinary Business

Mgmt

1	Approve the Elimination of the Par Value of Shares; Amend Company Bylaws Re: Article 6	G	Mgmt	For	For
2	Approve Capital Increase to Service Share-Based Plans	G	Mgmt	For	For

PSP Swiss Property AG

Meeting Date: 03/04/2025

Country: Switzerland

Ticker: PSPN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 3.90 per Share	G	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
5.1	Reelect Luciano Gabriel as Director	G	Mgmt	For	For
5.2	Reelect Henrik Saxborn as Director	G	Mgmt	For	For
5.3	Reelect Mark Abramson as Director	G	Mgmt	For	For
5.4	Reelect Corinne Denzler as Director	G	Mgmt	For	For
5.5	Reelect Adrian Dudle as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

PSP Swiss Property AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.6	Reelect Katharina Lichtner as Director	G	Mgmt	For	For
6	Reelect Luciano Gabriel as Board Chair	G	Mgmt	For	For
7.1	Reappoint Henrik Saxborn as Member of the Compensation Committee	G	Mgmt	For	For
7.2	Reappoint Corinne Denzler as Member of the Compensation Committee	G	Mgmt	For	For
7.3	Reappoint Adrian Dudle as Member of the Compensation Committee	G	Mgmt	For	For
8	Approve Remuneration of Directors in the Amount of CHF 900,000	G	Mgmt	For	For
9	Approve Remuneration of Executive Committee in the Amount of CHF 4.3 Million	G	Mgmt	For	For
10	Ratify Ernst & Young AG as Auditors	G	Mgmt	For	For
11	Designate Proxy Voting Services GmbH as Independent Proxy	G	Mgmt	For	For
12.1	Additional Voting Instructions - Board of Directors Proposals (Voting)	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i></p>					
12.2	Additional Voting Instructions - Shareholder Proposals (Voting)	G	Mgmt	None	Abstain
<p><i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i></p>					

PT Amman Mineral Internasional Tbk

Meeting Date: 16/06/2025 **Country:** Indonesia **Ticker:** AMMN
Record Date: 22/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	G	Mgmt	For	For

PT Amman Mineral Internasional Tbk

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income	G	Mgmt	For	For
3	Approve Auditors	G	Mgmt	For	For
4	Approve Remuneration of Directors and Commissioners	G	Mgmt	For	For
5	Amend Article 23 Paragraph 6 of the Articles of Association	G	Mgmt	For	For
6	Approve Changes in the Boards of the Company	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
7	Accept Report on the Use of Proceeds	G	Mgmt		

PT Aneka Tambang Tbk

Meeting Date: 12/06/2025

Country: Indonesia

Ticker: ANTM

Record Date: 20/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, Statutory Reports, Financial Statement of the Micro and Small Business Funding Program (PUMK) and Discharge of Directors and Commissioners	G	Mgmt	For	For
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3	Approve Remuneration and Tantiem of Directors and Commissioners	G	Mgmt	For	For
4	Appoint Auditors of the Company and the Micro and Small Enterprise Funding Program	G	Mgmt	For	For
5	Approve Report on the Use of Proceeds	G	Mgmt	For	For
6	Amend Article 3 of the Articles of Association	G	Mgmt	For	For
7	Approve Changes in the Boards of the Company	G	Mgmt	For	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.[SF-M0201-034] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related investment risks and opportunities.</i>					

PT Astra International Tbk

Meeting Date: 08/05/2025

Country: Indonesia

Ticker: ASII

Record Date: 15/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income and Dividend	G	Mgmt	For	For
3	Approve Changes in the Boards of the Company	G	SH	None	Against
<i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
4	Approve Remuneration of Directors and Commissioners	G	Mgmt	For	For
5	Approve Rintis, Jumadi, Rianto & Rekan and Buntoro Rianto as Auditors	G	Mgmt	For	For

PT Barito Pacific Tbk

Meeting Date: 19/06/2025

Country: Indonesia

Ticker: BRPT

Record Date: 27/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Financial Statements	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3	Approve Auditors	G	Mgmt	For	For
4	Reelect Directors and Commissioners	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
5	Approve Remuneration of Directors and Commissioners	G	Mgmt	For	For
6	Approve Report on the Use of Proceeds	G	Mgmt	For	For

PT Barito Pacific Tbk

Meeting Date: 19/06/2025

Country: Indonesia

Ticker: BRPT

Record Date: 27/05/2025

Meeting Type: Extraordinary Shareholders

PT Barito Pacific Tbk

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Article 3 of the Articles of Association Regarding the Purpose and Objectives as well as Business Activities	G	Mgmt	For	Against

Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.

PT Barito Renewables Energy Tbk

Meeting Date: 18/06/2025 **Country:** Indonesia **Ticker:** BREN
Record Date: 26/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3	Approve Auditors	G	Mgmt	For	For
4	Approve Remuneration of Directors and Commissioners	G	Mgmt	For	For
5	Approve Changes in the Boards of the Company	G	Mgmt	For	Against

Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.

PT Charoen Pokphand Indonesia Tbk

Meeting Date: 21/05/2025 **Country:** Indonesia **Ticker:** CPIN
Record Date: 28/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3	Approve Auditors	G	Mgmt	For	Against

Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.

PT Dayamitra Telekomunikasi

Meeting Date: 28/05/2025

Country: Indonesia

Ticker: MTEL

Record Date: 05/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Statutory Reports	G	Mgmt	For	For
2	Approve Financial Statements and Discharge of Directors and Commissioners	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends	G	Mgmt	For	For
4	Approve Remuneration of Directors and Commissioners for the Financial Year 2025 and Tantiem for the Financial Year 2024	G	Mgmt	For	For
5	Approve Auditors	G	Mgmt	For	For
6	Amend Articles of Association	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
7	Approve Changes in the Boards of the Company	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

PT GoTo Gojek Tokopedia Tbk

Meeting Date: 18/06/2025

Country: Indonesia

Ticker: GOTO

Record Date: 26/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	G	Mgmt	For	For
2	Approve Remuneration of Directors and Commissioners	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
3	Approve Purwantono, Sungkoro & Surja as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Accept Report on the Use of Proceeds	G	Mgmt		
5	Accept Report on Share Buyback	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

PT GoTo Gojek Tokopedia Tbk

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Renewal of Delegation of Authority to Commissioners for Issuance of New Shares Based on the Share Ownership Program	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3500-001] Proposal might result in excessive dilution. [RU-M0500-005] Plan provides for discounted options that exceed typical market standards. [SF-M0500-011] Shareholders would be able to better assess the proposed option scheme if the company offered greater disclosure/evidence on clear performance criteria for granting and/or vesting.</i>					
7	Amend Articles of Association	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3500-001] Proposal might result in excessive dilution. [RU-M0500-005] Plan provides for discounted options that exceed typical market standards. [SF-M0500-011] Shareholders would be able to better assess the proposed option scheme if the company offered greater disclosure/evidence on clear performance criteria for granting and/or vesting.</i>					

PT GoTo Gojek Tokopedia Tbk

Meeting Date: 18/06/2025 **Country:** Indonesia **Ticker:** GOTO
Record Date: 26/05/2025 **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Changes in the Use of Proceeds from the Initial Public Offering	G	Mgmt	For	For
2	Approve Resignation of Garibaldi Thohir as Commissioner	G	Mgmt	For	For
3	Approve Resignation of Nila Marita Indreswari as Director	G	Mgmt	For	For
4	Approve Resignation of Thomas Kristian Husted as Vice President Director	G	Mgmt	For	For
5	Approve Resignation of Pablo Malay as Director	G	Mgmt	For	For
6	Elect Pablo Malay as Commissioner	G	Mgmt	For	For
7	Elect Sudhanshu Raheja as Director	G	Mgmt	For	For
8	Elect R.A. Koesoemohadiani as Director	G	Mgmt	For	For
9	Elect Wuzhen (William) Xiong as Director	G	Mgmt	For	For
10	Elect Monica Lynn Mulyanto as Director	G	Mgmt	For	For
11	Elect Ade Mulyana as Director	G	Mgmt	For	For
12	Approve Change of Duties and Authorities of Catherine Hindra Sutjahyo from Director to Vice President Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

PT GoTo Gojek Tokopedia Tbk

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Approve Transfer of Shares Resulting from the Buyback by Implementing the Share Ownership Program	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.</i>					
14	Approve Share Repurchase Program	G	Mgmt	For	For
15	Approve Cancellation of Capital Increase without Preemptive Rights	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

PT Indah Kiat Pulp & Paper Tbk

Meeting Date: 16/06/2025 **Country:** Indonesia **Ticker:** INKP
Record Date: 22/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3	Approve Auditors	G	Mgmt	For	For
4	Approve Remuneration of Directors and Commissioners	G	Mgmt	For	For
5	Approve Changes in the Boards of the Company	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
6	Approve Report on the Use of Proceeds of the Company's Bond Public Offering and Sukuk Mudharabah	G	Mgmt	For	For

PT Indofood CBP Sukses Makmur Tbk

Meeting Date: 20/06/2025 **Country:** Indonesia **Ticker:** ICBP
Record Date: 27/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report	G	Mgmt	For	For

PT Indofood CBP Sukses Makmur Tbk

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Financial Statements	G	Mgmt	For	For
3	Approve Allocation of Income	G	Mgmt	For	For
4	Approve Remuneration of Directors and Commissioners	G	Mgmt	For	For
5	Approve Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Blended Rationale: .

PT Indofood Sukses Makmur Tbk

Meeting Date: 20/06/2025 **Country:** Indonesia **Ticker:** INDF
Record Date: 27/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report	G	Mgmt	For	For
2	Approve Financial Statements	G	Mgmt	For	For
3	Approve Allocation of Income	G	Mgmt	For	For
4	Approve Changes in the Board of Commissioners	G	Mgmt	For	For
5	Approve Remuneration of Directors and Commissioners	G	Mgmt	For	For
6	Approve Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Blended Rationale: .

PT Kalbe Farma Tbk

Meeting Date: 22/05/2025 **Country:** Indonesia **Ticker:** KLBF
Record Date: 29/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For

PT Kalbe Farma Tbk

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Changes in the Boards of the Company	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
4	Approve Remuneration of Directors and Commissioners	G	Mgmt	For	For
5	Approve Auditors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

PT Merdeka Copper Gold Tbk

Meeting Date: 10/06/2025 **Country:** Indonesia **Ticker:** MDKA

Record Date: 16/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3	Approve Auditors	G	Mgmt	For	For
4	Approve Remuneration of Directors and Commissioners	G	Mgmt	For	For
5	Approve Changes in the Boards of the Company	G	Mgmt	For	For
6	Approve Determination of the Company's Controller	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
7	Approve Extension of Delegation of Authority to the Board of Commissioners to Implement the Capital Increase without Granting Pre-Emptive Rights III (PMTHMETD III)	G	Mgmt	For	For
8	Approve Amendment to the Transfer of Treasury Shares through the Company's Long-Term Incentive Program	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
9	Accept Report on the Implementation of the Company's Long-Term Incentive Program	G	Mgmt		
10	Accept Report on the Use of Proceeds	G	Mgmt		

PT Mitra Keluarga Karyasehat Tbk

Meeting Date: 04/06/2025

Country: Indonesia

Ticker: MIKA

Record Date: 08/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3	Approve Changes in the Board of Commissioners	G	Mgmt	For	For
4	Approve Remuneration of Directors and Commissioners for the Financial Year 2025 and Tantiem for the Financial Year 2024	G	Mgmt	For	For
5	Approve Eishennoraz and Amir Abadi Jusuf, Aryanto, Mawar and Rekan as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

PT Sarana Menara Nusantara Tbk

Meeting Date: 23/04/2025

Country: Indonesia

Ticker: TOWR

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3	Approve Remuneration and Tantiem of Directors and Commissioners	G	Mgmt	For	For
4	Approve Widya Arijanti and Purwantono, Sungkoro & Surja as Auditors	G	Mgmt	For	For
5	Approve Payment of Interim Dividends	G	Mgmt	For	For
6	Approve Resignation of Tonny Kusnadi as President Commissioner and Stephen Duffus Weiss as Vice President Director	G	Mgmt	For	For
7	Elect Kenny Harjo as President Commissioner	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

PT Sarana Menara Nusantara Tbk

Meeting Date: 23/04/2025

Country: Indonesia

Ticker: TOWR

Record Date: 24/03/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Capital Increase Through Preemptive Rights (HMETD)	G	Mgmt	For	For

PT Sumber Alfaria Trijaya Tbk

Meeting Date: 22/05/2025

Country: Indonesia

Ticker: AMRT

Record Date: 29/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3	Approve Benekditio Salim and Purwantono, Sungkoro & Surja as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Approve Remuneration of Directors and Commissioners	G	Mgmt	For	For

PT Telkom Indonesia (Persero) Tbk

Meeting Date: 27/05/2025

Country: Indonesia

Ticker: TLKM

Record Date: 02/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, Statutory Reports, Report of the Micro and Small Business Funding Program (MSBF), and Discharge of Directors and Commissioners	G	Mgmt	For	For
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

PT Telkom Indonesia (Persero) Tbk

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Remuneration of Directors and Commissioners for the Financial Year 2025 and Tantiem for the Financial Year 2024	G	Mgmt	For	For
4	Appoint Auditors of the Company and the Micro and Small Business Funding Program	G	Mgmt	For	For
5	Authorize Share Repurchase Program	G	Mgmt	For	For
6	Approve Changes in the Boards of the Company	G	Mgmt	For	Against

Blended Rationale: 1- [SF-M0106-002] The company did not disclose the amendments.2- [SF-M0000-001] Vote against due to lack of disclosure.

PT Tower Bersama Infrastructure Tbk

Meeting Date: 10/06/2025 **Country:** Indonesia **Ticker:** TBIG
Record Date: 16/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3	Approve Auditors	G	Mgmt	For	For
4	Approve Remuneration of Directors and Commissioners	G	Mgmt	For	For
5	Approve Changes in the Boards of the Company	G	Mgmt	For	For
6	Approve Issuance of Debt Securities or Notes Denominated in Foreign Currencies	G	Mgmt	For	For
7	Accept Report on the Use of Proceeds	G	Mgmt		

PT United Tractors Tbk

Meeting Date: 25/04/2025 **Country:** Indonesia **Ticker:** UNTR
Record Date: 26/03/2025 **Meeting Type:** Annual

PT United Tractors Tbk

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3	Elect Directors and Commissioners	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure. [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
4	Approve Remuneration of Directors and Commissioners	G	Mgmt	For	For
5	Approve Auditors	G	Mgmt	For	For

PT United Tractors Tbk

Meeting Date: 25/04/2025 **Country:** Indonesia **Ticker:** UNTR
Record Date: 26/03/2025 **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Article 3 of the Articles of Association Regarding the Purpose and Objectives as well as Business Activities Including the Discussion of the Feasibility Study of the Additional Business Activities	G	Mgmt	For	For

PT Vale Indonesia Tbk

Meeting Date: 16/05/2025 **Country:** Indonesia **Ticker:** INCO
Record Date: 23/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3	Approve Remuneration of Directors and Commissioners	G	Mgmt	For	For

PT Vale Indonesia Tbk

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Auditors	G	Mgmt	For	For
5	Approve Report on the Use of Proceeds	G	Mgmt	For	For
6	Approve Changes in the Boards of the Company	G	Mgmt	For	For

PTC Therapeutics, Inc.

Meeting Date: 17/06/2025 **Country:** USA **Ticker:** PTCT
Record Date: 21/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Allan Jacobson	G	Mgmt	For	For
1.2	Elect Director David P. Southwell	G	Mgmt	For	For
1.3	Elect Director Alethia Young	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Public Bank Berhad

Meeting Date: 08/05/2025 **Country:** Malaysia **Ticker:** 1295
Record Date: 02/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Tay Ah Lek as Director	G	Mgmt	For	For
2	Elect Cheah Kim Ling as Director	G	Mgmt	For	For
3	Elect Tham Chai Phong as Director	G	Mgmt	For	For
4	Approve Directors' Fees, Board Committees Members' Fees, and Allowances	G	Mgmt	For	For
5	Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Public Power Corp. SA

Meeting Date: 16/04/2025

Country: Greece

Ticker: PPC

Record Date: 10/04/2025

Meeting Type: Extraordinary
Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business		Mgmt		
1	Ratify Director Appointment	G	Mgmt		
2.1	Elect Stassis Georgios as CEO	G	Mgmt	For	For
2.2	Elect Doxaki Despina as Director	G	Mgmt	For	For
2.3	Elect Kardamakis Stefanos as Director	G	Mgmt	For	For
2.4	Elect Papadimitriou Pyrros as Director	G	Mgmt	For	For
2.5	Elect Papachristou Ioannis as Director	G	Mgmt	For	For
2.6	Elect Paterakis Alexandros as Director	G	Mgmt	For	For
2.7	Elect Fotakidis Alexandros as Director	G	Mgmt	For	For
2.8	Elect Christodouloupoulou Georgia as Director	G	Mgmt	For	For
2.9	Elect Psillaki Maria as Director	G	Mgmt	For	For
3	Amend Company Articles 3 and 30	G	Mgmt	For	For
4	Various Announcements	G	Mgmt		

Public Power Corp. SA

Meeting Date: 25/06/2025

Country: Greece

Ticker: PPC

Record Date: 19/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Accept Financial Statements	G	Mgmt	For	For
2	Approve Management of Company and Grant Discharge to Auditors	G	Mgmt	For	For
3	Ratify Auditors	G	Mgmt	For	For
4	Appoint Auditor for Sustainability Reporting	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Public Power Corp. SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Advisory Vote on Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
6	Approve Dividends	G	Mgmt	For	For
7	Approve Profit Sharing Plan	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
8	Authorize Share Repurchase Program	G	Mgmt	For	For
9	Receive Audit Committee's Activity Report	G	Mgmt		
10	Receive Report of Independent Non-Executive Directors	G	Mgmt		
11	Receive Information on Personnel Recruitment	G	Mgmt		
12	Various Announcements	G	Mgmt		

Public Property Invest ASA

Meeting Date: 16/05/2025

Country: Norway

Ticker: PUBLI

Record Date: 09/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
2	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
3	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 0.50 Per Share	G	Mgmt	For	For
4	Approve Remuneration of Auditors	G	Mgmt	For	For
5	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
6	Approve Remuneration Statement (Advisory Vote)	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
7	Approve Company's Corporate Governance Statement	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Public Property Invest ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Elect Even Bratsberg (Chair), Lennart Sten and Michael Gobitschek as Members of Nominating Committee	G	Mgmt	For	For
9	Approve Creation of NOK 1.1 Million Pool of Capital without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
10	Approve Creation of Up to 10 Percent of Pool of Capital without Preemptive Rights	G	Mgmt	For	For
11	Authorize Issuance of Shares in Connection with Incentive Plan	G	Mgmt	For	For
12	Approve Creation of NOK 2.2 Million Pool of Capital without Preemptive Rights	G	Mgmt	For	For
13	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
14	Authorize Share Repurchase Program in Connection With Employee Incentive Programs	G	Mgmt	For	For

Public Property Invest ASA

Meeting Date: 10/06/2025

Country: Norway

Ticker: PUBLI

Record Date: 03/06/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
2	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
3	Receive Information on Acquisition of Property Portfolio from TRG Real Estate AS	G	Mgmt		
3.1	Background	G	Mgmt		
3.2	Approve Issuance of 49.9 Million Shares for a Private Placement	G	Mgmt	For	For
3.3	Elect Jens Jalland and Charlotte Hakonsen as New Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Public Property Invest ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Board Authorization to Increase the Company's Share Capital	G	Mgmt		
4.1	Background	G	Mgmt		
4.2	Approve Creation of NOK 1.7 Million Pool of Capital without Preemptive Rights (in Connection with Acquisitions)	G	Mgmt	For	For
4.3	Approve Creation of NOK 1.7 Million Pool of Capital without Preemptive Rights (in Order to Raise Equity)	G	Mgmt	For	Against

Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.

Public Service Enterprise Group Incorporated

Meeting Date: 22/04/2025

Country: USA

Ticker: PEG

Record Date: 21/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ralph A. LaRossa	G	Mgmt	For	For
1b	Elect Director Susan Tomasky	G	Mgmt	For	For
1c	Elect Director Willie A. Deese	G	Mgmt	For	For
1d	Elect Director Jamie M. Gentoso	G	Mgmt	For	For
1e	Elect Director Barry H. Ostrowsky	G	Mgmt	For	For
1f	Elect Director Ricardo G. Pérez	G	Mgmt	For	For
1g	Elect Director Valerie A. Smith	G	Mgmt	For	For
1h	Elect Director Scott G. Stephenson	G	Mgmt	For	For
1i	Elect Director Laura A. Sugg	G	Mgmt	For	For
1j	Elect Director John P. Surma	G	Mgmt	For	For
1k	Elect Director Kenneth Y. Tanji	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3a	Eliminate Supermajority Vote Requirement for Certain Business Combinations	G	Mgmt	For	For
3b	Eliminate Supermajority Vote Requirements to Remove a Director Without Cause	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Public Service Enterprise Group Incorporated

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3c	Eliminate Supermajority Vote Requirement to Make Certain Amendments to Our By-Laws	G	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Public Storage

Meeting Date: 07/05/2025 **Country:** USA **Ticker:** PSA
Record Date: 03/03/2025 **Meeting Type:** Annual

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

Publicis Groupe SA

Meeting Date: 27/05/2025 **Country:** France **Ticker:** PUB
Record Date: 23/05/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.60 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning One New Transaction	G	Mgmt	For	For
5	Appoint PricewaterhouseCoopers Audit as Auditor	G	Mgmt	For	For
6	Appoint PricewaterhouseCoopers Audit as Auditor for Sustainability Reporting	G	Mgmt	For	For
7	Appoint KPMG S.A as Auditor for Sustainability Reporting	G	Mgmt	For	For
8	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
9	Approve Compensation of Maurice Lévy, Chairman of Supervisory Board until May 29, 2024	G	Mgmt	For	For
10	Approve Compensation of Arthur Sadoun, Chairman of Management Board until May 29, 2024	G	Mgmt	For	For
11	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member until May 29, 2024	G	Mgmt	For	For
12	Approve Compensation of Loris Nold, Management Board Member from February 8, 2024 until May 29, 2024	G	Mgmt	For	For
13	Approve Compensation of Michel-Alain Proch, Management Board Member until February 8, 2024	G	Mgmt	For	For
14	Approve Compensation of Arthur Sadoun, Chairman and CEO from May 29, 2024	G	Mgmt	For	For
15	Approve Remuneration Policy of Chairman and CEO	G	Mgmt	For	For

Publicis Groupe SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16	Approve Remuneration Policy of Directors	G	Mgmt	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Extraordinary Business	G	Mgmt	For	For
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
19	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	G	Mgmt	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	G	Mgmt	For	For
22	Amend Articles 12, 13, and 19 of Bylaws to Incorporate Legal Changes Ordinary Business	G	Mgmt	For	For
23	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

PulteGroup, Inc.

Meeting Date: 30/04/2025

Country: USA

Ticker: PHM

Record Date: 06/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kristen Actis-Grande	G	Mgmt	For	For
1b	Elect Director Brian P. Anderson	G	Mgmt	For	For
1c	Elect Director Bryce Blair	G	Mgmt	For	For
1d	Elect Director Thomas J. Folliard	G	Mgmt	For	For
1e	Elect Director Cheryl W. Grisé	G	Mgmt	For	For
1f	Elect Director André J. Hawaux	G	Mgmt	For	For
1g	Elect Director Ryan R. Marshall	G	Mgmt	For	For
1h	Elect Director John R. Peshkin	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

PulteGroup, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director Scott F. Powers	G	Mgmt	For	For
1j	Elect Director Lila Snyder	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Clawback Policy	G	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					
5	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	E	SH	Against	For
<i>Blended Rationale: [DC-D0000-009] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					

PUMA SE

Meeting Date: 21/05/2025 **Country:** Germany **Ticker:** PUM
Record Date: 29/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.61 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2025	G	Mgmt	For	For
5.2	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Approve Remuneration Policy	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

PUMA SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Creation of EUR 30 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
9	Approve Draft of Hive-Down and Takeover Agreement between PUMA SE and PUMA Europe GmbH	G	Mgmt	For	For

Pure Storage, Inc.

Meeting Date: 11/06/2025 **Country:** USA **Ticker:** PSTG
Record Date: 17/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Scott Dietzen	G	Mgmt	For	Withhold
<p><i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified. [SF-M0201-005] Vote against for failure of the nom/gov committee to take action with respect to substantial votes against one or more directors last year.</i></p>					
1.2	Elect Director Charles Giancarlo	G	Mgmt	For	For
1.3	Elect Director John Murphy	G	Mgmt	For	For
1.4	Elect Director Greg Tomb	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

PureHealth Holding Pjsc

Meeting Date: 09/04/2025 **Country:** United Arab Emirates **Ticker:** PUREHEALTH
Record Date: 08/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Board Report on Company Operations and Its Financial Position for FY 2024	G	Mgmt	For	For

PureHealth Holding Pjsc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
3	Accept Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
4	Approve Dividends of AED 0.0309 per Share for FY 2024	G	Mgmt	For	For
5	Approve Remuneration of AED 8,774,658 Directors for FY 2024	G	Mgmt	For	For
6	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
7	Approve Discharge of Auditors for FY 2024	G	Mgmt	For	For
8	Appoint Auditors and Fix Their Remuneration for FY 2025	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
9	Ratify Appointment of Jawad Shafeeq as Director	G	Mgmt	For	For
10	Elect 2 New Members of Board of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
11	Amend Articles of Bylaws to Comply with Provisions of the Securities and Commodities Authority Resolution No. 3/R.M of 2020 Concerning the Approval of Joint Stock Companies Governance Guide as Amended	G	Mgmt	For	For
12	Authorize Board or Any Authorized Person to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Purple Innovation, Inc.

Meeting Date: 10/06/2025 **Country:** USA **Ticker:** PRPL
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director S. Hoby Darling	G	Mgmt	For	For
1.2	Elect Director Robert T. DeMartini	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Purple Innovation, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Gary T. DiCamillo	G	Mgmt	For	For
1.4	Elect Director Neil Fiske	G	Mgmt	For	For
1.5	Elect Director Adam L. Gray	G	Mgmt	For	For
1.6	Elect Director Claudia Hollingsworth	G	Mgmt	For	For
1.7	Elect Director R. Carter Pate	G	Mgmt	For	For
1.8	Elect Director D. Scott Peterson	G	Mgmt	For	For
1.9	Elect Director Erika Serow	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify BDO USA, LLP as Auditors	G	Mgmt	For	For

PVH Corp.

Meeting Date: 18/06/2025

Country: USA

Ticker: PVH

Record Date: 21/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jesper Andersen	G	Mgmt	For	For
1b	Elect Director Ajay Bhalla	G	Mgmt	For	For
1c	Elect Director Michael M. Calbert	G	Mgmt	For	For
1d	Elect Director Brent Callinicos	G	Mgmt	For	For
1e	Elect Director George Cheeks	G	Mgmt	For	For
1f	Elect Director Kate Gulliver	G	Mgmt	For	For
1g	Elect Director Stefan Larsson	G	Mgmt	For	For
1h	Elect Director G. Penny McIntyre	G	Mgmt	For	For
1i	Elect Director Amy McPherson	G	Mgmt	For	For
1j	Elect Director Judith Amanda Sourry Knox	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Q2 Holdings, Inc.

Meeting Date: 03/06/2025

Country: USA

Ticker: QTWO

Record Date: 16/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director R. Lynn Atchison	G	Mgmt	For	For
1.2	Elect Director Matthew P. Flake	G	Mgmt	For	For
1.3	Elect Director Stephen C. Hooley	G	Mgmt	For	For
1.4	Elect Director Andre L. Mintz	G	Mgmt	For	For
1.5	Elect Director James R. Offerdahl	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.6	Elect Director Margaret L. Taylor	G	Mgmt	For	For
1.7	Elect Director Lynn Antipas Tyson	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

QBE Insurance Group Limited

Meeting Date: 09/05/2025

Country: Australia

Ticker: QBE

Record Date: 07/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Grant of LTI Plan Conditional Rights under the Company's LTI Plan for 2025 to Andrew Horton	G	Mgmt	For	For
4a	Elect Yasmin Allen as Director	G	Mgmt	For	For
4b	Elect Neil Maidment as Director	G	Mgmt	For	For
5	Approve the Amendments to the Company's Constitution	G	Mgmt	For	For
6	Approve Renewal of Proportional Takeover Provisions	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1.	Open Meeting	G	Mgmt		
2.	Receive Report of Management Board (Non-Voting)	G	Mgmt		
3.	Receive Report of Supervisory Board (Non-Voting)	G	Mgmt		
4.	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
5.	Approve Remuneration Report	G	Mgmt	For	For
6.	Receive Explanation on Company's Reserves and Dividend Policy	G	Mgmt		
7.	Approve Dividends	G	Mgmt	For	For
8.	Approve Discharge of Management Board	G	Mgmt	For	For
9.	Approve Discharge of Supervisory Board	G	Mgmt	For	For
10.a.	Reelect Metin Colpan to Supervisory Board	G	Mgmt	For	For
10.b.	Reelect Toralf Haag to Supervisory Board	G	Mgmt	For	For
	<i>Blended Rationale:</i>				
10.c.	Reelect Ross L. Levine to Supervisory Board	G	Mgmt	For	For
10.d.	Reelect Eva Pisa to Supervisory Board	G	Mgmt	For	For
10.e.	Reelect Stephen H. Rusckowski to Supervisory Board	G	Mgmt	For	For
10.f.	Reelect Elizabeth E. Tallett to Supervisory Board	G	Mgmt	For	For
10.g.	Reelect Bert van Meurs to Supervisory Board	G	Mgmt	For	For
10.h.	Reelect Eva van Pelt to Supervisory Board	G	Mgmt	For	For
11.a.	Reelect Thierry Bernard to Management Board	G	Mgmt	For	For
11.b.	Reelect Roland Sackers to Management Board	G	Mgmt	For	For
12.	Approve Remuneration Policy	G	Mgmt	For	For
13.a.	Grant Supervisory Board Authority to Issue Shares	G	Mgmt	For	For

QIAGEN NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13.b.	Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
14.	Authorize Repurchase of Shares	G	Mgmt	For	For
15.	Approve Discretionary Rights for the Managing Board to Implement Capital Repayment by Means of Synthetic Share Repurchase	G	Mgmt	For	For
16.	Approve Cancellation of Shares	G	Mgmt	For	For
17.	Allow Questions	G	Mgmt		
18.	Close Meeting	G	Mgmt		

Qifu Technology, Inc.

Meeting Date: 30/06/2025

Country: Cayman Islands

Ticker: 3660

Record Date: 27/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders		Mgmt		
1	Change Company Name to Qfin Holdings, Inc.	G	Mgmt	For	For
2	Amend Memorandum and Articles of Association	G	Mgmt	For	For
3	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Elect Director Xiangge Liu	G	Mgmt	For	For

Qisda Corp.

Meeting Date: 29/05/2025

Country: Taiwan

Ticker: 2352

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For

Qisda Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Capital Decrease via Cash	G	Mgmt	For	For
4	Approve Amendments to Articles of Association	G	Mgmt	For	For
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	G	Mgmt	For	For

Qol Holdings Co., Ltd.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 3034

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nakamura, Takashi	G	Mgmt	For	For
1.2	Elect Director Ishii, Takayoshi	G	Mgmt	For	For
1.3	Elect Director Fukumitsu, Kiyonobu	G	Mgmt	For	For
1.4	Elect Director Togashi, Yutaka	G	Mgmt	For	For
1.5	Elect Director Imai, Kei	G	Mgmt	For	For
1.6	Elect Director Karasawa, Shinobu	G	Mgmt	For	For
1.7	Elect Director Suzuki, Yuji	G	Mgmt	For	For
1.8	Elect Director Kuboki, Toshiko	G	Mgmt	For	For
1.9	Elect Director Yamamoto, Yukiharu	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Mori, Yasutoshi	G	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Miyazaki, Motoyuki	G	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Ishii, Kazuo	G	Mgmt	For	For
3.1	Elect Alternate Director and Audit Committee Member Oshima, Mikiko	G	Mgmt	For	For
3.2	Elect Alternate Director and Audit Committee Member Tsunogae, Takashi	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Call the Meeting to Order	G	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt		
5	Prepare and Approve List of Shareholders	G	Mgmt		
6	Receive Financial Statements and Statutory Reports; Receive CEO report	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
9	Approve Discharge of Board and President	G	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
11	Approve Monthly Remuneration of Directors in the Amount of EUR 6,000 to Chair, EUR 4,000 to Vice Chair and EUR 3,000 to Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	G	Mgmt	For	For
12	Fix Number of Directors at Five	G	Mgmt	For	For
13	Reelect Elina Ankar, Marika Auramo, Matti Heikkonen, Robert Ingman and Mikko Marsio as Directors	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
14	Approve Remuneration of Auditors; Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
15	Ratify KPMG Oy Ab as Auditors; Appoint KPMG Oy Ab as Auditor for Sustainability Reporting	G	Mgmt	For	For
16	Authorize Share Repurchase Program	G	Mgmt	For	For

Qt Group Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
17	Approve Issuance of up to 2 Million Shares without Preemptive Rights	G	Mgmt	For	For
18	Close Meeting	G	Mgmt		

Qualys, Inc.

Meeting Date: 11/06/2025 Country: USA Ticker: QLYS
 Record Date: 15/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Thomas P. Berquist	G	Mgmt	For	For
1.2	Elect Director Kristi M. Rogers	G	Mgmt	For	For
2	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Permit the Exculpation of Certain Officers	G	Mgmt	For	For

Quanta Computer, Inc.

Meeting Date: 13/06/2025 Country: Taiwan Ticker: 2382
 Record Date: 14/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Amend Procedures for Lending Funds to Other Parties and Endorsement and Guarantees	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		

Quanta Computer, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.1	Elect BARRY LAM, with Shareholder No. 1, as Non-independent Director	G	Mgmt	For	For
5.2	Elect C. C. LEUNG, with Shareholder No. 5, as Non-independent Director	G	Mgmt	For	For
5.3	Elect C. T. HUANG, with Shareholder No. 528, as Non-independent Director	G	Mgmt	For	For
5.4	Elect ELTON YANG, with Shareholder No. 138354, as Non-independent Director ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	G	Mgmt	For	For
5.5	Elect HUNG CHING LEE, with Shareholder No. K120059XXX (K120*****), as Independent Director	G	Mgmt	For	For
5.6	Elect WAN WAN LIN, with Shareholder No. 586082 (A222*****), as Independent Director	G	Mgmt	For	For
5.7	Elect CHI CHIH,LU, with Shareholder No. K121007XXX (K121*****), as Independent Director	G	Mgmt	For	For
6	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	For

Quanta Services, Inc.

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** PWR
Record Date: 02/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Earl C. (Duke) Austin, Jr.	G	Mgmt	For	For
1.2	Elect Director Warner L. Baxter	G	Mgmt	For	For
1.3	Elect Director Doyle N. Beneby	G	Mgmt	For	For
1.4	Elect Director Bernard Fried	G	Mgmt	For	For
1.5	Elect Director Worthing F. Jackman	G	Mgmt	For	For
1.6	Elect Director Holli C. Ladhani	G	Mgmt	For	For
1.7	Elect Director Jo-ann M. dePass Olsovsky	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Quanta Services, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director R. Scott Rowe	G	Mgmt	For	For
1.9	Elect Director Raul J. Valentin	G	Mgmt	For	For
1.10	Elect Director Martha B. Wyrsh	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

QuantumScape Corporation

Meeting Date: 04/06/2025 **Country:** USA **Ticker:** QS
Record Date: 10/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Brad Buss	G	Mgmt	For	For
1.2	Elect Director Jeneanne Hanley	G	Mgmt	For	For
1.3	Elect Director Gena Lovett	G	Mgmt	For	For
1.4	Elect Director Günther Mendl	G	Mgmt	For	For
1.5	Elect Director Fritz Prinz	G	Mgmt	For	For
1.6	Elect Director Dipender Saluja	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.7	Elect Director Sebastian Schebera	G	Mgmt	For	For
1.8	Elect Director Dennis Segers	G	Mgmt	For	For
1.9	Elect Director Siva Sivaram	G	Mgmt	For	For
1.10	Elect Director JB Straubel	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Quest Diagnostics Incorporated

Meeting Date: 15/05/2025 **Country:** USA **Ticker:** DGX
Record Date: 17/03/2025 **Meeting Type:** Annual

Quest Diagnostics Incorporated

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert B. Carter	G	Mgmt	For	For
1.2	Elect Director James E. Davis	G	Mgmt	For	For
1.3	Elect Director Luis A. Diaz, Jr.	G	Mgmt	For	For
1.4	Elect Director Tracey C. Doi	G	Mgmt	For	For
1.5	Elect Director Vicky B. Gregg	G	Mgmt	For	For
1.6	Elect Director Wright L. Lassiter, III	G	Mgmt	For	For
1.7	Elect Director Timothy L. Main	G	Mgmt	For	For
1.8	Elect Director Denise M. Morrison	G	Mgmt	For	For
1.9	Elect Director Gary M. Pfeiffer	G	Mgmt	For	For
1.10	Elect Director Timothy M. Ring	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Amend Right to Call Special Meeting	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Quilter Plc

Meeting Date: 22/05/2025

Country: United Kingdom

Ticker: QLT

Record Date: 20/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Remuneration Policy	G	Mgmt	For	For
4	Approve Final Dividend	G	Mgmt	For	For
5	Re-elect Neeta Atkar as Director	G	Mgmt	For	For
6	Re-elect Chris Hill as Director	G	Mgmt	For	For
7	Re-elect Moira Kilcoyne as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Quilter Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Re-elect Steven Levin as Director	G	Mgmt	For	For
9	Re-elect Ruth Markland as Director	G	Mgmt	For	For
10	Elect Alison Morris as Director	G	Mgmt	For	For
11	Re-elect George Reid as Director	G	Mgmt	For	For
12	Re-elect Chris Samuel as Director	G	Mgmt	For	For
13	Re-elect Mark Satchel as Director	G	Mgmt	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
15	Authorise the Board Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
17	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
18	Authorise the Company to Enter into Contingent Purchase Contracts	G	Mgmt	For	For

Quinenco SA

Meeting Date: 29/04/2025

Country: Chile

Ticker: QUINENCO

Record Date: 23/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i></p>					
2	Approve Allocation of Income and Dividends of CLP 240.56 Per Share	G	Mgmt	For	For
3	Present Dividend Policy and Distribution Procedures	G	Mgmt	For	For
4	Present Board's Report on Expenses	G	Mgmt	For	For
5	Approve Remuneration of Directors	G	Mgmt	For	For

Quinenco SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Present Directors' Committee Report on Activities and Expenses	G	Mgmt	For	For
7	Approve Remuneration and Budget of Directors' Committee	G	Mgmt	For	For
8	Appoint Auditors	G	Mgmt	For	For
9	Designate Risk Assessment Companies	G	Mgmt	For	For
10	Receive Report Regarding Related-Party Transactions	G	Mgmt	For	For
11	Other Business	G	Mgmt	For	Against

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Qunabox Group Limited

Meeting Date: 20/06/2025

Country: Cayman Islands

Ticker: 917

Record Date: 16/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2a1	Elect Cao Liwen as Director	G	Mgmt	For	For
2a2	Elect Chen Rui as Director	G	Mgmt	For	For
2a3	Elect Che Lufeng as Director	G	Mgmt	For	For
2b	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
3	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against

Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion

4B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
4C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against

Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.

QVC Group, Inc.

Meeting Date: 12/05/2025

Country: USA

Ticker: QVCGA

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Richard N. Barton	G	Mgmt	For	Withhold
	<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [SF-M0201-005] Vote against for failure of the nom/gov committee to take action with respect to substantial votes against one or more directors last year.</i>				
1.2	Elect Director M. Ian G. Gilchrist	G	Mgmt	For	Withhold
	<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>				
2	Approve Reverse Stock Split	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

QXO, Inc.

Meeting Date: 12/05/2025

Country: USA

Ticker: QXO

Record Date: 20/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Brad Jacobs	G	Mgmt	For	For
1b	Elect Director Jason Aiken	G	Mgmt	For	For
1c	Elect Director Marlene Colucci	G	Mgmt	For	For
1d	Elect Director Mario Harik	G	Mgmt	For	For
1e	Elect Director Mary Kissel	G	Mgmt	For	For
1f	Elect Director Jared Kushner	G	Mgmt	For	For
1g	Elect Director Allison Landry	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against

Blended Rationale: [LN-M0500-001] Incentive arrangements are poorly structured.

Radian Group Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: RDN

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Howard B. Culang	G	Mgmt	For	For
1.2	Elect Director Fawad Ahmad	G	Mgmt	For	For
1.3	Elect Director Brad L. Conner	G	Mgmt	For	For
1.4	Elect Director Debra Hess	G	Mgmt	For	For
1.5	Elect Director Anne Leyden	G	Mgmt	For	For
1.6	Elect Director Brian D. Montgomery	G	Mgmt	For	For
1.7	Elect Director Lisa Mumford	G	Mgmt	For	For
1.8	Elect Director Jed Rhoads	G	Mgmt	For	For
1.9	Elect Director Gregory V. Serio	G	Mgmt	For	For
1.10	Elect Director Noel J. Spiegel	G	Mgmt	For	For
1.11	Elect Director Richard G. Thornberry	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Radius Recycling, Inc.

Meeting Date: 05/06/2025

Country: USA

Ticker: RDUS

Record Date: 23/04/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	G	Mgmt	For	For
<p><i>Blended Rationale: The board of Radius Recycling, Inc. seeks shareholder approval for the company to be acquired by Toyota Tsusho America, Inc., a private company and the U.S. subsidiary of Toyota Tsuho Corporation. Under the terms of the agreement, Radius shareholders will receive \$30.00 per share in cash, which represents a 119.6% premium to the unaffected price. Unanimous board support with fairness opinion by Goldman Sachs.</i></p>					
2	Advisory Vote on Golden Parachutes	G	Mgmt	For	For
3	Adjourn Meeting	G	Mgmt	For	For

RadNet, Inc.

Meeting Date: 10/06/2025

Country: USA

Ticker: RDNT

Record Date: 16/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Howard G. Berger	G	Mgmt	For	For
1.2	Elect Director A. Gregory Sorensen	G	Mgmt	For	For
1.3	Elect Director Laura P. Jacobs	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.4	Elect Director Lawrence L. Levitt	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.5	Elect Director Gregory E. Spurlock	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.6	Elect Director David L. Swartz	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Raffles Medical Group Ltd.

Meeting Date: 25/04/2025

Country: Singapore

Ticker: BSL

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Approve Directors' Fees	G	Mgmt	For	For
4	Elect Png Cheong Boon as Director	G	Mgmt	For	For
5	Elect Tan Wern Yuen as Director	G	Mgmt	For	For
6	Elect Chong Chuan Neo as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Raffles Medical Group Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Elect Sung Jao Yiu as Director	G	Mgmt	For	For
8	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0300-001] Potential to be excessively dilutive to existing shareholders.</i>					
10	Approve Allotment and Issuance of Shares Under the Raffles Medical Group Share-Based Incentive Schemes	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3500-001] Proposal might result in excessive dilution. [RU-M0500-005] Plan provides for discounted options that exceed typical market standards.</i>					
11	Authorize Share Repurchase Program	G	Mgmt	For	For
12	Approve Issuance of Shares Pursuant to the Raffles Medical Group Ltd Scrip Dividend Scheme	G	Mgmt	For	For

Raia Drogasil SA

Meeting Date: 22/04/2025

Country: Brazil

Ticker: RADL3

Record Date:

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Article 3 Re: Corporate Purpose	G	Mgmt	For	For
2	Amend Articles	G	Mgmt	For	For
3	Amend Article 8 "I"	G	Mgmt	For	For
4	Amend Article 8 "x"	G	Mgmt	For	For
5	Amend Article 8 "aa"	G	Mgmt	For	For
6	Amend Article 8 "w"	G	Mgmt	For	For
7	Amend Article 14	G	Mgmt	For	For
8	Consolidate Bylaws	G	Mgmt	For	For

Raia Drogasil SA

Meeting Date: 22/04/2025

Country: Brazil

Ticker: RADL3

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
	<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>				
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3	Fix Number of Directors at 13	G	Mgmt	For	For
4	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
5	Elect Directors	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
6	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	G	Mgmt	None	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
	If Voting FOR on Item 7, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.		Mgmt		
7	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
8.1	Percentage of Votes to Be Assigned - Elect Marcilio D'Amico Pousada as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				

Raia Drogasil SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.2	Percentage of Votes to Be Assigned - Elect Antonio Carlos Pipponzi as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.3	Percentage of Votes to Be Assigned - Elect Carlos Pires Oliveira Dias as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.4	Percentage of Votes to Be Assigned - Elect Cristiana Almeida Pipponzi as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.5	Percentage of Votes to Be Assigned - Elect Eugenio De Zagottis as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.6	Percentage of Votes to Be Assigned - Elect Paulo Sergio Coutinho Galvao Filho as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.7	Percentage of Votes to Be Assigned - Elect Renato Pires Oliveira Dias as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.8	Percentage of Votes to Be Assigned - Elect Plinio Villares Musetti as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.9	Percentage of Votes to Be Assigned - Elect Marco Ambrogio Crespi Bonomi as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.10	Percentage of Votes to Be Assigned - Elect Sylvia de Souza Leao Wanderley as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					

Raia Drogasil SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.11	Percentage of Votes to Be Assigned - Elect Philipp Paul Marie Povel as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.12	Percentage of Votes to Be Assigned - Elect Eliezer Silva as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.13	Percentage of Votes to Be Assigned - Elect Flavia Maria Bittencourt as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
9	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
10	Approve Remuneration of Company's Management	G	Mgmt	For	For
11	Elect Fiscal Council Members	G	Mgmt	For	For
12	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	G	Mgmt	None	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
13	Approve Remuneration of Fiscal Council Members	G	Mgmt	For	For

Rambus Inc.

Meeting Date: 24/04/2025

Country: USA

Ticker: RMBS

Record Date: 26/02/2025

Meeting Type: Annual

Rambus Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Emiko Higashi	G	Mgmt	For	For
1b	Elect Director Steven Laub	G	Mgmt	For	For
1c	Elect Director Eric Stang	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Range Resources Corporation

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** RRC
Record Date: 17/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Brenda A. Cline	G	Mgmt	For	For
1.2	Elect Director Dennis L. Degner	G	Mgmt	For	For
1.3	Elect Director Margaret K. Dorman	G	Mgmt	For	Against
<i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
1.4	Elect Director Charles G. Griffie	G	Mgmt	For	For
1.5	Elect Director Christian S. Kendall	G	Mgmt	For	For
1.6	Elect Director Greg G. Maxwell	G	Mgmt	For	For
1.7	Elect Director Reginal W. Spiller	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Ranpak Holdings Corp.

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** PACK
Record Date: 28/03/2025 **Meeting Type:** Annual

Ranpak Holdings Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Omar Asali	G	Mgmt	For	For
1.2	Elect Director Pam El	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.3	Elect Director Salil Seshadri	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Issuance of Class A Common Stock Upon the Exercise of Warrants Issued to Amazon.com NV Investment Holdings LLC	G	Mgmt	For	For

Rapid7, Inc.

Meeting Date: 11/06/2025

Country: USA

Ticker: RPD

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael Berry	G	Mgmt	For	For
1.2	Elect Director Marc Brown	G	Mgmt	For	For
1.3	Elect Director Judy Bruner	G	Mgmt	For	For
1.4	Elect Director Michael Burns	G	Mgmt	For	For
1.5	Elect Director Kevin Galligan	G	Mgmt	For	For
1.6	Elect Director Benjamin Holzman	G	Mgmt	For	For
1.7	Elect Director Wael Mohamed	G	Mgmt	For	For
1.8	Elect Director J. Benjamin Nye	G	Mgmt	For	For
1.9	Elect Director Tom Schodorf	G	Mgmt	For	For
1.10	Elect Director Reeny Sondhi	G	Mgmt	For	For
1.11	Elect Director Corey Thomas	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Rapid7, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Rathbones Group Plc

Meeting Date: 08/05/2025

Country: United Kingdom

Ticker: RAT

Record Date: 06/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For
4	Re-elect Clive Bannister as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
5	Re-elect Paul Stockton as Director	G	Mgmt	For	For
6	Re-elect Iain Hooley as Director	G	Mgmt	For	For
7	Re-elect Iain Cummings as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
8	Re-elect Terri Duhon as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
9	Re-elect Sarah Gentleman as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
10	Re-elect Dharmash Mistry as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
11	Re-elect Henrietta Baldock as Director	G	Mgmt	For	For
12	Re-elect Ruth Leas as Director	G	Mgmt	For	For
13	Reappoint Deloitte LLP as Auditors	G	Mgmt	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Rathbones Group Plc

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

Rational AG

Meeting Date: 14/05/2025 **Country:** Germany **Ticker:** RAA
Record Date: 22/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 15.00 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [LN-M0201-010] As chairman of the board, responsible for lack of diversity. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
5	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
6	Approve Management Board Remuneration Policy	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Rational AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Supervisory Board Remuneration Policy	G	Mgmt	For	For
8	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025	G	Mgmt	For	For
9	Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For

Rayonier Inc.

Meeting Date: 15/05/2025 **Country:** USA **Ticker:** RYN
Record Date: 14/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Scott R. Jones	G	Mgmt	For	For
1b	Elect Director Keith E. Bass	G	Mgmt	For	For
1c	Elect Director Gregg A. Gonsalves	G	Mgmt	For	For
1d	Elect Director V. Larkin Martin	G	Mgmt	For	For
1e	Elect Director Mark D. McHugh	G	Mgmt	For	For
1f	Elect Director Meridee A. Moore	G	Mgmt	For	For
1g	Elect Director Ann C. Nelson	G	Mgmt	For	For
1h	Elect Director Matthew J. Rivers	G	Mgmt	For	For
1i	Elect Director Andrew G. Wiltshire	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young, LLP as Auditors	G	Mgmt	For	For

RB Global, Inc.

Meeting Date: 05/05/2025 **Country:** Canada **Ticker:** RBA
Record Date: 20/03/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Robert George Elton	G	Mgmt	For	For
1b	Elect Director Jim Kessler	G	Mgmt	For	For
1c	Elect Director Brian Bales	G	Mgmt	For	For
1d	Elect Director Adam DeWitt	G	Mgmt	For	For
1e	Elect Director Gregory B. Morrison	G	Mgmt	For	For
1f	Elect Director Timothy O'Day	G	Mgmt	For	For
1g	Elect Director Sarah Raiss	G	Mgmt	For	For
1h	Elect Director Michael Sieger	G	Mgmt	For	For
1i	Elect Director Debbie Stein	G	Mgmt	For	For
1j	Elect Director Carol M. Stephenson	G	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Shareholder Rights Plan	G	Mgmt	For	For

Reach Plc

Meeting Date: 01/05/2025 **Country:** United Kingdom **Ticker:** RCH
Record Date: 29/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For
4	Re-elect Nick Prettejohn as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
5	Re-elect Jim Mullen as Director (WITHDRAWN)	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-AB000-001] This proposal will be removed at the shareholder meeting.</i>					

Reach Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Re-elect Darren Fisher as Director	G	Mgmt	For	For
7	Re-elect Anne Bulford as Director	G	Mgmt	For	For
8	Re-elect Priya Guha as Director	G	Mgmt	For	For
9	Re-elect Denise Jagger as Director	G	Mgmt	For	For
10	Re-elect Barry Panayi as Director	G	Mgmt	For	For
11	Re-elect Wais Shaifta as Director	G	Mgmt	For	For
12	Re-elect Olivia Streatfeild as Director	G	Mgmt	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
14	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
15	Authorise Issue of Equity	G	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
19	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For
21	Elect Piers North as Director	G	Mgmt	For	For

Ready Capital Corporation

Meeting Date: 25/06/2025

Country: USA

Ticker: RC

Record Date: 21/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Thomas E. Capasse	G	Mgmt	For	For
1.2	Elect Director Jack J. Ross	G	Mgmt	For	For

Ready Capital Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Meredith Marshall	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
1.4	Elect Director Dominique Mielle	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
1.5	Elect Director Gilbert E. Nathan	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
1.6	Elect Director J. Mitchell Reese	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
1.7	Elect Director Todd M. Sinai	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Realtek Semiconductor Corp.

Meeting Date: 28/05/2025 **Country:** Taiwan **Ticker:** 2379
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve Issuance of Restricted Stocks	G	Mgmt	For	For
5	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	For

Realty Income Corporation

Meeting Date: 13/05/2025 **Country:** USA **Ticker:** O
Record Date: 03/03/2025 **Meeting Type:** Annual

Realty Income Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Priscilla Almodovar	G	Mgmt	For	For
1b	Elect Director A. Larry Chapman	G	Mgmt	For	For
1c	Elect Director Reginald H. Gilyard	G	Mgmt	For	For
1d	Elect Director Mary Hogan Preusse	G	Mgmt	For	For
1e	Elect Director Priya Cherian Huskins	G	Mgmt	For	For
1f	Elect Director Jeff A. Jacobson	G	Mgmt	For	For
1g	Elect Director Gerardo I. Lopez	G	Mgmt	For	For
1h	Elect Director Michael D. McKee	G	Mgmt	For	For
1i	Elect Director Gregory T. McLaughlin	G	Mgmt	For	For
1j	Elect Director Sumit Roy	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Reckitt Benckiser Group Plc

Meeting Date: 08/05/2025

Country: United Kingdom

Ticker: RKT

Record Date: 06/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Remuneration Policy	G	Mgmt	For	For
4	Approve Final Dividend	G	Mgmt	For	For
5	Re-elect Andrew Bonfield as Director	G	Mgmt	For	For
6	Re-elect Margherita Della Valle as Director	G	Mgmt	For	For
7	Re-elect Mehmood Khan as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Reckitt Benckiser Group Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Re-elect Elane Stock as Director	G	Mgmt	For	For
9	Re-elect Sir Jeremy Darroch as Director	G	Mgmt	For	For
10	Re-elect Tamara Ingram as Director	G	Mgmt	For	For
11	Re-elect Kris Licht as Director	G	Mgmt	For	For
12	Re-elect Shannon Eisenhardt as Director	G	Mgmt	For	For
13	Re-elect Marybeth Hays as Director	G	Mgmt	For	For
14	Elect Fiona Dawson as Director	G	Mgmt	For	For
15	Elect Stefan Oschmann as Director	G	Mgmt	For	For
16	Elect Mahesh Madhavan as Director	G	Mgmt	For	For
17	Reappoint KPMG LLP as Auditors	G	Mgmt	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
19	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
20	Approve Long-Term Incentive Plan	G	Mgmt	For	For
21	Approve Sharesave Plan	G	Mgmt	For	For
22	Authorise Issue of Equity	G	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
25	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Recordati SpA

Meeting Date: 29/04/2025

Country: Italy

Ticker: REC

Record Date: 16/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
	Management Proposals		Mgmt		
1.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.b	Approve Allocation of Income	G	Mgmt	For	For
	Shareholder Proposals Submitted by Rossini Sarl		Mgmt		
2.a	Fix Number of Directors	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
2.b	Fix Board Terms for Directors	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
	Appoint Directors (Slate Election)		Mgmt		
2.c	Slate Submitted by Rossini Sarl	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
	Management Proposals		Mgmt		
2.d	Approve Remuneration of Directors	G	Mgmt	For	For
2.e	Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
3.a	Approve Remuneration Policy	G	Mgmt	For	For
3.b	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For

Recruit Holdings Co., Ltd.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 6098

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Minegishi, Masumi	G	Mgmt	For	For
1.2	Elect Director Idekoba, Hisayuki	G	Mgmt	For	For
1.3	Elect Director Senaha, Ayano	G	Mgmt	For	For
1.4	Elect Director Rony Kahan	G	Mgmt	For	For
1.5	Elect Director Izumiya, Naoki	G	Mgmt	For	For
1.6	Elect Director Kodera, Tsuyoshi	G	Mgmt	For	For
1.7	Elect Director Honda, Keiko	G	Mgmt	For	For
1.8	Elect Director Katrina Lake	G	Mgmt	For	For
2	Appoint Alternate Statutory Auditor Tanaka, Miho	G	Mgmt	For	For

Recticel SA

Meeting Date: 27/05/2025

Country: Belgium

Ticker: RECT

Record Date: 13/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Receive Directors' Reports (Non-Voting)	G	Mgmt		
2	Receive Auditors' Reports (Non-Voting)	G	Mgmt		
3.1.1	Adopt Financial Statements	G	Mgmt	For	For
3.1.2	Approve Allocation of Income and Dividends of EUR 0.31 per Share	G	Mgmt	For	For
4	Approve Discharge of Directors	G	Mgmt	For	For
5	Approve Discharge of Auditors	G	Mgmt	For	For
6.4.1	Reelect BALTISSE BV, Permanently Represented by Filiep Balcaen, as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
6.4.2	Reelect MOROXCO BV, Permanently Represented by Elisa Vlerick, as Independent Director	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.4.3	Approve End of Mandate of IMRADA BV, Permanently Represented by Ingrid Merckx, as Independent Director	G	Mgmt	For	For
6.4.4	Elect FOXFIN BV, Permanently Represented by Barbara De Saedeleer, as Independent Director	G	Mgmt	For	For
6.4.5	Elect Ref.lex BV, Permanently Represented by Astrid Rahn, as Independent Director	G	Mgmt	For	For
7.5.1	Indicate MOROXCO BV, Permanently Represented by Elisa Vlerick, as Independent Director	G	Mgmt	For	For
7.5.2	Indicate FOXFIN BV, Permanently Represented by Barbara De Saedeleer, as Independent Director	G	Mgmt	For	For
7.5.3	Indicate Ref.lex BV, Permanently Represented by Astrid Rahn, as Independent Director	G	Mgmt	For	For
8	Appoint PwC BV, Permanently Represented by Wouter Coppens, as Auditor for Sustainability Reporting and Approve Their Remuneration	G	Mgmt	For	For
9.7.1	Approve Remuneration Report	G	Mgmt	For	For
9.7.2	Approve Remuneration of Directors	G	Mgmt	For	For
9.7.3	Approve Remuneration of Audit and Sustainability Committee	G	Mgmt	For	For
9.7.4	Approve Remuneration of Remuneration and Nomination Committee	G	Mgmt	For	For
9.7.5	Approve Deviation from Belgian Company Law Re: Variable Remuneration	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
10.8	Approve Stock Option Plan and Issuance of 450,000 Subscription Rights	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
11.9	Approve Change-of-Control Clause Re: Stock Option Plan	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-006] Vesting conditions and performance hurdles are unsatisfactory.</i>					

Recticel SA

Meeting Date: 27/05/2025

Country: Belgium

Ticker: RECT

Record Date: 13/05/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda		Mgmt		
1.1	Approve Special Board Report Re: Authorized Capital	G	Mgmt		
1.2	Authorize Increase in Share Capital of up to 5 Percent of Authorized Capital	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
1.3	Authorize Increase in Share Capital of up to 20 Percent of Authorized Capital	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
1.4	Amend Articles of Association to State the New Authorized Capital and Subsequently Amend Article 6	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
2.1	Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					
2.2	Amend Article 15 to Reflect Authorization Referred under Item 2.1	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					
2.3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					

Red Rock Resorts, Inc.

Meeting Date: 05/06/2025

Country: USA

Ticker: RRR

Record Date: 07/04/2025

Meeting Type: Annual

Red Rock Resorts, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Frank J. Fertitta, III	G	Mgmt	For	For
1.2	Elect Director Lorenzo J. Fertitta	G	Mgmt	For	For
1.3	Elect Director Robert A. Cashell, Jr.	G	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i>					
1.4	Elect Director Robert E. Lewis	G	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i>					
1.5	Elect Director James E. Nave	G	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-002] Remuneration arrangements and remuneration committee are poorly structured.</i>					
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Reddit, Inc.

Meeting Date: 09/06/2025 **Country:** USA **Ticker:** RDDT
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Steven L. Huffman	G	Mgmt	For	For
1.2	Elect Director Sarah Farrell	G	Mgmt	For	For
1.3	Elect Director Patricia Fili-Krushel	G	Mgmt	For	For
1.4	Elect Director Porter Gale	G	Mgmt	For	For
1.5	Elect Director David Habiger	G	Mgmt	For	For
1.6	Elect Director Steven O. Newhouse	G	Mgmt	For	For
1.7	Elect Director Robert A. Sauerberg	G	Mgmt	For	For
1.8	Elect Director Michael Seibel	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Reddit, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Rede D'Or Sao Luiz SA

Meeting Date: 30/04/2025

Country: Brazil

Ticker: RDOR3

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i></p>					
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3	Approve Remuneration of Company's Management	G	Mgmt	For	For
4	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	G	Mgmt	None	For
5	Elect Fiscal Council Members	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i></p>					
6	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	G	Mgmt	None	Against
<p><i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i></p>					
7	Elect Guilherme Portella Cunha as Fiscal Council Member and Evelyn Veloso Trindade as Alternate Appointed by Minority Shareholder	G	SH	None	For
<p><i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i></p>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Rede D'Or Sao Luiz SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Remuneration of Fiscal Council Members	G	Mgmt	For	For

Redeia Corporacion SA

Meeting Date: 30/06/2025 Country: Spain Ticker: RED
Record Date: 25/06/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Standalone Financial Statements	G	Mgmt	For	For
2	Approve Consolidated Financial Statements	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends	G	Mgmt	For	For
4	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
5	Approve Discharge of Board	G	Mgmt	For	For
6.1	Reelect Jose Maria Abad Hernandez as Director	G	Mgmt	For	For
6.2	Elect Natalia Fabra Portela as Director	G	Mgmt	For	For
6.3	Elect Albert Castellanos Maduell as Director	G	Mgmt	For	For
6.4	Elect Maria Aranzazu Gonzalez Laya as Director	G	Mgmt	For	For
7.1	Approve Remuneration Report	G	Mgmt	For	For
7.2	Approve Remuneration of Directors	G	Mgmt	For	For
8	Renew Appointment of Ernst & Young as Auditor	G	Mgmt	For	For
9	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
10	Receive Corporate Governance Report	G	Mgmt		
11	Receive Sustainability Report for FY 2024	E, S	Mgmt		
12	Receive Amendments to Board of Directors Regulations	G	Mgmt		

Redes Energeticas Nacionais SGPS SA

Meeting Date: 15/04/2025 Country: Portugal Ticker: RENE
Record Date: 08/04/2025 Meeting Type: Annual

Redes Energeticas Nacionais SGPS SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Individual and Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
4	Authorize Repurchase and Reissuance of Shares	G	Mgmt	For	For
5	Authorize Repurchase and Reissuance of Repurchased Debt Instruments	G	Mgmt	For	For
6	Approve Dividends from Reserves	G	Mgmt	For	For

Redfin Corporation

Meeting Date: 04/06/2025 **Country:** USA **Ticker:** RDFN
Record Date: 22/04/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	G	Mgmt	For	For
2	Advisory Vote on Golden Parachutes	G	Mgmt	For	For

Redwood Trust, Inc.

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** RWT
Record Date: 27/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Greg H. Kubicek	G	Mgmt	For	For
1.2	Elect Director Christopher J. Abate	G	Mgmt	For	For
1.3	Elect Director Doneene K. Damon	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Redwood Trust, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Armando Falcon	G	Mgmt	For	For
1.5	Elect Director Douglas B. Hansen	G	Mgmt	For	For
1.6	Elect Director Debora D. Horvath	G	Mgmt	For	For
1.7	Elect Director Georganne C. Proctor	G	Mgmt	For	For
1.8	Elect Director Dashiell I. Robinson	G	Mgmt	For	For
1.9	Elect Director Faith A. Schwartz	G	Mgmt	For	For
2	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Regal Rexnord Corporation

Meeting Date: 29/04/2025

Country: USA

Ticker: RRX

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Gerben W. Bakker	G	Mgmt	For	For
1b	Elect Director Jan A. Bertsch	G	Mgmt	For	For
1c	Elect Director Stephen M. Burt	G	Mgmt	For	For
1d	Elect Director Theodore D. Crandall	G	Mgmt	For	For
1e	Elect Director Michael P. Doss	G	Mgmt	For	For
1f	Elect Director Rashida A. Hodge	G	Mgmt	For	For
1g	Elect Director Michael F. Hilton	G	Mgmt	For	For
1h	Elect Director Louis V. Pinkham	G	Mgmt	For	For
1i	Elect Director Rakesh Sachdev	G	Mgmt	For	For
1j	Elect Director Curtis W. Stoelting	G	Mgmt	For	For
1k	Elect Director Robin A. Walker-Lee	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Regal Rexnord Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Regency Centers Corporation

Meeting Date: 07/05/2025 **Country:** USA **Ticker:** REG
Record Date: 14/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Martin E. Stein, Jr.	G	Mgmt	For	For
1b	Elect Director Gary E. Anderson	G	Mgmt	For	For
1c	Elect Director Bryce Blair	G	Mgmt	For	For
1d	Elect Director C. Ronald Blankenship	G	Mgmt	For	For
1e	Elect Director Kristin A. Campbell	G	Mgmt	For	For
1f	Elect Director Deirdre J. Evens	G	Mgmt	For	For
1g	Elect Director Thomas W. Furphy	G	Mgmt	For	For
1h	Elect Director Karin M. Klein	G	Mgmt	For	For
1i	Elect Director Peter D. Linneman	G	Mgmt	For	For
1j	Elect Director Lisa Palmer	G	Mgmt	For	For
1k	Elect Director James H. Simmons, III	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Regeneron Pharmaceuticals, Inc.

Meeting Date: 13/06/2025 **Country:** USA **Ticker:** REGN
Record Date: 15/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Bonnie L. Bassler	G	Mgmt	For	For

Regeneron Pharmaceuticals, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Michael S. Brown	G	Mgmt	For	For
1c	Elect Director Leonard S. Schleifer	G	Mgmt	For	For
1d	Elect Director George D. Yancopoulos	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Declassify the Board of Directors	G	Mgmt	For	For
5a	Eliminate Supermajority Vote Requirements of Section 2(e) (8) of Article VI of Incorporation	G	Mgmt	For	For
5b	Eliminate Supermajority Vote Requirements of Article VI of Incorporation	G	Mgmt	For	For

Regions Financial Corporation

Meeting Date: 16/04/2025

Country: USA

Ticker: RF

Record Date: 18/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mark A. Crosswhite	G	Mgmt	For	For
1b	Elect Director Noopur Davis	G	Mgmt	For	For
1c	Elect Director Zhanna Golodryga	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1d	Elect Director J. Thomas Hill	G	Mgmt	For	For
1e	Elect Director Roger W. Jenkins	G	Mgmt	For	For
1f	Elect Director Joia M. Johnson	G	Mgmt	For	For
1g	Elect Director Ruth Ann Marshall	G	Mgmt	For	For
1h	Elect Director James T. Prokopanko	G	Mgmt	For	For
1i	Elect Director Alison S. Rand	G	Mgmt	For	For
1j	Elect Director William C. Rhodes, III	G	Mgmt	For	For
1k	Elect Director Lee J. Styslinger, III	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Regions Financial Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1l	Elect Director Jose S. Suquet	G	Mgmt	For	For
1m	Elect Director John M. Turner, Jr.	G	Mgmt	For	For
1n	Elect Director Timothy Vines	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For
5	Adopt Simple Majority Vote	G	SH	None	For

Blended Rationale: [SF-S0311-001] Supermajority vote requirement serves as an entrenchment device for management.

Reinsurance Group of America, Incorporated

Meeting Date: 21/05/2025

Country: USA

Ticker: RGA

Record Date: 04/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Pina Albo	G	Mgmt	For	For
1b	Elect Director Michele Bang	G	Mgmt	For	For
1c	Elect Director Tony Cheng	G	Mgmt	For	For
1d	Elect Director John J. Gauthier	G	Mgmt	For	For
1e	Elect Director Patricia L. Guinn	G	Mgmt	For	For
1f	Elect Director Hazel M. McNeilage	G	Mgmt	For	For
1g	Elect Director Stephen T. O'Hearn	G	Mgmt	For	For
1h	Elect Director Alison Rand	G	Mgmt	For	For
1i	Elect Director Shundrawn Thomas	G	Mgmt	For	For
1j	Elect Director Khanh T. Tran	G	Mgmt	For	For
1k	Elect Director Steven C. Van Wyk	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Amend Non-Employee Director Stock Awards in Lieu of Cash	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Reinsurance Group of America, Incorporated

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Reliance, Inc.

Meeting Date: 21/05/2025 Country: USA Ticker: RS
Record Date: 28/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lisa L. Baldwin	G	Mgmt	For	For
1b	Elect Director Karen W. Colonias	G	Mgmt	For	For
1c	Elect Director Frank J. Dellaquila	G	Mgmt	For	For
1d	Elect Director James K. Kamsickas	G	Mgmt	For	For
1e	Elect Director Karla R. Lewis	G	Mgmt	For	For
1f	Elect Director Robert A. McEvoy	G	Mgmt	For	For
1g	Elect Director David W. Seeger	G	Mgmt	For	For
1h	Elect Director Douglas W. Stotlar	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Relo Group, Inc.

Meeting Date: 25/06/2025 Country: Japan Ticker: 8876
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sasada, Masanori	G	Mgmt	For	For
1.2	Elect Director Nakamura, Kenichi	G	Mgmt	For	For
1.3	Elect Director Kadota, Yasushi	G	Mgmt	For	For
1.4	Elect Director Kawano, Takeshi	G	Mgmt	For	For

Relo Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Koyama, Katsuhiko	G	Mgmt	For	For
1.6	Elect Director Tamura, Yoshikatsu	G	Mgmt	For	For
1.7	Elect Director Sakurai, Masao	G	Mgmt	For	For
2	Approve Restricted Stock Plan	G	Mgmt	For	For

RELX Plc

Meeting Date: 24/04/2025 Country: United Kingdom Ticker: REL
 Record Date: 22/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For
4	Reappoint Ernst & Young LLP as Auditors	G	Mgmt	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
6	Elect Andy Halford as Director	G	Mgmt	For	For
7	Re-elect Paul Walker as Director	G	Mgmt	For	For
8	Re-elect Erik Engstrom as Director	G	Mgmt	For	For
9	Re-elect Nick Luff as Director	G	Mgmt	For	For
10	Re-elect Alistair Cox as Director	G	Mgmt	For	For
11	Re-elect June Felix as Director	G	Mgmt	For	For
12	Re-elect Charlotte Hogg as Director	G	Mgmt	For	For
13	Re-elect Andrew Sukawaty as Director	G	Mgmt	For	For
14	Re-elect Bianca Tetteroo as Director	G	Mgmt	For	For
15	Re-elect Suzanne Wood as Director	G	Mgmt	For	For
16	Authorise Issue of Equity	G	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For

RELX Plc

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

Remitly Global, Inc.

Meeting Date: 11/06/2025 **Country:** USA **Ticker:** RELY
Record Date: 15/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ryno Blignaut	G	Mgmt	For	For
1.2	Elect Director Phyllis Campbell	G	Mgmt	For	For
1.3	Elect Director Phillip Riese	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

RenaissanceRe Holdings Ltd.

Meeting Date: 06/05/2025 **Country:** Bermuda **Ticker:** RNR
Record Date: 05/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Loretta J. Mester	G	Mgmt	For	For
1b	Elect Director Henry Klehm, III	G	Mgmt	For	For
1c	Elect Director Valerie Rahmani	G	Mgmt	For	For
1d	Elect Director Carol P. Sanders	G	Mgmt	For	For
1e	Elect Director Cynthia Trudell	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

RenaissanceRe Holdings Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve PricewaterhouseCoopers Ltd. as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Renault SA

Meeting Date: 30/04/2025 Country: France Ticker: RNO
 Record Date: 28/04/2025 Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	G	Mgmt	For	For
4	Receive Auditor's Special Reports Re: Remuneration of Redeemable Shares	G	Mgmt	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	For
6	Approve Transaction with Nissan Motor Co., Ltd Re: Notice of Sale of Nissan Shares	G	Mgmt	For	For
7	Approve Transaction with Nissan Motor Co., Ltd Re: Notice of Sale of Nissan Shares	G	Mgmt	For	For
8	Reelect Miriem Bensalah-Chaqroun as Director	G	Mgmt	For	For
9	Reelect Bernard Delpit as Director	G	Mgmt	For	For
10	Reelect Noel Desgrippes as Representative of Employee Shareholders to the Board	G	Mgmt	For	For
11	Elect Anne-Laure de Chamard as Director	G	Mgmt	For	For
12	Elect Armelle de Madre as Director	G	Mgmt	For	For
13	Elect Constance Marechal-Dereu as Director	G	Mgmt	For	For

Renault SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Elect Michelle Baron as Director	G	Mgmt	For	For
15	Elect Pierre Loing as Director	G	Mgmt	For	For
16	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
17	Approve Compensation of Jean-Dominique Senard, Chairman of the Board	G	Mgmt	For	For
18	Approve Compensation of Luca de Meo, CEO	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
19	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
20	Approve Remuneration Policy of CEO	G	Mgmt	For	For
21	Approve Remuneration Policy of Directors	G	Mgmt	For	For
22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
	Ordinary Business		Mgmt		
24	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Rengo Co., Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 3941

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Otsubo, Kiyoshi	G	Mgmt	For	For
1.2	Elect Director Kawamoto, Yosuke	G	Mgmt	For	For
1.3	Elect Director Hasegawa, Ichiro	G	Mgmt	For	For
1.4	Elect Director Inoue, Sadatoshi	G	Mgmt	For	For

Rengo Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Sambe, Hiromi	G	Mgmt	For	For
1.6	Elect Director Hori, Hirofumi	G	Mgmt	For	For
1.7	Elect Director Sato, Yoshio	G	Mgmt	For	For
1.8	Elect Director Oku, Masayuki	G	Mgmt	For	For
1.9	Elect Director Tamaoka, Kaoru	G	Mgmt	For	For
1.10	Elect Director Sumida, Koichi	G	Mgmt	For	For
2	Appoint Statutory Auditor Okano, Yukio	G	Mgmt	For	For

RENK Group AG

Meeting Date: 04/06/2025

Country: Germany

Ticker: R3NK

Record Date: 13/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.42 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>					
5a	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	G	Mgmt	For	For
5b	Ratify PricewaterhouseCoopers GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Approve Affiliation Agreement with RENK GmbH	G	Mgmt	For	For

Renova, Inc. (Japan)

Meeting Date: 19/06/2025

Country: Japan

Ticker: 9519

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kawana, Koichi	G	Mgmt	For	For
1.2	Elect Director Kiminami, Yosuke	G	Mgmt	For	For
1.3	Elect Director Yamaguchi, Kazushi	G	Mgmt	For	For
1.4	Elect Director Shimada, Naoki	G	Mgmt	For	For
1.5	Elect Director Yamazaki, Mayuka	G	Mgmt	For	For
1.6	Elect Director Takayama, Ken	G	Mgmt	For	For
1.7	Elect Director Rajit Nanda	G	Mgmt	For	For
2.1	Appoint Statutory Auditor Wakamatsu, Hiroyuki	G	Mgmt	For	For
2.2	Appoint Statutory Auditor Yuki, Daisuke	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Koizumi, Hirokazu	G	Mgmt	For	For

Rentokil Initial Plc

Meeting Date: 07/05/2025

Country: United Kingdom

Ticker: RTO

Record Date: 02/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For
4	Re-elect Richard Solomons as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
5	Re-elect Andy Ransom as Director	G	Mgmt	For	For
6	Elect Paul Edgecliffe-Johnson as Director	G	Mgmt	For	For
7	Elect Brian Baldwin as Director	G	Mgmt	For	For

Rentokil Initial Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Re-elect David Frear as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
9	Re-elect Sally Johnson as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
10	Re-elect Sarosh Mistry as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
11	Re-elect John Pettigrew as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
12	Re-elect Cathy Turner as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
13	Re-elect Linda Yueh as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
14	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
15	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
17	Authorise Issue of Equity	G	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Repay Holdings Corporation

Meeting Date: 12/06/2025

Country: USA

Ticker: RPAY

Record Date: 16/04/2025

Meeting Type: Annual

Repay Holdings Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Shaler Alias	G	Mgmt	For	For
1.2	Elect Director Paul R. Garcia	G	Mgmt	For	For
1.3	Elect Director Maryann Goebel	G	Mgmt	For	For
1.4	Elect Director Robert H. Hartheimer	G	Mgmt	For	For
1.5	Elect Director Peter "Pete" J. Kight	G	Mgmt	For	For
1.6	Elect Director John Morris	G	Mgmt	For	For
1.7	Elect Director Emnet Rios	G	Mgmt	For	For
1.8	Elect Director Richard E. Thornburgh	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Grant Thornton, LLP as Auditors	G	Mgmt	For	For

Repligen Corporation

Meeting Date: 15/05/2025

Country: USA

Ticker: RGEN

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Olivier Loeillot	G	Mgmt	For	For
1b	Elect Director Tony J. Hunt	G	Mgmt	For	For
1c	Elect Director Karen A. Dawes	G	Mgmt	For	For
1d	Elect Director Nicolas M. Barthelemy	G	Mgmt	For	For
1e	Elect Director Carrie Eglinton Manner	G	Mgmt	For	For
1f	Elect Director Konstantin Konstantinov	G	Mgmt	For	For
1g	Elect Director Martin D. Madaus	G	Mgmt	For	For
1h	Elect Director Rohin Mhatre	G	Mgmt	For	For
1i	Elect Director Glenn P. Muir	G	Mgmt	For	For
1j	Elect Director Margaret A. Pax	G	Mgmt	For	For

Repligen Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For

Reply SpA

Meeting Date: 23/04/2025 **Country:** Italy **Ticker:** REY
Record Date: 10/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1b	Approve Allocation of Income	G	Mgmt	For	For
2	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
3	Approve Second Section of the Remuneration Report	G	Mgmt	For	Against

Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.

Repsol SA

Meeting Date: 29/05/2025 **Country:** Spain **Ticker:** REP
Record Date: 23/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
4	Approve Discharge of Board	G	Mgmt	For	For

Repsol SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Renew Appointment of PricewaterhouseCoopers as Auditor	G	Mgmt	For	For
6	Approve Dividends Charged Against Reserves	G	Mgmt	For	For
7	Approve Dividends Charged Against Reserves	G	Mgmt	For	For
8	Approve Reduction in Share Capital via Cancellation of Treasury Shares	G	Mgmt	For	For
9	Approve Reduction in Share Capital via Cancellation of Treasury Shares	G	Mgmt	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	G	Mgmt	For	For
11	Reelect Aurora Cata Sala as Director	G	Mgmt	For	For
12	Reelect Isabel Torremocha Ferrezuelo as Director	G	Mgmt	For	For
13	Reelect Mariano Marzo Carpio as Director	G	Mgmt	For	For
14	Advisory Vote on Remuneration Report	G	Mgmt	For	For
15	Approve Remuneration Policy	G	Mgmt	For	For
16	Amend Long-Term Incentive Plan	G	Mgmt	For	For
17	Amend Long-Term Incentive Plan	G	Mgmt	For	For
18	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Republic Services, Inc.

Meeting Date: 19/05/2025

Country: USA

Ticker: RSG

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Manny Kadre	G	Mgmt	For	For
1b	Elect Director Michael A. Duffy	G	Mgmt	For	For

Republic Services, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Thomas W. Handley	G	Mgmt	For	For
1d	Elect Director Jennifer M. Kirk	G	Mgmt	For	For
1e	Elect Director Michael Larson	G	Mgmt	For	For
1f	Elect Director Norman Thomas Linebarger	G	Mgmt	For	For
1g	Elect Director Meg Reynolds	G	Mgmt	For	For
1h	Elect Director James P. Snee	G	Mgmt	For	For
1i	Elect Director Brian S. Tyler	G	Mgmt	For	For
1j	Elect Director Jon Vander Ark	G	Mgmt	For	For
1k	Elect Director Sandra M. Volpe	G	Mgmt	For	For
1l	Elect Director Katharine B. Weymouth	G	Mgmt	For	For
<i>Blended Rationale:</i> .					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Resideo Technologies, Inc.

Meeting Date: 04/06/2025 **Country:** USA **Ticker:** REZI
Record Date: 08/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jay Geldmacher	G	Mgmt	For	For
1b	Elect Director Paul Deninger	G	Mgmt	For	For
1c	Elect Director Cynthia Hostetler	G	Mgmt	For	For
1d	Elect Director Brian Kushner	G	Mgmt	For	For
<i>Blended Rationale:</i> .					
1e	Elect Director Jack Lazar	G	Mgmt	For	For
1f	Elect Director Nina Richardson	G	Mgmt	For	For
1g	Elect Director Nathan K. Sleeper	G	Mgmt	For	For
1h	Elect Director John Stroup	G	Mgmt	For	For
1i	Elect Director Andrew Teich	G	Mgmt	For	For
1j	Elect Director Sharon Wienbar	G	Mgmt	For	For

Resideo Technologies, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1k	Elect Director Kareem Yusuf	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Resona Holdings, Inc.

Meeting Date: 25/06/2025 **Country:** Japan **Ticker:** 8308
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Minami, Masahiro	G	Mgmt	For	For
1.2	Elect Director Ishida, Shigeki	G	Mgmt	For	For
1.3	Elect Director Muraio, Yukinobu	G	Mgmt	For	For
1.4	Elect Director Iwata, Kimie	G	Mgmt	For	For
1.5	Elect Director Ike, Fumihiko	G	Mgmt	For	For
1.6	Elect Director Nohara, Sawako	G	Mgmt	For	For
1.7	Elect Director Yamauchi, Masaki	G	Mgmt	For	For
1.8	Elect Director Tanaka, Katsuyuki	G	Mgmt	For	For
1.9	Elect Director Seguchi, Jiro	G	Mgmt	For	For
1.10	Elect Director Shie Lundberg	G	Mgmt	For	For

Resorttrust, Inc.

Meeting Date: 26/06/2025 **Country:** Japan **Ticker:** 4681
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 35	G	Mgmt	For	For
2.1	Elect Director Ito, Yoshiro	G	Mgmt	For	For

Resorttrust, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.2	Elect Director Ito, Katsuyasu	G	Mgmt	For	For
2.3	Elect Director Fushimi, Ariyoshi	G	Mgmt	For	For
2.4	Elect Director Shintani, Atsuyuki	G	Mgmt	For	For
2.5	Elect Director Kosugi, Yoshinobu	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Toda, Yasushi	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Miyake, Masaru	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Aramoto, Kazuhiko	G	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Terazawa, Asako	G	Mgmt	For	For

Restaurant Brands International Inc.

Meeting Date: 03/06/2025

Country: Canada

Ticker: QSR

Record Date: 08/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Alexandre Behring	G	Mgmt	For	For
1.2	Elect Director Maximilien de Limburg Stirum	G	Mgmt	For	For
1.3	Elect Director J. Patrick Doyle	G	Mgmt	For	For
1.4	Elect Director Cristina Farjallat	G	Mgmt	For	For
1.5	Elect Director Jordana Fribourg	G	Mgmt	For	For
1.6	Elect Director Ali Hedayat	G	Mgmt	For	For
1.7	Elect Director Marc Lemann	G	Mgmt	For	For
1.8	Elect Director Jason Melbourne	G	Mgmt	For	For
1.9	Elect Director Daniel S. Schwartz	G	Mgmt	For	For
1.10	Elect Director Thecla Sweeney	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Restaurant Brands International Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					
5	Report on Food Waste Management and Targets to Reduce Food Waste	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					
6	Adopt a Policy Defining Director Independence	G	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					
7	Commission a Third Party Audit on Working Conditions *Withdrawn Resolution*	S	SH		

Restaurant Brands New Zealand Limited

Meeting Date: 23/05/2025

Country: New Zealand

Ticker: RBD

Record Date: 21/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Jose Pares as Director	G	Mgmt	For	For
2	Elect Emilio Fullaondo as Director	G	Mgmt	For	For
3	Elect Huei Min (Lyn) Lim as Director	G	Mgmt	For	For
4	Elect Stephen Ward as Director	G	Mgmt	For	For
5	Elect Carlos Fernandez as Director	G	Mgmt	For	For
6	Elect Luis Miguel Alvarez as Director	G	Mgmt	For	For
7	Authorize Board to Fix Remuneration of the Auditors	G	Mgmt	For	For

RETAIL PARTNERS CO., LTD.

Meeting Date: 29/05/2025

Country: Japan

Ticker: 8167

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Tanaka, Yasuo	G	Mgmt	For	For
1.2	Elect Director Ikebe, Yasuyuki	G	Mgmt	For	For
1.3	Elect Director Saita, Toshio	G	Mgmt	For	For
1.4	Elect Director Usagawa, Hiroyuki	G	Mgmt	For	For
1.5	Elect Director Kawano, Tomohisa	G	Mgmt	For	For
1.6	Elect Director Aoki, Tamotsu	G	Mgmt	For	For
1.7	Elect Director Sakamoto, Mamoru	G	Mgmt	For	For
1.8	Elect Director Utamura, Yoshihiko	G	Mgmt	For	For
1.9	Elect Director Kusunoki, Masao	G	Mgmt	For	For
1.10	Elect Director Funazaki, Michiko	G	Mgmt	For	For
1.11	Elect Director Kaneko, Junko	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Kawaguchi, Akio	G	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Ueda, Kazuyoshi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
2.3	Elect Director and Audit Committee Member Fujii, Tomoyuki	G	Mgmt	For	For
2.4	Elect Director and Audit Committee Member Sato, Kenji	G	Mgmt	For	For

Revenio Group Oyj

Meeting Date: 10/04/2025

Country: Finland

Ticker: REG1V

Record Date: 31/03/2025

Meeting Type: Annual

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

Revenio Group Oyj

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Acknowledge Proper Convening of Meeting	G	Mgmt		
5	Prepare and Approve List of Shareholders	G	Mgmt		
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.40 Per Share	G	Mgmt	For	For
9	Approve Discharge of Board and President	G	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11	Approve Remuneration of Directors in the Amount of EUR 60,000 for Chair, EUR 45,000 for Vice Chair and EUR 30,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	G	Mgmt	For	For
12	Fix Number of Directors at Seven	G	Mgmt	For	For
13	Reelect Arne Boye Nielsen, Bill Ostman, Pekka Tammela, Ann-Christine Sundell and Riad Sherif as Directors; Elect Anat Loewenstein and Heli Lindfors as New Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
14	Approve Remuneration of Auditors	G	Mgmt	For	For
15	Ratify Deloitte as Auditor	G	Mgmt	For	For
16	Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
17	Appoint Deloitte as Auditor for Sustainability Reporting	G	Mgmt	For	For
18	Authorize Share Repurchase Program	G	Mgmt	For	For
19	Approve Issuance of up to 2.7 Million Shares without Preemptive Rights	G	Mgmt	For	For
20	Close Meeting	G	Mgmt		

Revolution Medicines, Inc.

Meeting Date: 26/06/2025

Country: USA

Ticker: RVMD

Record Date: 28/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Frank K. Clyburn, Jr.	G	Mgmt	For	For
1.2	Elect Director Sandra J. Horning	G	Mgmt	For	For
1.3	Elect Director Sushil Patel	G	Mgmt	For	For
1.4	Elect Director Thilo Schroeder	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Revvity, Inc.

Meeting Date: 22/04/2025

Country: USA

Ticker: RVTY

Record Date: 25/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Peter Barrett	G	Mgmt	For	For
1b	Elect Director Samuel R. Chapin	G	Mgmt	For	For
1c	Elect Director Michael A. Klobuchar	G	Mgmt	For	For
1d	Elect Director Michelle McMurry-Heath	G	Mgmt	For	For
1e	Elect Director Alexis P. Michas	G	Mgmt	For	For
1f	Elect Director Prahlad R. Singh	G	Mgmt	For	For
1g	Elect Director Sophie V. Vandebroek	G	Mgmt	For	For
1h	Elect Director Michel Vounatsos	G	Mgmt	For	For
1i	Elect Director Frank Witney	G	Mgmt	For	For
1j	Elect Director Pascale Witz	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Revvity, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Eliminate Supermajority Vote Requirement	G	Mgmt	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Rexel SA

Meeting Date: 29/04/2025

Country: France

Ticker: RXL

Record Date: 25/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.20 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G	Mgmt	For	For
5	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
6	Approve Remuneration Policy of Directors	G	Mgmt	For	For
7	Approve Remuneration Policy of CEO	G	Mgmt	For	For
8	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
9	Approve Compensation of Agnès Touraine, Chairman of the Board	G	Mgmt	For	For
10	Approve Compensation of Guillaume Texier, CEO	G	Mgmt	For	For
11	Reelect Marcus Alexanderson as Director	G	Mgmt	For	For
12	Reelect Guillaume Texier as Director	G	Mgmt	For	For
13	Reelect Agnès Touraine as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Rexel SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Extraordinary Business	G	Mgmt	For	For
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 750 Million	G	Mgmt	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	G	Mgmt	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 150 Million	G	Mgmt	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	G	Mgmt	For	For
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans for International Employees	G	Mgmt	For	For
23	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
24	Amend Article 17 of Bylaws Re: Board Deliberation	G	Mgmt	For	For
25	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Rexford Industrial Realty, Inc.

Meeting Date: 03/06/2025

Country: USA

Ticker: REXR

Record Date: 03/04/2025

Meeting Type: Annual

Rexford Industrial Realty, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert L. Antin	G	Mgmt	For	For
1.2	Elect Director Michael S. Frankel	G	Mgmt	For	For
1.3	Elect Director Diana J. Ingram	G	Mgmt	For	For
1.4	Elect Director Angela L. Kleiman	G	Mgmt	For	For
1.5	Elect Director Debra L. Morris	G	Mgmt	For	For
1.6	Elect Director Tyler H. Rose	G	Mgmt	For	For
1.7	Elect Director Howard Schwimmer	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Reynolds Consumer Products Inc.

Meeting Date: 23/04/2025 **Country:** USA **Ticker:** REYN
Record Date: 28/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Gregory Cole	G	Mgmt	For	For
1b	Elect Director Ann Ziegler	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

RH

Meeting Date: 26/06/2025 **Country:** USA **Ticker:** RH
Record Date: 16/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Eri Chaya	G	Mgmt	For	For

RH

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Mark Demilio	G	Mgmt	For	For
1.3	Elect Director Leonard Schlesinger	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

RHB Bank Berhad

Meeting Date: 08/05/2025 **Country:** Malaysia **Ticker:** 1066

Record Date: 30/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Ong Leong Huat @ Wong Joo Hwa as Director	G	Mgmt	For	For
2	Elect Mohamad Nasir Ab Latif as Director	G	Mgmt	For	For
3	Elect Donald Joshua Jaganathan as Director	G	Mgmt	For	For
4	Elect Mohd Rashid Mohamad as Director	G	Mgmt	For	For
5	Approve Directors' Fees and Board Committees' Allowances	G	Mgmt	For	For
6	Approve Directors' Remuneration (Excluding Directors' Fees and Board Committees' Allowances)	G	Mgmt	For	For
7	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For

Rheinmetall AG

Meeting Date: 13/05/2025 **Country:** Germany **Ticker:** RHM

Record Date: 21/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 8.10 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
5.1	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025	G	Mgmt	For	For
5.2	Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6.1	Elect Ulrich Grillo to the Supervisory Board	G	Mgmt	For	For
6.2	Elect Marc Tuengler to the Supervisory Board	G	Mgmt	For	For
6.3	Elect Andreas Georgi to the Supervisory Board	G	Mgmt	For	For
6.4	Elect Sigmar Gabriel to the Supervisory Board	G	Mgmt	For	For
6.5	Elect Sabina Jeschke to the Supervisory Board	G	Mgmt	For	For
7	Approve Remuneration Report	G	Mgmt	For	For
8	Approve Remuneration Policy	G	Mgmt	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2028	G	Mgmt	For	For
10	Approve Affiliation Agreement with Rheinmetall Digital GmbH	G	Mgmt	For	For

RHI Magnesita NV

Meeting Date: 07/05/2025

Country: Netherlands

Ticker: RHIM

Record Date: 09/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Consider the Annual Report of the Directors and the Auditors' Statement	G	Mgmt		

RHI Magnesita NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Explain the Policy on Additions to Reserves and Dividends	G	Mgmt		
3	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
4	Approve Final Dividend	G	Mgmt	For	For
5	Approve Discharge of Directors	G	Mgmt	For	For
6a	Re-elect Stefan Borgas as Director	G	Mgmt	For	For
6b	Re-elect Ian Botha as Director	G	Mgmt	For	For
7a	Re-elect Herbert Cordt as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>					
7b	Re-elect John Ramsay as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>					
7c	Re-elect Janet Ashdown as Director	G	Mgmt	For	For
7d	Re-elect David Schlaff as Director	G	Mgmt	For	For
7e	Re-elect Stanislaus Prinz zu Sayn-Wittgenstein-Berleburg as Director	G	Mgmt	For	For
7f	Re-elect Janice Brown as Director	G	Mgmt	For	For
7g	Re-elect Karl Sevelde as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>					
7h	Re-elect Marie-Helene Ametsreiter as Director	G	Mgmt	For	For
7i	Re-elect Wolfgang Ruttendorfer as Director	G	Mgmt	For	For
7j	Re-elect Anna Katarina Lindstrom as Director	G	Mgmt	For	For
7k	Elect Franz-Ferdinand Buerstedde as Director	G	Mgmt	For	For
8	Reappoint PricewaterhouseCoopers Accountants N.V. as Auditors	G	Mgmt	For	For
9	Approve Remuneration Report	G	Mgmt	For	For
10	Authorise Issue of Equity	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

RHI Magnesita NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
13	Authorise Market Purchase of Shares	G	Mgmt	For	For
14	Approve Cancellation of Shares Held in Treasury	G	Mgmt	For	For

Rhythm Pharmaceuticals, Inc.

Meeting Date: 24/06/2025 Country: USA Ticker: RYTM
Record Date: 28/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jennifer Good	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.2	Elect Director Edward T. Mathers	G	Mgmt	For	Withhold
	<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>				
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	G	Mgmt	For	For
5	Adjourn Meeting	G	Mgmt	For	For

Richelieu Hardware Ltd.

Meeting Date: 10/04/2025 Country: Canada Ticker: RCH
Record Date: 06/03/2025 Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sylvie Vachon	G	Mgmt	For	For

Richelieu Hardware Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Lucie Chabot	G	Mgmt	For	For
1.3	Elect Director Marie Lemay	G	Mgmt	For	For
1.4	Elect Director Pierre Pomerleau	G	Mgmt	For	For
1.5	Elect Director Luc Martin	G	Mgmt	For	For
1.6	Elect Director Richard Lord	G	Mgmt	For	For
1.7	Elect Director Marc Poulin	G	Mgmt	For	For
1.8	Elect Director Francois Gratton	G	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Amend Share Option Plan	G	Mgmt	For	For

Ricoh Co., Ltd.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 7752

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 19	G	Mgmt	For	For
2.1	Elect Director Yamashita, Yoshinori	G	Mgmt	For	For
2.2	Elect Director Oyama, Akira	G	Mgmt	For	For
2.3	Elect Director Kawaguchi, Takashi	G	Mgmt	For	For
2.4	Elect Director Yoko, Keisuke	G	Mgmt	For	For
2.5	Elect Director Tani, Sadafumi	G	Mgmt	For	For
2.6	Elect Director Ishimura, Kazuhiko	G	Mgmt	For	For
2.7	Elect Director Ishiguro, Shigenao	G	Mgmt	For	For
2.8	Elect Director Takeda, Yoko	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Sato, Shinji	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Ota, Yo	G	Mgmt	For	For
4	Approve Compensation Ceiling for Directors	G	Mgmt	For	For
5	Approve Compensation Ceiling for Statutory Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Ricoh Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Annual Bonus	G	Mgmt	For	For

Ricoh Leasing Co., Ltd.

Meeting Date: 23/06/2025 **Country:** Japan **Ticker:** 8566
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 100	G	Mgmt	For	For
2	Amend Articles to Change Location of Head Office - Allow Virtual Only Shareholder Meetings	G	Mgmt	For	For
3.1	Elect Director Nakamura, Tokuharu	G	Mgmt	For	For
3.2	Elect Director Sano, Hirozumi	G	Mgmt	For	For
3.3	Elect Director Osawa, Hiroshi	G	Mgmt	For	For
3.4	Elect Director Ebisui, Mari	G	Mgmt	For	For
3.5	Elect Director Harasawa, Atsumi	G	Mgmt	For	For
3.6	Elect Director Ichinose, Takashi	G	Mgmt	For	For
3.7	Elect Director Irisa, Takahiro	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
3.8	Elect Director Noji, Hikomitsu	G	Mgmt	For	For
3.9	Elect Director Uchimura, Hiroya	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
3.10	Elect Director Omori, Midori	G	Mgmt	For	For
4	Elect Alternate Director and Audit Committee Member Matsukami, Emi	G	Mgmt	For	For
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
6	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

Rightmove Plc

Meeting Date: 09/05/2025 **Country:** United Kingdom **Ticker:** RMV
Record Date: 07/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For
4	Reappoint Ernst & Young LLP as Auditors	G	Mgmt	For	For
5	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
6	Elect Ruaridh Hook as Director	G	Mgmt	For	For
7	Re-elect Andrew Fisher as Director	G	Mgmt	For	For
8	Re-elect Johan Svanstrom as Director	G	Mgmt	For	For
9	Re-elect Jacqueline de Rojas as Director	G	Mgmt	For	For
10	Re-elect Andrew Findlay as Director	G	Mgmt	For	For
11	Re-elect Kriti Sharma as Director	G	Mgmt	For	For
12	Re-elect Amit Tiwari as Director	G	Mgmt	For	For
13	Re-elect Lorna Tilbian as Director	G	Mgmt	For	For
14	Authorise Issue of Equity	G	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
17	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Riken Keiki Co., Ltd.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 7734

Record Date: 31/03/2025

Meeting Type: Annual

Riken Keiki Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kobayashi, Hisayoshi	G	Mgmt	For	For
1.2	Elect Director Matsumoto, Tetsuya	G	Mgmt	For	For
1.3	Elect Director Kobu, Shinya	G	Mgmt	For	For
1.4	Elect Director Kizaki, Shoji	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Nakano, Nobuo	G	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Taga, Michimasa	G	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Uematsu, Yasuko	G	Mgmt	For	For
2.4	Elect Director and Audit Committee Member Takemoto, Shuichi	G	Mgmt	For	For

Rinnai Corp.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 5947

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	G	Mgmt	For	For
2.1	Elect Director Hayashi, Kenji	G	Mgmt	For	For
2.2	Elect Director Naito, Hiroyasu	G	Mgmt	For	For
2.3	Elect Director Narita, Tsunenori	G	Mgmt	For	For
2.4	Elect Director Shiraki, Hideyuki	G	Mgmt	For	For
2.5	Elect Director Inoue, Kazuto	G	Mgmt	For	For
2.6	Elect Director Kamio, Takashi	G	Mgmt	For	For
2.7	Elect Director Ogura, Tadashi	G	Mgmt	For	For
2.8	Elect Director Dochi, Yoko	G	Mgmt	For	For
2.9	Elect Director Sato, Kumi	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Ishikawa, Yoshiro	G	Mgmt	For	For

Rinnai Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Amend Articles to Add Provision Concerning Management with Cost of Capital and Share Price Considered	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
5	Initiate Share Repurchase Program	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0152-002] AGAINST shareholder proposal as the proposed capital policy is inappropriate considering the financial performance of the company.</i>					
6	Approve Restricted Stock Plan	G	SH	Against	Against
<i>Blended Rationale: [TK-S0511-002] AGAINST shareholder proposal as proposed amendment will not provide appropriate incentive to the management.</i>					
7	Amend Articles to Require Majority Outsider Board	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0215-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

RioCan Real Estate Investment Trust

Meeting Date: 10/06/2025 **Country:** Canada **Ticker:** REI.UN
Record Date: 25/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Trustee Richard Dansereau	G	Mgmt	For	For
1.2	Elect Trustee Janice Fukakusa	G	Mgmt	For	For
1.3	Elect Trustee Jonathan Gitlin	G	Mgmt	For	For
1.4	Elect Trustee Marie-Josée Lamothe	G	Mgmt	For	For
1.5	Elect Trustee Dale H. Lastman	G	Mgmt	For	For
1.6	Elect Trustee Jane Marshall	G	Mgmt	For	For
1.7	Elect Trustee Guy Metcalfe	G	Mgmt	For	For
1.8	Elect Trustee Edward Sonshine	G	Mgmt	For	For
1.9	Elect Trustee Siim A. Vanaselja	G	Mgmt	For	For
1.10	Elect Trustee Charles M. Winograd	G	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Trustees to Fix Their Remuneration	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

RioCan Real Estate Investment Trust

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Riot Platforms, Inc.

Meeting Date: 10/06/2025 Country: USA Ticker: RIOT
Record Date: 14/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jaime Leverton	G	Mgmt	For	For
1b	Elect Director Douglas Mouton	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>					
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
5	Declassify the Board of Directors	G	SH	For	For
<i>Blended Rationale: [SF-S0201-002] Directors should be elected annually to discourage entrenchment and allow shareholders sufficient opportunity to exercise their oversight of the board.</i>					

Risen Energy Co., Ltd.

Meeting Date: 14/05/2025 Country: China Ticker: 300118
Record Date: 09/05/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Remuneration of Directors, Supervisors and Senior Management Members	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Risen Energy Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Profit Distribution	G	Mgmt	For	For
7	Approve Application of Bank Credit Lines	G	Mgmt	For	For
8	Approve Provision of Guarantee	G	Mgmt	For	For
9	Approve Forward Foreign Exchange Settlement and Sales Business and Foreign Exchange Options Business	G	Mgmt	For	For
10	Approve Related Party Transaction	G	Mgmt	For	For

Riso Kagaku Corp.

Meeting Date: 25/06/2025 Country: Japan Ticker: 6413
 Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	G	Mgmt	For	For
2.1	Elect Director Hayama, Akira	G	Mgmt	For	For
2.2	Elect Director Kawatsu, Toshihiko	G	Mgmt	For	For
2.3	Elect Director Narumiya, Yoshiomi	G	Mgmt	For	For
2.4	Elect Director Gondo, Kaeko	G	Mgmt	For	For
2.5	Elect Director Watabe, Hidetoshi	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Takahashi, Yuichi	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Nara, Masaya	G	Mgmt	For	For
3.3	Appoint Statutory Auditor Taniguchi, Hirofumi	G	Mgmt	For	For
3.4	Appoint Statutory Auditor Kakimoto, Akihisa	G	Mgmt	For	For
4	Approve Compensation Ceiling for Statutory Auditors	G	Mgmt	For	For
5	Approve Annual Bonus	G	Mgmt	For	For

Riso Kyoiku Co., Ltd.

Meeting Date: 23/05/2025 Country: Japan Ticker: 4714
 Record Date: 28/02/2025 Meeting Type: Annual

Riso Kyoiku Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Adoption of Holding Company Structure and Transfer of Operations to Wholly Owned Subsidiary	G	Mgmt	For	For
2	Amend Articles to Change Company Name - Amend Business Lines	G	Mgmt	For	For
3	Approve Accounting Transfers	G	Mgmt	For	For
4.1	Elect Director Tembo, Masahiko	G	Mgmt	For	For
4.2	Elect Director Kume, Masaaki	G	Mgmt	For	For
4.3	Elect Director Ueda, Masaya	G	Mgmt	For	For
4.4	Elect Director Nishiura, Saburo	G	Mgmt	For	For
4.5	Elect Director Sato, Toshio	G	Mgmt	For	For
4.6	Elect Director Konishi, Toru	G	Mgmt	For	For
4.7	Elect Director Onoda, Maiko	G	Mgmt	For	For
5	Appoint Statutory Auditor Shibusa, Toshihiko	G	Mgmt	For	For
6	Approve Restricted Stock Plan	G	Mgmt	For	For

Rithm Capital Corp.

Meeting Date: 22/05/2025

Country: USA

Ticker: RITM

Record Date: 01/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Peggy Hwan Hebard	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
1.2	Elect Director Ranjit M. Kripalani	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Rivian Automotive, Inc.

Meeting Date: 18/06/2025

Country: USA

Ticker: RIVN

Record Date: 23/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Robert J. Scaringe	G	Mgmt	For	For
1b	Elect Director Peter Krawiec	G	Mgmt	For	For
1c	Elect Director Sanford Schwartz	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Issuance of Shares for a Private Placement	G	Mgmt	For	For
5	Increase Authorized Class A Common Stock	G	Mgmt	For	For
6	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	G	Mgmt	For	For
7	Amend Certificate of Incorporation to Clarify Voting Standard to Amend Authorized Shares of Common Stock and Preferred Stock	G	Mgmt	For	For
8	Adjourn Meeting	G	Mgmt	For	For

Riyad Bank

Meeting Date: 13/04/2025

Country: Saudi Arabia

Ticker: 1010

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Review and Discuss Board Report on Company Operations for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
2	Review and Discuss Financial Statements and Statutory Reports for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Auditors' Report on Company Financial Statements for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
4	Approve Discharge of Directors for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
5	Approve Remuneration of Directors of SAR 19,235,000 for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
6	Approve Dividends of SAR 0.90 per Share for Second Half of FY 2024	G	Mgmt	For	For
7	Approve Interim Dividends Semi Annually or Quarterly for FY 2025	G	Mgmt	For	For
8	Ratify Auditors and Fix Their Remuneration for Q2, Q3 and Annual Statements of FY 2025, and Q1 of FY 2026	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
9	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	G	Mgmt	For	For
10	Approve Corporate Social Responsibility Policy	E, S	Mgmt	For	For
11	Amend Nomination and Remuneration Committee Charter	G	Mgmt	For	For
12	Amend Nomination and Selection Policy for the Board of Directors and Its Committees Membership	G	Mgmt	For	For
13	Approve Related Party Transactions with The General Organization for Social Insurance Re: Rental Contracts of 20 Parking Spots in Granada Business in Riyadh	G	Mgmt	For	For
14	Approve Related Party Transactions with The General Organization for Social Insurance Re: Rental Contract of Riyadh Bank Headquarter Building	G	Mgmt	For	For

Riyad Bank

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15	Authorize Share Repurchase Program Up to 7,500,000 Shares to be Kept as Treasury Shares and to be Allocated to the Employees Share Plan and Authorize Board to Execute All Related Matters	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [SF-M0000-001] Vote against due to lack of disclosure.</i></p>					

Riyadh Cables Group Co.

Meeting Date: 17/04/2025 **Country:** Saudi Arabia **Ticker:** 4142
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
3	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
4	Approve Interim Dividends of SAR 2 per Share for the Second Half of FY 2024	G	Mgmt	For	For
5	Approve Related Party Transactions with Masdar Materials Construction Re: Purchase Orders	G	Mgmt	For	For
6	Approve Related Party Transactions with Masdar Building Materials Co Re: Sales Requests	G	Mgmt	For	For
7	Approve Related Party Transactions with Thabet Construction Company Ltd Re: Sales Requests	G	Mgmt	For	For
8	Approve Related Party Transactions with Masdar Technical Equipment Co Re: Purchase Orders	G	Mgmt	For	For
9	Approve Related Party Transactions with Al-Jadeer Logistics Services Re: Purchase Orders	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Riyadh Cables Group Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Related Party Transactions with Lighting Technologies Company Ltd Re: Purchase Orders	G	Mgmt	For	For
11	Approve Related Party Transactions with Lighting Technologies Company Ltd Re: Sales Requests	G	Mgmt	For	For
12	Approve Related Party Transactions with Afaq Al-Hikma Investment Co Re: Sales Requests	G	Mgmt	For	For
13	Approve Related Party Transactions with Rabou Al-Yasmeen Agriculture Co Re: Sales Requests	G	Mgmt	For	For
14	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
15	Approve Remuneration of Directors of SAR 2,400,000 for FY 2024	G	Mgmt	For	For
16	Authorize the Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2025	G	Mgmt	For	For
17	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	G	Mgmt	For	For

Riyue Heavy Industry Co., Ltd.

Meeting Date: 20/06/2025

Country: China

Ticker: 603218

Record Date: 13/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Annual Report and Summary	G	Mgmt	For	For
6	Approve Remuneration of Directors, Supervisors and Senior Management Members	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Riyue Heavy Industry Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Daily Related Party Transactions	G	Mgmt	For	For
8	Approve Appointment of Auditor	G	Mgmt	For	For
9	Approve Re-examination and Suspension of Implementation of Investment Projects with Raised Funds	G	Mgmt	For	For
10	Approve Use of Funds for Cash Management	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks.</i>					
11	Approve Bill Pool Business	G	Mgmt	For	For
12	Approve Forward Foreign Exchange Settlement and Sale Business	G	Mgmt	For	For
13	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
14	Approve Shareholder Return Plan	G	Mgmt	For	For

RLI Corp.

Meeting Date: 13/05/2025

Country: USA

Ticker: RLI

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Michael E. Angelina	G	Mgmt	For	For
1b	Elect Director David B. Duclos	G	Mgmt	For	For
1c	Elect Director Susan S. Fleming	G	Mgmt	For	For
1d	Elect Director Jordan W. Graham	G	Mgmt	For	For
1e	Elect Director Clark C. Kellogg	G	Mgmt	For	For
1f	Elect Director Craig W. Kliethermes	G	Mgmt	For	For
1g	Elect Director Paul B. Medini	G	Mgmt	For	For
1h	Elect Director Robert P. Restrepo, Jr.	G	Mgmt	For	For
1i	Elect Director Debbie S. Roberts	G	Mgmt	For	For
1j	Elect Director Michael J. Stone	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

RLI Corp.

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

RLJ Lodging Trust

Meeting Date: 25/04/2025

Country: USA

Ticker: RLJ

Record Date: 06/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert L. Johnson	G	Mgmt	For	For
1.2	Elect Director Leslie D. Hale	G	Mgmt	For	For
1.3	Elect Director Evan Bayh	G	Mgmt	For	For
1.4	Elect Director Arthur R. Collins	G	Mgmt	For	For
1.5	Elect Director Nathaniel A. Davis	G	Mgmt	For	For
1.6	Elect Director Patricia L. Gibson	G	Mgmt	For	For
1.7	Elect Director Robert M. La Forgia	G	Mgmt	For	For
1.8	Elect Director Robert J. McCarthy	G	Mgmt	For	For
1.9	Elect Director Robin Zeigler	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Robert Half Inc.

Meeting Date: 14/05/2025

Country: USA

Ticker: RHI

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jana L. Barsten	G	Mgmt	For	For
1b	Elect Director Julia L. Coronado	G	Mgmt	For	For

Robert Half Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Dirk A. Kempthorne	G	Mgmt	For	For
1d	Elect Director Harold M. Messmer, Jr.	G	Mgmt	For	For
1e	Elect Director Marc H. Morial	G	Mgmt	For	For
1f	Elect Director Robert J. Pace	G	Mgmt	For	For
1g	Elect Director Frederick A. Richman	G	Mgmt	For	For
1h	Elect Director M. Keith Waddell	G	Mgmt	For	For
1i	Elect Director Marnie H. Wilking	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Robinhood Markets, Inc.

Meeting Date: 25/06/2025

Country: USA

Ticker: HOOD

Record Date: 28/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Vladimir Tenev	G	Mgmt	For	For
1.2	Elect Director Baiju P. Bhatt	G	Mgmt	For	For
1.3	Elect Director John Hegeman	G	Mgmt	For	For
1.4	Elect Director Paula Loop	G	Mgmt	For	For
1.5	Elect Director Meyer Malka	G	Mgmt	For	For
1.6	Elect Director Christopher Payne	G	Mgmt	For	For
1.7	Elect Director Jonathan Rubinstein	G	Mgmt	For	For
1.8	Elect Director Susan Segal	G	Mgmt	For	For
1.9	Elect Director Dara Treseder	G	Mgmt	For	For
1.10	Elect Director Robert Zoellick	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Roblox Corporation

Meeting Date: 29/05/2025

Country: USA

Ticker: RBLX

Record Date: 11/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Christopher Carvalho	G	Mgmt	For	For
1.2	Elect Director Gina Mastantuono	G	Mgmt	For	For
1.3	Elect Director Jason Kilar	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Change State of Incorporation from Delaware to Nevada	G	Mgmt	For	Against

Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests

Rocket Companies, Inc.

Meeting Date: 11/06/2025

Country: USA

Ticker: RKT

Record Date: 20/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Dan Gilbert	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.2	Elect Director Alastair (Alex) Rampell	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Rocket Pharmaceuticals, Inc.

Meeting Date: 18/06/2025

Country: USA

Ticker: RCKT

Record Date: 21/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Roderick Wong	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Rocket Pharmaceuticals, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Elisabeth Björk	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1c	Elect Director Carsten Boess	G	Mgmt	For	For
1d	Elect Director Mikael Dolsten	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1e	Elect Director Pedro Granadillo	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1f	Elect Director Gotham Makker	G	Mgmt	For	For
1g	Elect Director Fady Malik	G	Mgmt	For	For
1h	Elect Director Piratip Pratumswan	G	Mgmt	For	For
1i	Elect Director Gaurav D. Shah	G	Mgmt	For	For
1j	Elect Director David P. Southwell	G	Mgmt	For	Withhold
	<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>				
2	Ratify EisnerAmper LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

ROCKWOOL A/S

Meeting Date: 02/04/2025

Country: Denmark

Ticker: ROCK.B

Record Date: 26/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	G	Mgmt		
2	Receive Annual Report and Auditor's Report	G	Mgmt		
3	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	G	Mgmt	For	Do Not Vote

ROCKWOOL A/S

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	Do Not Vote
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p> <p><i>[SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i></p>					
5	Approve Remuneration of Directors for 2025/2026	G	Mgmt	For	Do Not Vote
6	Approve Allocation of Income and Dividends of DKK 63 Per Share	G	Mgmt	For	Do Not Vote
7.1	Reelect Ilse Irene Henne as Director	G	Mgmt	For	Do Not Vote
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
7.2	Reelect Rebekka Glasser Herlofsen as Director	G	Mgmt	For	Do Not Vote
7.3	Reelect Carsten Kahler as Director	G	Mgmt	For	Do Not Vote
7.4	Reelect Thomas Kahler (Chair) as Director	G	Mgmt	For	Do Not Vote
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
7.5	Reelect Jorgen Tang-Jensen (Deputy Chair) as Director	G	Mgmt	For	Do Not Vote
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
7.6	Elect Claes Westerlind as New Director	G	Mgmt	For	Do Not Vote
8	Ratify PricewaterhouseCoopers as Auditors	G	Mgmt	For	Do Not Vote
9.a	Authorize Share Repurchase Program	G	Mgmt	For	Do Not Vote
9.b	Approve 1:10 Stock Split	G	Mgmt	For	Do Not Vote
9.c	Approve Reduction in Share Capital via Share Cancellation	G	Mgmt	For	Do Not Vote
9.d	Approve Contribution of 100 MDKK to Support Foundation for Ukrainian Reconstruction	S	Mgmt	For	Do Not Vote
10	Other Business	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

ROHM Co., Ltd.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 6963

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	G	Mgmt	For	For
2.1	Elect Director Azuma, Katsumi	G	Mgmt	For	For
2.2	Elect Director Ino, Kazuhide	G	Mgmt	For	For
2.3	Elect Director Tateishi, Tetsuo	G	Mgmt	For	For
2.4	Elect Director Peter Kenevan	G	Mgmt	For	For
2.5	Elect Director Nagumo, Tadanobu	G	Mgmt	For	For
2.6	Elect Director Inoue, Fukuko	G	Mgmt	For	For
2.7	Elect Director Kozaki, Aiko	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Nakagawa, Keita	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Ono, Tomoyuki	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Yamamoto, Koji	G	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Oda, Takaaki	G	Mgmt	For	For

Rohto Pharmaceutical Co., Ltd.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 4527

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Provisions on Number of Statutory Auditors	G	Mgmt	For	For
2.1	Elect Director Yamada, Kunio	G	Mgmt	For	For
2.2	Elect Director Segi, Hidetoshi	G	Mgmt	For	For
2.3	Elect Director Saito, Masaya	G	Mgmt	For	For
2.4	Elect Director Kunisaki, Shinichi	G	Mgmt	For	For
2.5	Elect Director Fujimoto, Yoko	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Rohto Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.6	Elect Director Kawasaki, Yasunori	G	Mgmt	For	For
2.7	Elect Director Yamanaka, Masae	G	Mgmt	For	For
2.8	Elect Director Homma, Yoichi	G	Mgmt	For	For
2.9	Elect Director Suenobu, Noriko	G	Mgmt	For	For
2.10	Elect Director Iriyama, Akie	G	Mgmt	For	For
2.11	Elect Director Mera, Haruka	G	Mgmt	For	For
2.12	Elect Director Hayashi, Eriko	G	Mgmt	For	For
2.13	Elect Director Katadae, Maiko	G	Mgmt	For	For
2.14	Elect Director Iwata, Shoichiro	G	Mgmt	For	For
3	Appoint Statutory Auditor Terada, Asuka	G	Mgmt	For	For
4	Approve Compensation Ceiling for Statutory Auditors	G	Mgmt	For	For

Roku, Inc.

Meeting Date: 11/06/2025

Country: USA

Ticker: ROKU

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jeffrey Blackburn	G	Mgmt	For	For
1b	Elect Director Gina Luna	G	Mgmt	For	For
1c	Elect Director Ray Rothrock	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-002] Remuneration arrangements and remuneration committee are poorly structured.</i>					
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Rollins, Inc.

Meeting Date: 22/04/2025

Country: USA

Ticker: ROL

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Susan R. Bell	G	Mgmt	For	For
1.2	Elect Director Donald P. Carson	G	Mgmt	For	For
1.3	Elect Director Paul D. Donahue	G	Mgmt	For	For
1.4	Elect Director Louise S. Sams	G	Mgmt	For	For
1.5	Elect Director John F. Wilson	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Rolls-Royce Holdings Plc

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

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

Rolls-Royce Holdings Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15	Re-elect Wendy Mars as Director	G	Mgmt	For	For
16	Re-elect Dame Angela Strank as Director	G	Mgmt	For	For
17	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
19	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
20	Authorise Issue of Equity	G	Mgmt	For	For
21	Approve Capitalisation of Merger Reserve	G	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
23	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
24	Authorise Cancellation of Capital Reduction Share and the Reduction of Capital	G	Mgmt	For	For

Rongsheng Petrochemical Co., Ltd.

Meeting Date: 16/05/2025

Country: China

Ticker: 002493

Record Date: 07/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Profit Distribution	G	Mgmt	For	For
4	Approve Remuneration of Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
5	Approve Financial Statements	G	Mgmt	For	For
6	Approve to Appoint Auditor	G	Mgmt	For	For
7	Approve Annual Report and Summary	G	Mgmt	For	For
	APPROVE RELATED PARTY TRANSACTIONS		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Rongsheng Petrochemical Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.1	Approve Signing of Purchase and Sales Contract with Saudi Arabian Oil Company	G	Mgmt	For	For
8.2	Approve Signing of Purchase and Sales Contract with Ningbo Hengyi Trading Co., Ltd.	G	Mgmt	For	For
8.3	Approve Signing of Purchase and Sale Contract with Zhejiang Yisheng Petrochemical Co., Ltd.	G	Mgmt	For	For
8.4	Approve Signing of Purchase and Sale Contract with Zhejiang Derong Chemical Co., Ltd.	G	Mgmt	For	For
8.5	Approve Signing of Purchase Contract with Zhejiang Rongsheng Holding Group Co., Ltd.	G	Mgmt	For	For
8.6	Approve Loans from Zhejiang Rongsheng Holding Group Co., Ltd.	G	Mgmt	For	For
8.7	Approve Signing of Purchase and Sale Contract with Zhejiang Rongxiang Heating Co., Ltd.	G	Mgmt	For	For
8.8	Approve Signing of Sale Contract and Cargo Transportation Contract with Zhejiang Rongtong Logistics Co., Ltd.	G	Mgmt	For	For
8.9	Approve Signing of Purchase Contract with Suzhou Shenghui Equipment Co., Ltd.	G	Mgmt	For	For
8.10	Approve Signing of Maintenance and Engineering Service Contract with Zhejiang Dingsheng Petrochemical Engineering Co., Ltd.	G	Mgmt	For	For
8.11	Approve Signing of R&D and Design Service Contract with Zhejiang Dongjiang Green Petrochemical Technology Innovation Center Co., Ltd.	G	Mgmt	For	For
8.12	Approve Handling Deposits, Credit, Settlement and Other Business at Zhejiang Xiaoshan Rural Commercial Bank Co., Ltd.	G	Mgmt	For	For
9	Approve Futures Hedging Business	G	Mgmt	For	For
10	Approve Foreign Exchange Derivatives Trading Business	G	Mgmt	For	For
11	Approve to Formulate Shareholder Return Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Rongsheng Petrochemical Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Approve Amendments to Articles of Association	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
13.1	Elect Li Shuirong as Director	G	Mgmt	For	For
13.2	Elect Alharbi, Mitib Awadh M as Director	G	Mgmt	For	For
13.3	Elect Xiang Jiongjiong as Director	G	Mgmt	For	For
13.4	Elect Li Yongqing as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence. [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
13.5	Elect Li Cai'e as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence</i></p>					
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
14.1	Elect Shao Yiping as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence</i></p>					
14.2	Elect Yao Zheng as Director	G	Mgmt	For	For
14.3	Elect Yu Yi as Director	G	Mgmt	For	For
	ELECT SUPERVISORS VIA CUMULATIVE VOTING		Mgmt		
15.1	Elect Sun Guoming as Supervisor	G	Mgmt	For	For
15.2	Elect Li Guoqing as Supervisor	G	Mgmt	For	For

Roper Technologies, Inc.

Meeting Date: 10/06/2025

Country: USA

Ticker: ROP

Record Date: 16/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Shellye L. Archambeau	G	Mgmt	For	For
1.2	Elect Director Amy Woods Brinkley	G	Mgmt	For	For

Roper Technologies, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Irene M. Esteves	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.4	Elect Director L. Neil Hunn	G	Mgmt	For	For
1.5	Elect Director Robert D. Johnson	G	Mgmt	For	For
1.6	Elect Director Thomas P. Joyce, Jr.	G	Mgmt	For	For
1.7	Elect Director John F. Murphy	G	Mgmt	For	For
1.8	Elect Director Laura G. Thatcher	G	Mgmt	For	For
1.9	Elect Director Richard F. Wallman	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Ross Stores, Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: ROST

Record Date: 25/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Michael Balmuth	G	Mgmt	For	For
1b	Elect Director K. Gunnar Bjorklund	G	Mgmt	For	For
1c	Elect Director Michael J. Bush	G	Mgmt	For	For
1d	Elect Director Edward G. Cannizzaro	G	Mgmt	For	For
1e	Elect Director James G. Conroy	G	Mgmt	For	For
1f	Elect Director Sharon D. Garrett	G	Mgmt	For	For
1g	Elect Director Michael J. Hartshorn	G	Mgmt	For	For
1h	Elect Director Stephen D. Milligan	G	Mgmt	For	For
1i	Elect Director Patricia H. Mueller	G	Mgmt	For	For
1j	Elect Director George P. Orban	G	Mgmt	For	For
1k	Elect Director Doniel N. Sutton	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

Ross Stores, Inc.

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

Rotork Plc

Meeting Date: 02/05/2025

Country: United Kingdom

Ticker: ROR

Record Date: 30/04/2025

Meeting Type: Annual

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

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Rotork Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
18	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
19	Authorise Market Purchase of Preference Shares	G	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Royal Bank of Canada

Meeting Date: 10/04/2025 **Country:** Canada **Ticker:** RY
Record Date: 11/02/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mirko Bibic	G	Mgmt	For	For
1.2	Elect Director Andrew A. Chisholm	G	Mgmt	For	For
1.3	Elect Director Jacynthe Cote	G	Mgmt	For	For
1.4	Elect Director Toos N. Daruvala	G	Mgmt	For	For
1.5	Elect Director Cynthia Devine	G	Mgmt	For	For
1.6	Elect Director Roberta L. Jamieson	G	Mgmt	For	For
1.7	Elect Director David McKay	G	Mgmt	For	For
1.8	Elect Director Amanda Norton	G	Mgmt	For	For
1.9	Elect Director Barry Perry	G	Mgmt	For	For
1.10	Elect Director Maryann Turcke	G	Mgmt	For	For
1.11	Elect Director Thierry Vandal	G	Mgmt	For	For
1.12	Elect Director Frank Vettese	G	Mgmt	For	For
1.13	Elect Director Jeffery Yabuki	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
4	Amend Stock Option Plan	G	Mgmt	For	For
5	Approve Remuneration of Directors	G	Mgmt	For	For
6	SP 1: Disclosure of Internal Pay Metrics Used For Executive Compensation	G	SH	Against	Against

Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.

Royal Bank of Canada

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	SP 2: Report on Forced Labor and Child Labor in Lending Portfolios	S	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>				
8	SP 3: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	S	SH	Against	Against
	<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>				
9	SP 4: Employee Language Skills Disclosure	G	SH	Against	Against
	<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>				
10	SP 5: Advisory Vote on Environmental Policies	E	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>				
11	SP 6: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	G	SH	Against	Against
	<i>Blended Rationale: [SF-S4578-107] These issues are more properly addressed through uniform government regulations.</i>				
12	SP 7: Report on Loans Made by the Bank in Support of the Circular Economy	E, S	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>				
13	SP 8: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	G	SH	Against	Against
	<i>Blended Rationale: [SF-S4578-107] These issues are more properly addressed through uniform government regulations.</i>				

Royal Caribbean Cruises Ltd.

Meeting Date: 28/05/2025

Country: Liberia

Ticker: RCL

Record Date: 10/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director John F. Brock	G	Mgmt	For	For
1b	Elect Director Richard D. Fain	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1c	Elect Director Stephen R. Howe, Jr.	G	Mgmt	For	For
1d	Elect Director Michael O. Leavitt	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Royal Caribbean Cruises Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1e	Elect Director Jason T. Liberty	G	Mgmt	For	For
1f	Elect Director Amy McPherson	G	Mgmt	For	For
1g	Elect Director Maritza G. Montiel	G	Mgmt	For	For
1h	Elect Director Ann S. Moore	G	Mgmt	For	For
1i	Elect Director Eyal M. Ofer	G	Mgmt	For	For
1j	Elect Director Vagn O. Sørensen	G	Mgmt	For	For
1k	Elect Director Donald Thompson	G	Mgmt	For	For
1l	Elect Director Arne Alexander Wilhelmsen	G	Mgmt	For	For
1m	Elect Director Rebecca Yeung	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Royal Gold, Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: RGLD

Record Date: 27/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director William Hayes	G	Mgmt	For	For
1b	Elect Director Mark Isto	G	Mgmt	For	For
1c	Elect Director Ronald Vance	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Royal KPN NV

Meeting Date: 16/04/2025

Country: Netherlands

Ticker: KPN

Record Date: 19/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		
2	Receive Report of Management Board (Non-Voting)	G	Mgmt		
3	Adopt Financial Statements	G	Mgmt	For	For
4	Approve Remuneration Report	G	Mgmt	For	For
5	Receive Explanation on Company's Reserves and Dividend Policy	G	Mgmt		
6	Approve Dividends	G	Mgmt	For	For
7	Approve Discharge of Management Board	G	Mgmt	For	For
8	Approve Discharge of Supervisory Board	G	Mgmt	For	For
9	Amend Articles Re: Board Related	G	Mgmt	For	For
10	Opportunity to Make Recommendations	G	Mgmt		
11	Reelect G.J.A. van de Aast to Supervisory Board	G	Mgmt	For	For
12	Reelect J.C.M. Sap to Supervisory Board	G	Mgmt	For	For
13	Announce Vacancies on the Supervisory Board	G	Mgmt		
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
15	Approve Reduction in Share Capital through Cancellation of Shares	G	Mgmt	For	For
16	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	G	Mgmt	For	For
17	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
18	Other Business (Non-Voting)	G	Mgmt		
19	Close Meeting	G	Mgmt		

Royal Unibrew A/S

Meeting Date: 29/04/2025

Country: Denmark

Ticker: RBREW

Record Date: 22/04/2025

Meeting Type: Annual

Royal Unibrew A/S

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	G	Mgmt		
2	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Discharge of Management and Board	G	Mgmt	For	For
4	Approve Allocation of Income and Dividends of DKK 15.00 Per Share	G	Mgmt	For	For
5	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
6	Approve Remuneration of Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
7.1	Approve Creation of DKK 20.08 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 20.08 Million Pool of Capital without Preemptive Rights	G	Mgmt	For	For
7.2	Authorize Share Repurchase Program	G	Mgmt	For	For
8.a	Reelect Peter Ruzicka as Director	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
8.b	Reelect Jais Valeur as Director	G	Mgmt	For	For
8.c	Reelect Torben Carlsen as Director	G	Mgmt	For	For
8.d	Reelect Catharina Stackelberg-Hammaren as Director	G	Mgmt	For	For
8.e	Reelect Lise Mortensen as Director	G	Mgmt	For	For
8.f	Elect Inge Plochaet as New Director	G	Mgmt	For	For
9.a	Ratify Deloitte as Auditors	G	Mgmt	For	For
10	Other Business	G	Mgmt		

Royal Vopak NV

Meeting Date: 23/04/2025

Country: Netherlands

Ticker: VPK

Record Date: 26/03/2025

Meeting Type: Annual

Royal Vopak NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		
2	Receive Report of Management Board (Non-Voting)	G	Mgmt		
3	Approve Remuneration Report	G	Mgmt	For	For
4	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
5a	Receive Explanation on Company's Reserves and Dividend Policy	G	Mgmt		
5b	Approve Dividends	G	Mgmt	For	For
6	Approve Discharge of Executive Board	G	Mgmt	For	For
7	Approve Discharge of Supervisory Board	G	Mgmt	For	For
8	Reelect R.M. Hookway to Supervisory Board	G	Mgmt	For	For
9a	Amend Articles Re: Various Amendments to Dutch Laws and Regulations	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
9b	Amend Articles Re: Virtual-Only General Meetings	G	Mgmt	For	For
10	Authorize Repurchase of Shares	G	Mgmt	For	For
11	Ratify PricewaterhouseCoopers Accountants N.V. as External Auditor and Assurance Researcher of the Sustainability Reporting	G	Mgmt	For	For
12	Approve Cancellation of Ordinary Shares	G	Mgmt	For	For
13	Other Business (Non-Voting)	G	Mgmt		
14	Close Meeting	G	Mgmt		

Royalty Pharma Plc

Meeting Date: 12/05/2025

Country: United Kingdom

Ticker: RPRX

Record Date: 09/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adjourn Meeting	G	Mgmt	For	For
2	Approve Acquisition	G	Mgmt	For	For
<p><i>Blended Rationale: The board seeks shareholder approval to acquire RP Management, LLC ("RPM") to internalize the functions it performs as the company's external manager. Under the terms of the agreement, the aggregate consideration consists of 24,530,266 shares of RPRX equity that will vest over five to nine years (valued at \$643 million at announcement), \$200 million in cash (subject to adjustment), and the assumption of \$380 million of existing debt.</i></p>					
3	Advisory Vote on Golden Parachutes	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For
5	Authorize Share Repurchase Program	G	Mgmt	For	For
6a	Elect Director Pablo Legorreta	G	Mgmt	For	For
6b	Elect Director Henry Fernandez	G	Mgmt	For	For
6c	Elect Director Bonnie Bassler	G	Mgmt	For	For
6d	Elect Director Vlad Coric	G	Mgmt	For	For
6e	Elect Director Errol De Souza	G	Mgmt	For	For
6f	Elect Director Catherine Engelbert	G	Mgmt	For	For
6g	Elect Director David Hodgson	G	Mgmt	For	For
6h	Elect Director Ted Love	G	Mgmt	For	For
6i	Elect Director Gregory Norden	G	Mgmt	For	For
7	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
8	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
9	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
10	Approve Remuneration Policy	G	Mgmt	For	For
11	Approve Remuneration Report	G	Mgmt	For	For
12	Ratify Ernst & Young as U.K. Statutory Auditors	G	Mgmt	For	For
13	Authorize Board to Fix Remuneration of Auditors	G	Mgmt	For	For
14	Authorize Issue of Equity	G	Mgmt	For	For
15	Authorize Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For

Meeting Date: 12/06/2025

Country: France

Ticker: RUI

Record Date: 10/06/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.78 per Share	G	Mgmt	For	For
4	Subject to Approval of Items 17 and 33, Elect Jean-Christian Bergeron as General Manager	G	Mgmt	For	For
5	Subject to Approval of Items 17 and 33, Elect Marc Jacquot as General Manager	G	Mgmt	For	For
6	Reelect Marc-Olivier Laurent as Supervisory Board Member	G	Mgmt	For	For
7	Reelect Cécile Maisonneuve as Supervisory Board Member	G	Mgmt	For	For
8	Reelect Alberto Pedrosa as Supervisory Board Member	G	Mgmt	For	For
9	Reelect Carine Vinardi as Supervisory Board Member	G	Mgmt	For	For
10	Elect Suzana Nutu as Supervisory Board Member	G	Mgmt	For	For
11	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
12	Approve Compensation of Gilles Gobin, General Manager	G	Mgmt	For	For
13	Approve Compensation of Sorgema SARL, General Manager	G	Mgmt	For	For
14	Approve Compensation of Agena SAS, General Manager	G	Mgmt	For	For
15	Approve Compensation of Christian Bergene, Chairman of the Supervisory Board	G	Mgmt	For	For
16	Subject to Approval of Item 33, Approve Remuneration Policy of Gilles Gobin, Sorgema SARL, Agena SAS, and GR Partenaires SCS	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
17	Subject to Approval of Items 4, 5, and 33, Approve Remuneration Policy of Jean-Christian Bergeron and Marc Jacquot	G	Mgmt	For	For
18	Approve Remuneration Policy of Supervisory Board Members	G	Mgmt	For	For
19	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 551,750	G	Mgmt	For	For
20	Approve Transaction with Rubis Photosol SAS Re: Amendment to the Assistance Agreement	G	Mgmt	For	For
21	Approve Transaction with Rubis Photosol SAS Re: Renewal of the Assistance Agreement	G	Mgmt	For	For
22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
24	Authorize Capitalization of Reserves of Up to EUR 10 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
25	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 38 Million	G	Mgmt	For	For
26	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 25	G	Mgmt	For	For
27	Authorize Capital Increase of up to EUR 10 Million for Contributions in Kind	G	Mgmt	For	For
28	Authorize Capital Increase of Up to EUR 10 Million for Future Exchange Offers	G	Mgmt	For	For
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 24 to 28 at 40 Percent of Issued Share Capital	G	Mgmt	For	For

Rubis SCA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
30	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Condition Attached	G	Mgmt	For	For
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
32	Amend Article 28.2 of Bylaws to Incorporate Legal Changes	G	Mgmt	For	For
33	Remove Article 54 of Bylaws	G	Mgmt	For	For
34	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For
	Ordinary Business		Mgmt		
35	Ratify Appointment of Antoine Sautenet as Supervisory Board Member	G	Mgmt	For	For
	Shareholder Proposals Submitted by Compagnie Nationale de Navigation		Mgmt		
36	Elect Patrick Molis as Supervisory Board Member	G	SH	For	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
37	Elect Anne Lauvergeon as Supervisory Board Member	G	SH	For	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					

Rubrik, Inc.

Meeting Date: 25/06/2025 **Country:** USA **Ticker:** RBRK
Record Date: 28/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director John W. Thompson	G	Mgmt	For	For
1.2	Elect Director Yvonne Wassenaar	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Ruentex Development Co., Ltd.

Meeting Date: 23/05/2025 **Country:** Taiwan **Ticker:** 9945
Record Date: 24/03/2025 **Meeting Type:** Annual

Ruentex Development Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve Cash Distribution from Legal Reserve	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
5.1	Elect CHEN, SU-HUI, with SHAREHOLDER NO.031758, as Non-Independent Director	G	Mgmt	For	For
5.2	Elect LU, YU-MEI, with ID NO.Q220135XXX, as Non-Independent Director	G	Mgmt	For	For
6	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	For

Ruentex Industries Ltd.

Meeting Date: 28/05/2025

Country: Taiwan

Ticker: 2915

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve Cash Distribution from Legal Reserve	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
5.1	Elect KAO Yueh-Mei, with Shareholder No. 024734, as Non-Independent Director	G	Mgmt	For	For
5.2	Elect Chen Ciao-Jing, with Shareholder No.011917, as Non-Independent Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Ruentex Industries Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	For

RUMO SA

Meeting Date: 24/04/2025

Country: Brazil

Ticker: RAIL3

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i></p>					
2	Approve Treatment of Net Loss	G	Mgmt	For	For
3	Fix Number of Directors at Nine or Ten (If a Separate Minority Election of a Member of the Board of Directors Is Requested)	G	Mgmt	For	For
4	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<p><i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i></p>					
5	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<p><i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i></p>					
6	Elect Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	G	Mgmt	None	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
	If Voting FOR on Item 8, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.		Mgmt		
8	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
9.1	Percentage of Votes to Be Assigned - Elect Rubens Ometto Silveira Mello as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
9.2	Percentage of Votes to Be Assigned - Elect Marcelo Eduardo Martins as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
9.3	Percentage of Votes to Be Assigned - Elect Maria Rita de Carvalho Drummond as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
9.4	Percentage of Votes to Be Assigned - Elect Julio Fontana Neto as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
9.5	Percentage of Votes to Be Assigned - Elect Riccardo Arduini as Director and Giancarlo Arduini as Alternate	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.6	Percentage of Votes to Be Assigned - Elect Maria Carolina Ferreira Lacerda as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
9.7	Percentage of Votes to Be Assigned - Elect Janet Drysdale as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
9.8	Percentage of Votes to Be Assigned - Elect Aurelio Pavinato as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
9.9	Percentage of Votes to Be Assigned - Elect Marina Barrenne de Artagao Quental as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
10	Elect Rubens Ometto Silveira Mello as Board Chair and Marcelo Eduardo Martins as Vice-Chair	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
11	Fix Number of Fiscal Council Members at Five	G	Mgmt	For	For
12.1	Elect Paulo Clovis Ayres Filho as Fiscal Council Member and Moises da Cunha Mouta as Alternate	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
12.2	Elect Marcelo Curti as Fiscal Council Member and Nadir Dancini Barsanulfo as Alternate	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
12.3	Elect Carla Alessandra Trematore as Fiscal Council Member and Vanessa Claro Lopes as Alternate	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					

RUMO SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12.4	Elect Guido Barbosa de Oliveira as Fiscal Council Member and Guilherme Jose de Vasconcelos Cerqueira as Alternate	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
13	Elect Reginaldo Ferreira Alexandre as Fiscal Council Member and Aristoteles Nogueira Filho as Alternate Appointed by Minority Shareholder	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					
14	Elect Paulo Clovis Ayres Filho as Fiscal Council Chairman	G	Mgmt	For	For
15	Approve Remuneration of Company's Management	G	Mgmt	For	For
16	Approve Remuneration of Fiscal Council Members	G	Mgmt	For	For

RUMO SA

Meeting Date: 27/06/2025

Country: Brazil

Ticker: RAIL3

Record Date:

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Article 54	G	Mgmt	For	For
2	Approve Agreement to Acquire All Shares of Rumo Malha Norte S.A.	G	Mgmt	For	For
3	Ratify Apsis Consultoria Empresarial Ltda. as Independent Firm to Appraise Proposed Transaction	G	Mgmt	For	For
4	Approve Independent Firm's Appraisal (Re: Accounting Appraisal)	G	Mgmt	For	For
5	Approve Independent Firm's Appraisal (Re: Market Price Appraisal)	G	Mgmt	For	For
6	Approve Acquisition of All Shares of Rumo Malha Norte S.A. and Authorize Capital Increase in Connection with Proposed Transaction	G	Mgmt	For	For
7	Amend Article 5 to Reflect Changes in Capital	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

RUMO SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Consolidate Bylaws	G	Mgmt	For	For
9	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Rush Enterprises, Inc.

Meeting Date: 20/05/2025 **Country:** USA **Ticker:** RUSHA
Record Date: 27/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director W.M. "Rusty" Rush	G	Mgmt	For	For
1.2	Elect Director Thomas A. Akin	G	Mgmt	For	For
1.3	Elect Director Raymond J. Chess	G	Mgmt	For	For
1.4	Elect Director William H. Cary	G	Mgmt	For	For
1.5	Elect Director Kennon H. Guglielmo	G	Mgmt	For	For
1.6	Elect Director Elaine Mendoza	G	Mgmt	For	For
1.7	Elect Director Troy A. Clarke	G	Mgmt	For	For
1.8	Elect Director Amy Boerger	G	Mgmt	For	For
1.9	Elect Director Michael J. McRoberts	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

RWE AG

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

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.10 per Share	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.1	Approve Discharge of Management Board Member Markus Krebber for Fiscal Year 2024	G	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Katja van Doren for Fiscal Year 2024	G	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Michael Mueller for Fiscal Year 2024	G	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2024	G	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Ralf Sikorski for Fiscal Year 2024	G	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Frank Appel for Fiscal Year 2024	G	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Michael Bochinsky for Fiscal Year 2024	G	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Sandra Bossemeyer for Fiscal Year 2024	G	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Hans Buenting for Fiscal Year 2024	G	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Matthias Duerbaum for Fiscal Year 2024	G	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Ute Gerbault for Fiscal Year 2024	G	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Hans-Peter Keitel for Fiscal Year 2024	G	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Monika Kircher for Fiscal Year 2024	G	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Thomas Kufen for Fiscal Year 2024	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.12	Approve Discharge of Supervisory Board Member Reiner van Limbeck for Fiscal Year 2024	G	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Harald Louis for Fiscal Year 2024	G	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Dagmar Paasch for Fiscal Year 2024	G	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Joerg Rochol for Fiscal Year 2024	G	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Erhard Schipporeit for Fiscal Year 2024	G	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Dirk Schumacher for Fiscal Year 2024	G	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Ullrich Sierau for Fiscal Year 2024	G	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Hauke Stars for Fiscal Year 2024	G	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Helle Valentin for Fiscal Year 2024	G	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Andreas Wagner for Fiscal Year 2024	G	Mgmt	For	For
4.22	Approve Discharge of Supervisory Board Member Marion Weckes for Fiscal Year 2024	G	Mgmt	For	For
4.23	Approve Discharge of Supervisory Board Member Thomas Westphal for Fiscal Year 2024	G	Mgmt	For	For
5.1	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025	G	Mgmt	For	For
5.2	Appoint Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6.1	Elect Hans Buenting to the Supervisory Board	G	Mgmt	For	For

RWE AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.2	Elect Monika Kircher to the Supervisory Board	G	Mgmt	For	For
6.3	Elect Thomas Kufen to the Supervisory Board	G	Mgmt	For	For
6.4	Elect Stefan Schulte to the Supervisory Board	G	Mgmt	For	For
6.5	Elect Hauke Stars to the Supervisory Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
6.6	Elect Helle Valentin to the Supervisory Board	G	Mgmt	For	For
7	Approve Remuneration Report	G	Mgmt	For	For
8	Approve Remuneration Policy	G	Mgmt	For	For
9	Approve Remuneration of Supervisory Board	G	Mgmt	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For

RXO, Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: RXO

Record Date: 26/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Christine Breves	G	Mgmt	For	For
1b	Elect Director Troy Cooper	G	Mgmt	For	For
1c	Elect Director Adrian Kingshott	G	Mgmt	For	For
1d	Elect Director Mary Kissel	G	Mgmt	For	For
1e	Elect Director Michelle Nettles	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Ryan Specialty Holdings, Inc.

Meeting Date: 30/05/2025

Country: USA

Ticker: RYAN

Record Date: 01/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Henry S. Bienen	G	Mgmt	For	For
1.2	Elect Director Michael D. O'Halleran	G	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-006] Nominee has demonstrated a pattern of poor meeting attendance.</i>					
1.3	Elect Director Timothy W. Turner	G	Mgmt	For	For
1.4	Elect Director Patrick G. Ryan, Jr.	G	Mgmt	For	For
2	Declassify the Board of Directors	G	Mgmt	For	For
3	Adopt Majority Voting for Uncontested Election of Directors	G	Mgmt	For	For
4	Eliminate Supermajority Vote Requirement to Remove Directors	G	Mgmt	For	For
5	Amend Certificate of Incorporation to Provide a Specific Outside Date to Sunset the High Vote of the Class B Common Stock	G	Mgmt	For	For
6	Provide Right to Act by Written Consent	G	Mgmt	For	For
7	Provide Right to Call Special Meeting	G	Mgmt	For	For
8	Eliminate Supermajority Vote Requirements to Amend Bylaws and Certain Provisions of the Certificate	G	Mgmt	For	For
9	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	G	Mgmt	For	For
10	Amend Certificate of Incorporation to Incorporate Certain Non-Substantive Amendments	G	Mgmt	For	For
11	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Ryder System, Inc.

Meeting Date: 02/05/2025

Country: USA

Ticker: R

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Robert J. Eck	G	Mgmt	For	For
1b	Elect Director Robert A. Hagemann	G	Mgmt	For	For
1c	Elect Director Michael F. Hilton	G	Mgmt	For	For
1d	Elect Director Tamara L. Lundgren	G	Mgmt	For	For
1e	Elect Director Luis P. Nieto, Jr.	G	Mgmt	For	For
1f	Elect Director David G. Nord	G	Mgmt	For	For
1g	Elect Director Robert E. Sanchez	G	Mgmt	For	For
1h	Elect Director Abbie J. Smith	G	Mgmt	For	For
1i	Elect Director E. Follin Smith	G	Mgmt	For	For
1j	Elect Director Dmitri L. Stockton	G	Mgmt	For	For
1k	Elect Director Charles M. Swoboda	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Ryman Hospitality Properties, Inc.

Meeting Date: 08/05/2025

Country: USA

Ticker: RHP

Record Date: 25/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rachna Bhasin	G	Mgmt	For	For
1b	Elect Director Alvin Bowles, Jr.	G	Mgmt	For	For
1c	Elect Director Mark Fioravanti	G	Mgmt	For	For
1d	Elect Director William E. Haslam	G	Mgmt	For	For
1e	Elect Director Erin Mulligan Helgren	G	Mgmt	For	For
1f	Elect Director Christine Pantoya	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Ryman Hospitality Properties, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Robert Prather, Jr.	G	Mgmt	For	For
1h	Elect Director Colin Reed	G	Mgmt	For	For
1i	Elect Director Michael Roth	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Ryoyo Ryosan Holdings, Inc.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 167A

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	G	Mgmt	For	For
2	Amend Articles to Amend Business Lines	G	Mgmt	For	For
3.1	Elect Director Nakamura, Moritaka	G	Mgmt	For	For
3.2	Elect Director Inaba, Kazuhiko	G	Mgmt	For	For
3.3	Elect Director Endo, Shunya	G	Mgmt	For	For
3.4	Elect Director Takahashi, Norihiko	G	Mgmt	For	For
3.5	Elect Director Sano, Osamu	G	Mgmt	For	For
3.6	Elect Director Takada, Shinya	G	Mgmt	For	For
3.7	Elect Director Kawabe, Haruyoshi	G	Mgmt	For	For
3.8	Elect Director Kaneko, Yoshihisa	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For
6	Approve Restricted Stock Plan	G	Mgmt	For	For

S&P Global Inc.

Meeting Date: 07/05/2025

Country: USA

Ticker: SPGI

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Marco Alvera	G	Mgmt	For	For
1.2	Elect Director Martina L. Cheung	G	Mgmt	For	For
1.3	Elect Director Jacques Esculier	G	Mgmt	For	For
1.4	Elect Director William D. Green	G	Mgmt	For	For
1.5	Elect Director Stephanie C. Hill	G	Mgmt	For	For
1.6	Elect Director Rebecca Jacoby	G	Mgmt	For	For
1.7	Elect Director Ian Paul Livingston	G	Mgmt	For	For
1.8	Elect Director Maria R. Morris	G	Mgmt	For	For
1.9	Elect Director Gregory Washington	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Amend Clawback Policy	G	SH	Against	Against

Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.

S&T Bancorp, Inc.

Meeting Date: 13/05/2025

Country: USA

Ticker: STBA

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Lewis W. Adkins, Jr.	G	Mgmt	For	For
1.2	Elect Director David G. Antolik	G	Mgmt	For	For
1.3	Elect Director Peter R. Barsz	G	Mgmt	For	For
1.4	Elect Director Christina A. Cassotis	G	Mgmt	For	For
1.5	Elect Director Michael J. Donnelly	G	Mgmt	For	For
1.6	Elect Director Jeffrey D. Grube	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

S&T Bancorp, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.7	Elect Director Peter G. Gurt	G	Mgmt	For	For
1.8	Elect Director William J. Hieb	G	Mgmt	For	For
1.9	Elect Director Christopher J. McComish	G	Mgmt	For	For
1.10	Elect Director Bhaskar Ramachandran	G	Mgmt	For	For
1.11	Elect Director Christine J. Toretti	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

S.F. Holding Co., Ltd.

Meeting Date: 13/06/2025

Country: China

Ticker: 002352

Record Date: 06/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Annual Report	G	Mgmt	For	For
2	Approve Work Report of the Board of Directors	G	Mgmt	For	For
3	Approve Work Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Final Financial Report	G	Mgmt	For	For
5	Approve Final Profit Distribution Plan	G	Mgmt	For	For
6	Authorize Board of Directors to Determine the 2025 Interim Profit Distribution Plan	G	Mgmt	For	For
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>				
8	Authorize Repurchase of Issued H Share Capital	G	Mgmt	For	For
9	Approve Change of Use and Cancellation of Repurchased A Shares	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

S.F. Holding Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Estimated Cap for Provision of Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
11	Approve PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as Domestic and Overseas Auditors, Respectively, and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0155-001] Vote AGAINST auditor appointment due to concerns about the professional qualification of the auditor.</i>					

S.T. Corp.

Meeting Date: 17/06/2025 **Country:** Japan **Ticker:** 4951
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Accounting Transfers	G	Mgmt	For	For
2.1	Elect Director Kozuki, Yo	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-032] AGAINST directors responsible as the board is less than 1/2 independent at board with three committee structure.</i>					
2.2	Elect Director Yoshizawa, Koichi	G	Mgmt	For	For
2.3	Elect Director Yamamoto, Kazunari	G	Mgmt	For	For
2.4	Elect Director Hashimoto, Naruaki	G	Mgmt	For	For
2.5	Elect Director Maeda, Shinzo	G	Mgmt	For	For
2.6	Elect Director Iwata, Shoichiro	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-031] AGAINST affiliated outsiders at board with three committee structure.</i>					
2.7	Elect Director Noda, Hiroko	G	Mgmt	For	For
2.8	Elect Director Wachi, Yoko	G	Mgmt	For	For
2.9	Elect Director Miyanaga, Masayoshi	G	Mgmt	For	For

S4 Capital Plc

Meeting Date: 04/06/2025 **Country:** United Kingdom **Ticker:** SFOR
Record Date: 04/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3	Approve Remuneration Policy	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
4	Approve Final Dividend	G	Mgmt	For	For
5	Re-elect Sir Martin Sorrell as Director	G	Mgmt	For	For
6	Re-elect Elizabeth Buchanan as Director	G	Mgmt	For	For
7	Re-elect Margaret Ma Connolly as Director	G	Mgmt	For	For
8	Re-elect Colin Day as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
9	Re-elect Daniel Pinto as Director	G	Mgmt	For	For
10	Re-elect Susan Prevezer as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
11	Elect Radhika Radhakrishnan as Director	G	Mgmt	For	For
12	Elect Nirvik Singh as Director	G	Mgmt	For	For
13	Re-elect Rupert Walker as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
14	Re-elect Peter Young as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
15	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
17	Authorise Issue of Equity	G	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For

S4 Capital Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
20	Authorise Issue of Equity without Pre-emptive Rights Reserved to Overseas Shareowners	G	Mgmt	For	For
21	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Saab AB

Meeting Date: 10/04/2025 **Country:** Sweden **Ticker:** SAAB.B
Record Date: 02/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chair of Meeting	G	Mgmt	For	For
2	Prepare and Approve List of Shareholders	G	Mgmt	For	For
3	Approve Agenda of Meeting	G	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Receive President's Report	G	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8.b	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	G	Mgmt	For	For
8.c1	Approve Discharge of Lena Erixon	G	Mgmt	For	For
8.c2	Approve Discharge of Henrik Henriksson	G	Mgmt	For	For
8.c3	Approve Discharge of Micael Johansson	G	Mgmt	For	For
8.c4	Approve Discharge of Danica Kragic Jensfelt	G	Mgmt	For	For
8.c5	Approve Discharge of Sara Mazur	G	Mgmt	For	For
8.c6	Approve Discharge of Johan Menckel	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.c7	Approve Discharge of Bert Nordberg	G	Mgmt	For	For
8.c8	Approve Discharge of Erika Soderberg Johnson	G	Mgmt	For	For
8.c9	Approve Discharge of Sebastian Tham	G	Mgmt	For	For
8.c10	Approve Discharge of Marcus Wallenberg	G	Mgmt	For	For
8.c11	Approve Discharge of Joakim Westh	G	Mgmt	For	For
8.c12	Approve Discharge of Anders Ynnerman	G	Mgmt	For	For
8.c13	Approve Discharge of Goran Andersson	G	Mgmt	For	For
8.c14	Approve Discharge of Stefan Andersson	G	Mgmt	For	For
8.c15	Approve Discharge of Magnus Gustafsson	G	Mgmt	For	For
8.c16	Approve Discharge of Robert Hellgren	G	Mgmt	For	For
8.c17	Approve Discharge of Tina Mikkelsen	G	Mgmt	For	For
8.c18	Approve Discharge of Lars Svensson	G	Mgmt	For	For
8.c19	Approve Discharge of CEO Micael Johansson	G	Mgmt	For	For
9.1	Determine Number of Members (11) and Deputy Members (0) of Board	G	Mgmt	For	For
9.2	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
10.1	Approve Remuneration of Directors in the Amount of SEK 2.45 Million to Chair, SEK 925,000 for Vice Chair and SEK 810,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
10.2	Approve Remuneration of Auditors	G	Mgmt	For	For
11.a	Reelect Lena Erixon as Director	G	Mgmt	For	For
11.b	Reelect Henrik Henriksson as Director	G	Mgmt	For	For
11.c	Reelect Micael Johansson as Director	G	Mgmt	For	For
11.d	Reelect Danica Kragic Jensfelt as Director	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11.e	Reelect Johan Menckel as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
11.f	Reelect Bert Nordberg as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
11.g	Reelect Erika Soderberg Johnson as Director	G	Mgmt	For	For
11.h	Reelect Sebastian Tham as Director	G	Mgmt	For	For
11.i	Reelect Marcus Wallenberg as Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
11.j	Reelect Joakim Westh as Director	G	Mgmt	For	For
11.k	Reelect Anders Ynnerman as Director	G	Mgmt	For	For
11.l	Reelect Marcus Wallenberg as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
12	Ratify PricewaterhouseCoopers as Auditors	G	Mgmt	For	For
13	Approve Remuneration Report	G	Mgmt	For	For
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
15.a	Approve 2026 Share Matching Plan for All Employees; Approve 2026 Performance Share Program for Key Employees; Approve Special Projects 2026 Incentive Plan	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
15.b	Approve Equity Plan Financing	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
15.c	Approve Third Party Swap Agreement as Alternative Equity Plan Financing	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					

Saab AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16.a	Authorize Share Repurchase Program	G	Mgmt	For	For
16.b	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	For
17	Close Meeting	G	Mgmt		

SABIC Agri-Nutrients Co.

Meeting Date: 29/04/2025 **Country:** Saudi Arabia **Ticker:** 2020
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
2	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
3	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
4	Ratify Auditors and Fix Their Remuneration for Q2, Q3, and Annual Statement of FY 2025 and Q1 of FY 2026	G	Mgmt	For	For
5	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
6	Authorize Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2025	G	Mgmt	For	For
7	Approve Related Party Transactions with National Agricultural Development Co. Re: Sale of Finished Products	G	Mgmt	For	For
8	Elect Abdullah Al Bakr as Independent Director	G	Mgmt	For	For

Sabra Health Care REIT, Inc.

Meeting Date: 12/06/2025 **Country:** USA **Ticker:** SBRA
Record Date: 15/04/2025 **Meeting Type:** Annual

Sabra Health Care REIT, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Craig A. Barbarosh	G	Mgmt	For	For
1b	Elect Director Katie Cusack	G	Mgmt	For	For
1c	Elect Director Michael J. Foster	G	Mgmt	For	For
1d	Elect Director Lynne S. Katzmann	G	Mgmt	For	For
1e	Elect Director Ann Kono	G	Mgmt	For	For
1f	Elect Director Jeffrey A. Malehorn	G	Mgmt	For	For
1g	Elect Director Richard K. Matros	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Sabre Corporation

Meeting Date: 23/04/2025

Country: USA

Ticker: SABR

Record Date: 24/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director George R. Bravante, Jr.	G	Mgmt	For	For
1.2	Elect Director Hervé Couturier	G	Mgmt	For	For
1.3	Elect Director Kurt Ekert	G	Mgmt	For	For
1.4	Elect Director Eric Kelly	G	Mgmt	For	For
1.5	Elect Director Gail Mandel	G	Mgmt	For	For
1.6	Elect Director Phyllis Newhouse	G	Mgmt	For	For
1.7	Elect Director Elaine Paul	G	Mgmt	For	For
1.8	Elect Director John Scott	G	Mgmt	For	For
1.9	Elect Director Wendi Sturgis	G	Mgmt	For	For
1.10	Elect Director Ashan Willy	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Sabre Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Sacyr SA

Meeting Date: 11/06/2025 Country: Spain Ticker: SCYR
Record Date: 06/06/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For
2	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
3	Approve Treatment of Net Loss	G	Mgmt	For	For
4	Approve Discharge of Board	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5	Renew Appointment of PricewaterhouseCoopers as Auditor	G	Mgmt	For	For
6	Approve Dividends Charged Against Unrestricted Reserves	G	Mgmt	For	For
7.1	Elect Pedro Antonio Siguenza Hernandez as Director	G	Mgmt	For	For
7.2	Elect Elena Gomez del Pozuelo as Director	G	Mgmt	For	For
7.3	Elect Maria Pino Velazquez Medina as Director	G	Mgmt	For	For
8	Advisory Vote on Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
9	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-005] Termination payments have the potential to be excessive.</i>					
10.1	Approve Grant of Shares under 2020-2025 Long-Term Incentive Plan	G	Mgmt	For	For
10.2	Approve Grant of Shares under 2024-2027 Long-Term Incentive Plan	G	Mgmt	For	For

Sacyr SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11.1	Amend Articles Re: Corporate Organization and Governance	G	Mgmt	For	For
11.2	Amend Articles Re: Non-Financial Information	G	Mgmt	For	For
11.3	Amend Articles Re: Technical and Updating Improvements	G	Mgmt	For	For
12	Approve Scrip Dividends	G	Mgmt	For	For
13	Authorize Share Repurchase and Capital Reduction via Cancellation of Repurchased Shares	G	Mgmt	For	For
14	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Preemptive Rights up to EUR 500 Million	G	Mgmt	For	For
15	Authorize Issuance of Non-Convertible Bonds/Debentures and/or Other Debt Securities up to EUR 1.5 Billion and Issuance of Notes up to EUR 500 Million	G	Mgmt	For	For
16	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Safehold, Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: SAFE

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robin Josephs	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
1.2	Elect Director Jay Nydick	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
1.3	Elect Director Barry Ridings	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
1.4	Elect Director Stefan Selig	G	Mgmt	For	For
1.5	Elect Director Jay Sugarman	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Safety Insurance Group, Inc.

Meeting Date: 14/05/2025

Country: USA

Ticker: SAFT

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Deborah E. Gray	G	Mgmt	For	For
1b	Elect Director George M. Murphy	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Sagax AB

Meeting Date: 08/05/2025

Country: Sweden

Ticker: SAGA.B

Record Date: 29/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	G	Mgmt	For	For
2	Prepare and Approve List of Shareholders	G	Mgmt	For	For
3	Approve Agenda of Meeting	G	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7.a)	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
7.b)	Approve Allocation of Income and Dividends of SEK 3.50 Per Class A Share and Class B Share and SEK 2.00 Per Class D Share	G	Mgmt	For	For
7.c)1	Approve Discharge of Staffan Salen	G	Mgmt	For	For
7.c)2	Approve Discharge of Johan Cederlund	G	Mgmt	For	For
7.c)3	Approve Discharge of Filip Engelbert	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.c)4	Approve Discharge of David Mindus	G	Mgmt	For	For
7.c)5	Approve Discharge of Johan Thorell	G	Mgmt	For	For
7.c)6	Approve Discharge of Ulrika Werdelin	G	Mgmt	For	For
7.c)7	Approve Discharge of David Mindus	G	Mgmt	For	For
8	Determine Number of Members (6) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	G	Mgmt	For	For
9	Approve Remuneration of Directors in the Amount of SEK 400,000 for Chair, and SEK 220,000 for Other Directors; Approve Committee Fees; Approve Remuneration of Auditor	G	Mgmt	For	For
10.1	Reelect Johan Cederlund as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
10.2	Reelect Filip Engelbert as Director	G	Mgmt	For	For
10.3	Reelect David Mindus as Director	G	Mgmt	For	For
10.4	Reelect Staffan Salen as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [LN-M0201-007] As nomination committee member, responsible for lack of independence [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
10.5	Reelect Johan Thorell as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
10.6	Reelect Ulrika Werdelin as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
10.7	Reelect Staffan Salen as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
10.8	Ratify Ernst & Young as Auditors	G	Mgmt	For	For
11	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					

Sagax AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Approve Warrant Plan 2025/2028 for Key Employees	G	Mgmt	For	For
13	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0400-003] We believe that proposal is not in the best interest of shareholders</i>					
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
15	Close Meeting	G	Mgmt		

Sage Therapeutics, Inc.

Meeting Date: 11/06/2025 **Country:** USA **Ticker:** SAGE
Record Date: 16/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director James M. Frates	G	Mgmt	For	For
1.2	Elect Director George Golumbeski	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-005] Vote against for failure of the nom/gov committee to take action with respect to substantial votes against one or more directors last year.</i>					
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For

Sahara International Petrochemical Co.

Meeting Date: 21/05/2025 **Country:** Saudi Arabia **Ticker:** 2310
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For

Sahara International Petrochemical Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
3	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
4	Approve Discharge of Directors for FY 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-037] Greater board-level oversight of climate-related risks would result in more comprehensive risk management and potentially improved financial outcomes for shareholders.[SF-M0201-032] Greater climate-related disclosure, including disclosure aligned with all four pillars of TCFD, would enable investors to better assess climate-related risks and opportunities.</i></p>					
5	Authorize Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2025	G	Mgmt	For	For

Saia, Inc.

Meeting Date: 24/04/2025 **Country:** USA **Ticker:** SAIA
Record Date: 03/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Di-Ann Eisnor	G	Mgmt	For	For
1.2	Elect Director Donna E. Epps	G	Mgmt	For	For
1.3	Elect Director John P. Gainor, Jr.	G	Mgmt	For	For
1.4	Elect Director Kevin A. Henry	G	Mgmt	For	For
1.5	Elect Director Frederick J. Holzgrefe, III	G	Mgmt	For	For
1.6	Elect Director Donald R. James	G	Mgmt	For	For
1.7	Elect Director Randolph W. Melville	G	Mgmt	For	For
1.8	Elect Director Richard D. O'Dell	G	Mgmt	For	For
1.9	Elect Director Jeffrey C. Ward	G	Mgmt	For	For
1.10	Elect Director Susan F. Ward	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Saibu Gas Holdings Co., Ltd.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 9536

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 35	G	Mgmt	For	For
2.1	Elect Director Michinaga, Yukinori	G	Mgmt	For	For
2.2	Elect Director Kato, Takuji	G	Mgmt	For	For
2.3	Elect Director Ueno, Toshiyuki	G	Mgmt	For	For
2.4	Elect Director Mitarai, Atsushi	G	Mgmt	For	For
2.5	Elect Director Morita, Shogo	G	Mgmt	For	For
2.6	Elect Director Maeda, Keita	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Numano, Yoshinari	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Ariyoshi, Masahide	G	Mgmt	For	For

SAIC Motor Corp. Ltd.

Meeting Date: 27/06/2025

Country: China

Ticker: 600104

Record Date: 20/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Report of the Independent Directors	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Financial Statements	G	Mgmt	For	For
6	Approve Annual Report and Summary	G	Mgmt	For	For
7	Approve Appointment of Financial Auditor and Internal Control Auditor	G	Mgmt	For	For

Blended Rationale: [SF-M0155-001] Vote AGAINST auditor appointment due to concerns about the professional qualification of the auditor.

SAIC Motor Corp. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Estimated Amount of Daily Related Transactions	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks</i>					
9	Approve Estimated Amount of Daily Related Party Transactions between SAIC Motor Group Finance Co., Ltd. and Related Parties	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks</i>					
10	Approve Provision of Guarantee by SAIC Anji Logistics Co., Ltd. to Anji Shipping Co., Ltd.	G	Mgmt	For	For
11	Approve Provision of Guarantee by SAIC Maxus Automobile Co., Ltd. and SAIC Maxus Automobile Sales and Service Co., Ltd. to Their Wholly-owned Subsidiaries	G	Mgmt	For	For
12	Approve Provision of Loan by SAIC Hong Kong Investment Co., Ltd. to JSW MGI	G	Mgmt	For	For
13	Approve Conducting Foreign Exchange Derivatives Trading Business	G	Mgmt	For	For
14	Approve External Donation	S	Mgmt	For	Against
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks[SF-M0000-001] Vote against due to lack of disclosure.</i>					
15	Approve Amendments to Articles of Association, Abolishment of Board of Supervisors, Amend Rules and Procedures Regarding General Meetings of Shareholders and Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
16	Amend Working System for Independent Directors, Amend Related-Party Transaction Management System, Amend Management System of Raised Funds and Audit Committee Working Rules	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
17	Approve Cancelling Repurchased Shares, Reducing Registered Capital and Amending the Articles of Association	G	Mgmt	For	For

SAIC Motor Corp. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
18.1	Elect Wang Xiaoqiu as Director	G	Mgmt	For	For
18.2	Elect Jia Jianxu as Director	G	Mgmt	For	For
18.3	Elect Ge Dawei as Director	G	Mgmt	For	For
18.4	Elect Huang Jian as Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
19.1	Elect Chen Naiwei as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-034] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related investment risks and opportunities.</i>					
19.2	Elect Sun Zheng as Director	G	Mgmt	For	For
19.3	Elect Song Xiaoyan as Director	G	Mgmt	For	For

Saipem SpA

Meeting Date: 08/05/2025

Country: Italy

Ticker: SPM

Record Date: 28/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
	Management Proposals		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income and Dividend Distribution	G	Mgmt	For	For
3.1	Approve Remuneration Policy	G	Mgmt	For	For
3.2	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2023-2025 Long-Term Variable Incentive Plan	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
1.1	Approve Mandatory Conversion of Saving Shares into Ordinary Shares; Amend Bylaws Re: Articles 5, 6, and 11	G	Mgmt	For	For
	Shareholder Proposal Submitted by Michele Petrera		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Saipem SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Approve Mandatory Conversion of Saving Shares into Ordinary Shares; Amend Bylaws Re: Articles 5, 6, and 11	G	SH	None	Against

Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests

SAL Saudi Logistics Services Co.

Meeting Date: 24/06/2025 **Country:** Saudi Arabia **Ticker:** 4263
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
3	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
4	Ratify Auditors and Fix Their Remuneration from Q2 of FY 2025 Until Q1 of FY 2028	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
5	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
6	Approve Interim Dividends for Q1 of FY 2025 at SAR 1.43 Per Share	G	Mgmt	For	For
7	Authorize Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2025	G	Mgmt	For	For
8	Ratify the Appointment of Wajdi Ghabban as a Non-Executive Director	G	Mgmt	For	For
9	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	G	Mgmt	For	For

SAL Saudi Logistics Services Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Related Party Transactions with Zakat, Tax and Customs Authority Re: Providing Unified Services for Several Airport Around the Kingdom	G	Mgmt	For	For
11	Approve Related Party Transactions with Saudi Airlines Cargo Co Re: Providing Information Technology Services	G	Mgmt	For	For
12	Approve Related Party Transactions with Saudi Airlines Cargo Co Re: Providing Air Waybills Services	G	Mgmt	For	For
13	Approve Related Party Transactions with Tawseel Trading Co Re: Providing Logistics Services	G	Mgmt	For	For
14	Approve Related Party Transactions with Catrion Catering Holding Re: Providing Catering Services	G	Mgmt	For	For
15	Approve Related Party Transactions with Saudi Arabian Airlines Corporation Re: Providing a Discount on Flight Tickets	G	Mgmt	For	For
16	Approve Related Party Transactions with Saudi Airlines Air Transport Co Re: Providing IATA Books and Insurance Policies	G	Mgmt	For	For
17	Approve Related Party Transactions with Saudi Arabian Airlines Corporation Re: Providing Zakat and Taxes Consultancy	G	Mgmt	For	For
18	Approve Related Party Transactions with Saudi Airlines Cargo Co Re: Providing Information Technology Services	G	Mgmt	For	For
19	Approve Related Party Transactions with the Royal Fleet of the Saudi Arabian Airlines Corporation Re: Providing Ground Handling Services	G	Mgmt	For	For
20	Approve Related Party Transactions with the General Authority for Ports Re: Leasing a Piece of Land at Jeddah Islamic Port	G	Mgmt	For	For

Salesforce, Inc.

Meeting Date: 05/06/2025

Country: USA

Ticker: CRM

Record Date: 11/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Marc Benioff	G	Mgmt	For	For
1b	Elect Director Laura Alber	G	Mgmt	For	For
1c	Elect Director Craig Conway	G	Mgmt	For	For
1d	Elect Director Arnold Donald	G	Mgmt	For	For
1e	Elect Director Parker Harris	G	Mgmt	For	For
1f	Elect Director Neelie Kroes	G	Mgmt	For	For
1g	Elect Director Sachin Mehra	G	Mgmt	For	For
1h	Elect Director G. Mason Morfit	G	Mgmt	For	For
1i	Elect Director Oscar Munoz	G	Mgmt	For	For
1j	Elect Director John V. Roos	G	Mgmt	For	For
1k	Elect Director Robin Washington	G	Mgmt	For	For
1l	Elect Director Maynard Webb	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

SalMar ASA

Meeting Date: 18/06/2025

Country: Norway

Ticker: SALM

Record Date: 11/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
2	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
3	Receive Presentation of the Business	G	Mgmt		
4	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Dividends of NOK 22 Per Share	G	Mgmt	For	For
6	Approve Remuneration of Directors; Approve Remuneration for Committee Work; Approve Remuneration of Nominating Committee	G	Mgmt	For	For
7	Approve Remuneration of Auditors	G	Mgmt	For	For
8	Discuss Company's Corporate Governance Statement	G	Mgmt		
9	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
10	Approve Remuneration Statement	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
11	Approve Share-Based Incentive Plan	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i></p>					
12.1	Reelect Margrethe Hauge as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
12.2	Reelect Leif Inge Nordhammer as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
13	Reelect Bjorn Wiggen as Member of Nominating Committee	G	Mgmt	For	For
14	Approve Creation of NOK 1.7 Million Pool of Capital without Preemptive Rights	G	Mgmt	For	For
15	Approve Issuance of Convertible Loans without Preemptive Rights up to Aggregate Nominal Amount of NOK 3 Billion; Approve Creation of NOK 1.7 Million Pool of Capital to Guarantee Conversion Rights	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	G	Mgmt	For	For

Salvatore Ferragamo SpA

Meeting Date: 16/04/2025 **Country:** Italy **Ticker:** SFER
Record Date: 07/04/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
	Management Proposals		Mgmt		
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Treatment of Net Loss	G	Mgmt	For	For
	Shareholder Proposals Submitted By Ferragamo Finanziaria SpA		Mgmt		
2	Approve Decrease in Size of Board from 10 to 9	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
	Management Proposals		Mgmt		
3.1	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i>					
3.2	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
4	Approve Maximum Limit for the Remuneration of Directors Holding Special Offices	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i>					
	Extraordinary Business		Mgmt		
1.1	Amend Company Bylaws Re: Article 21	G	Mgmt	For	For
1.2	Amend Company Bylaws Re: Article 22	G	Mgmt	For	For
1.3	Amend Company Bylaws Re: Article 32	G	Mgmt	For	For

Samhallsbyggnadsbolaget I Norden AB

Meeting Date: 13/05/2025

Country: Sweden

Ticker: SBB.B

Record Date: 05/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive President's Report	G	Mgmt		
8	Receive Financial Statements and Statutory Reports	G	Mgmt		
9	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
10	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
11.1	Approve Discharge of Lennart Sten	G	Mgmt	For	For
11.2	Approve Discharge of Lennart Schuss	G	Mgmt	For	For
11.3	Approve Discharge of Ilija Batljan	G	Mgmt	For	For
11.4	Approve Discharge of Sven-Olof Johansson	G	Mgmt	For	For
11.5	Approve Discharge of Hans Runesten	G	Mgmt	For	For
11.6	Approve Discharge of Lars Rodert	G	Mgmt	For	For
11.7	Approve Discharge of Anne-Grete Strom-Erichsen	G	Mgmt	For	For
11.8	Approve Discharge of CEO Leiv Synnes	G	Mgmt	For	For
12a	Determine Number of Members (7) and Deputy Members of Board (0)	G	Mgmt	For	For
12b	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
13a	Approve Remuneration of Directors in the Amount of SEK 1 Million for Chair and SEK 500,000 for Other Directors; Approve Committee Fees	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Samhallsbyggnadsbolaget I Norden AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13b	Approve Remuneration of Auditor	G	Mgmt	For	For
14a	Reelect Lennart Sten as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
14b	Reelect Ilija Batljan as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
14c	Reelect Lennart Schuss as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
14d	Reelect Hans Runesten as Director	G	Mgmt	For	For
14e	Reelect Lars Rodert as Director	G	Mgmt	For	For
14f	Elect Han-Suck Song as New Director	G	Mgmt	For	For
14g	Elect Tone Kristin Omsted as New Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
14h	Elect Lennart Sten as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
14i	Ratify Ernst & Young as Auditor	G	Mgmt	For	For
15	Authorize Chair of Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	G	Mgmt	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
17	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					

Samhallsbyggnadsbolaget I Norden AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
18	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
19	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
20	Approve Performance Share Plan LTIP 2025 for Key Employees	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>					
21	Close Meeting	G	Mgmt		

Sampo Oyj

Meeting Date: 23/04/2025 **Country:** Finland **Ticker:** SAMPO
Record Date: 09/04/2025 **Meeting Type:** Annual

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

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Sampo Oyj

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
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	G	Mgmt	For	For
12	Fix Number of Directors at Eight	G	Mgmt	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	G	Mgmt	For	For
14	Approve Remuneration of Auditor; Approve Remuneration of Auditor for the Sustainability Reporting	G	Mgmt	For	For
15	Ratify Deloitte as Auditor; Appoint Deloitte as Auditor for Sustainability Reporting	G	Mgmt	For	For
16	Authorize Share Repurchase Program	G	Mgmt	For	For
17	Close Meeting	G	Mgmt		

SAN-AI OBBLI Co., Ltd.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 8097

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, With a Final Dividend of JPY 50	G	Mgmt	For	For
2.1	Elect Director Kaneda, Jun	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>					
2.2	Elect Director Hayata, Hiroshi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>					
2.3	Elect Director Hasegawa, Fuminori	G	Mgmt	For	For
2.4	Elect Director Sato, Takashi	G	Mgmt	For	For
2.5	Elect Director Ishii, Koichiro	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

SAN-AI OBBLI Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.6	Elect Director Unotoro, Keiko	G	Mgmt	For	For
2.7	Elect Director Ninomiya, Yoji	G	Mgmt	For	For
3	Appoint Statutory Auditor Watanabe, Hidetoshi	G	Mgmt	For	For

Sanan Optoelectronics Co. Ltd.

Meeting Date: 16/05/2025

Country: China

Ticker: 600703

Record Date: 09/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Annual Report and Summary	G	Mgmt	For	For
6	Approve Appointment of Auditor and Internal Control Auditor as well as Payment of Remuneration	G	Mgmt	For	For
7	Approve Provision of Guarantee	G	Mgmt	For	For

Sandoz Group AG

Meeting Date: 15/04/2025

Country: Switzerland

Ticker: SDZ

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Non-Financial Report	E, S	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 0.60 per Share	G	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	G	Mgmt	For	For

Sandoz Group AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.1	Change Location of Registered Office/Headquarters to Basel, Switzerland	G	Mgmt	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	G	Mgmt	For	For
5.3	Approve Creation of CHF 2.2 Million Pool of Conditional Capital for Bonds or Similar Debt Instruments	G	Mgmt	For	For
5.4	Approve Creation of CHF 1.1 Million Pool of Conditional Capital for Employee Equity Participation	G	Mgmt	For	For
5.5	Amend Articles Re: Limitation of Subscription Rights	G	Mgmt	For	For
6.1.a	Reelect Gilbert Ghostine as Director and Board Chair	G	Mgmt	For	For
6.1.b	Reelect Karen Huebscher as Director	G	Mgmt	For	For
6.1.c	Reelect Shamiram Feinglass as Director	G	Mgmt	For	For
6.1.d	Reelect Mathai Mammen as Director	G	Mgmt	For	For
6.1.e	Reelect Graeme Pitkethly as Director	G	Mgmt	For	For
6.1.f	Reelect Michael Rechsteiner as Director	G	Mgmt	For	For
6.1.g	Reelect Urs Riedener as Director	G	Mgmt	For	For
6.1.h	Reelect Aarti Shah as Director	G	Mgmt	For	For
6.1.i	Reelect Ioannis Skoufalos as Director	G	Mgmt	For	For
6.1.j	Reelect Maria Varsellona as Director	G	Mgmt	For	For
6.2.1	Reappoint Urs Riedener as Member of the Human Capital and ESG Committee	G	Mgmt	For	For
6.2.2	Reappoint Michael Rechsteiner as Member of the Human Capital and ESG Committee	G	Mgmt	For	For
6.2.3	Reappoint Aarti Shah as Member of the Human Capital and ESG Committee	G	Mgmt	For	For
6.2.4	Reappoint Ioannis Skoufalos as Member of the Human Capital and ESG Committee	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Sandoz Group AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.2.5	Reappoint Maria Varsellona as Member of the Human Capital and ESG Committee	G	Mgmt	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	G	Mgmt	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 47.1 Million	G	Mgmt	For	For
7.3	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	For
8	Ratify KPMG AG as Auditors	G	Mgmt	For	For
9	Designate Advoro Zurich AG as Independent Proxy	G	Mgmt	For	For
10	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Sands China Ltd.

Meeting Date: 22/05/2025

Country: Cayman Islands

Ticker: 1928

Record Date: 16/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Charles Daniel Forman as Director	G	Mgmt	For	For
3b	Elect Chiang Yun as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent</i></p>					
3c	Elect Kenneth Patrick Chung as Director	G	Mgmt	For	For
3d	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For

Sands China Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					

Sandstorm Gold Ltd.

Meeting Date: 30/05/2025

Country: Canada

Ticker: SSL

Record Date: 09/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Directors at Eight	G	Mgmt	For	For
2.1	Elect Director Nolan Watson	G	Mgmt	For	For
2.2	Elect Director David Awram	G	Mgmt	For	For
2.3	Elect Director David E. De Witt	G	Mgmt	For	For
2.4	Elect Director Andrew T. Swarthout	G	Mgmt	For	For
2.5	Elect Director John P.A. Budreski	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
2.6	Elect Director Mary L. Little	G	Mgmt	For	For
2.7	Elect Director Vera Kobalia	G	Mgmt	For	For
2.8	Elect Director Elif Levesque	G	Mgmt	For	For
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Amend Stock Option Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Sandstorm Gold Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Re-approve Stock Option Plan	G	Mgmt	For	For
6	Re-approve Restricted Share Plan	G	Mgmt	For	For
7	Approve Performance Share Plan	G	Mgmt	For	For
8	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Sandvik Aktiebolag

Meeting Date: 29/04/2025

Country: Sweden

Ticker: SAND

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2.1	Elect Patrik Marcellus as Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
5	Approve Agenda of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8	Receive President's Report	G	Mgmt		
9	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
10.1	Approve Discharge of Johan Molin	G	Mgmt	For	For
10.2	Approve Discharge of Jennifer Allerton	G	Mgmt	For	For
10.3	Approve Discharge of Claes Boustedt	G	Mgmt	For	For
10.4	Approve Discharge of Marika Fredriksson	G	Mgmt	For	For
10.5	Approve Discharge of Andreas Nordbrandt	G	Mgmt	For	For
10.6	Approve Discharge of Susanna Schneeberger	G	Mgmt	For	For
10.7	Approve Discharge of Helena Stjernholm	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10.8	Approve Discharge of Stefan Widing	G	Mgmt	For	For
10.9	Approve Discharge of Kai Warn	G	Mgmt	For	For
10.10	Approve Discharge of Thomas Andersson	G	Mgmt	For	For
10.11	Approve Discharge of Fredrik Haf	G	Mgmt	For	For
10.12	Approve Discharge of Thomas Lilja	G	Mgmt	For	For
10.13	Approve Discharge of Erik Knebel	G	Mgmt	For	For
10.14	Approve Discharge of Carl-Ake Jansson	G	Mgmt	For	For
10.15	Approve Discharge of Jessica Smedjegard	G	Mgmt	For	For
10.16	Approve Discharge of CEO Stefan Widing	G	Mgmt	For	For
11	Approve Allocation of Income and Dividends of SEK 5.75 Per Share	G	Mgmt	For	For
12	Determine Number of Directors (8) and Deputy Directors (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	G	Mgmt	For	For
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	G	Mgmt	For	For
14.1	Reelect Claes Boustedt as Director	G	Mgmt	For	For
14.2	Reelect Marika Fredriksson as Director	G	Mgmt	For	For
14.3	Reelect Johan Molin as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
14.4	Reelect Andreas Nordbrandt as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
14.5	Reelect Susanna Schneeberger as Director	G	Mgmt	For	For
14.6	Reelect Helena Stjernholm as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
14.7	Reelect Stefan Widing as Director	G	Mgmt	For	For

Sandvik Aktiebolag

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14.8	Reelect Kai Warn as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
15.1	Reelect Johan Molin as Board Chair	G	Mgmt	For	For
16.1	Ratify PricewaterhouseCoopers as Auditors	G	Mgmt	For	For
17	Approve Remuneration Report	G	Mgmt	For	For
18	Approve Performance Share Matching Plan LTIP 2025 for Key Employees	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
19	Authorize Share Repurchase Program	G	Mgmt	For	For
	Shareholder Proposals Submitted by Kent Eklund		Mgmt		
20	Approve Contribution to the Cost of Saving Edske Masung	G	SH	Against	Against
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				
21	Close Meeting	G	Mgmt		

Sangamo Therapeutics, Inc.

Meeting Date: 12/06/2025 **Country:** USA **Ticker:** SGMO
Record Date: 17/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Courtney Beers	G	Mgmt	For	For
1.2	Elect Director Robert F. Carey	G	Mgmt	For	For
1.3	Elect Director Kenneth J. Hillan	G	Mgmt	For	For
1.4	Elect Director Margaret A. Horn	G	Mgmt	For	For
1.5	Elect Director Alexander D. Macrae	G	Mgmt	For	For
1.6	Elect Director John H. Markels	G	Mgmt	For	For
1.7	Elect Director James R. Meyers	G	Mgmt	For	For
1.8	Elect Director H. Stewart Parker	G	Mgmt	For	For
1.9	Elect Director Karen L. Smith	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Sangamo Therapeutics, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Sangetsu Corp.

Meeting Date: 18/06/2025 **Country:** Japan **Ticker:** 8130
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 75	G	Mgmt	For	For
2.1	Elect Director Kondo, Yasumasa	G	Mgmt	For	For
2.2	Elect Director Matsuo, Yutaka	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Hamada, Michiyo	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Udagawa, Kenichi	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Terada, Osamu	G	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Ogane, Aki	G	Mgmt	For	For
3.5	Elect Director and Audit Committee Member Mine, Yosuke	G	Mgmt	For	For

Sanken Electric Co., Ltd.

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 6707
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Takahashi, Hiroshi	G	Mgmt	For	For

Sanken Electric Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Kawashima, Katsumi	G	Mgmt	For	For
1.3	Elect Director Utsuno, Mizuki	G	Mgmt	For	For
1.4	Elect Director Hirano, Hideki	G	Mgmt	For	For
1.5	Elect Director Sugawara, Mariko	G	Mgmt	For	For
1.6	Elect Director Seki, Tatsuaki	G	Mgmt	For	For
1.7	Elect Director Yanagisawa, Osamu	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Kato, Yasuhisa	G	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Moritani, Yumiko	G	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Ogose, Yumi	G	Mgmt	For	For
3	Elect Alternate Director and Audit Committee Member Inoue, Ren	G	Mgmt	For	For

Sanlam Ltd.

Meeting Date: 04/06/2025

Country: South Africa

Ticker: SLM

Record Date: 23/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for the Year Ended 31 December 2024	G	Mgmt	For	For
2.1	Reappoint KPMG Inc as Joint Auditors with Pierre Fourie as the Individual and Designated Auditor	G	Mgmt	For	For
2.2	Reappoint PricewaterhouseCoopers Inc as Joint Auditors with Alsue Du Preez as the Individual and Designated Auditor	G	Mgmt	For	For
3.1	Re-elect Shirley Zinn as Director	G	Mgmt	For	For
3.2	Re-elect Ndivhuwo Manyonga as Director	G	Mgmt	For	For
3.3	Re-elect Ebenezer Essoka as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.4	Re-elect Patrice Motsepe as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3.5	Re-elect Willem van Biljon as Director	G	Mgmt	For	For
4	Re-elect Paul Hanratty as Director	G	Mgmt	For	For
5.1	Elect Karabo Nondumo as Member of the Social, Ethics and Sustainability Committee	G	Mgmt	For	For
5.2	Elect Mathukana Mokoka as Member of the Social, Ethics and Sustainability Committee	G	Mgmt	For	For
5.3	Elect Kobus Moller as Member of the Social, Ethics and Sustainability Committee	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
5.4	Elect Ebenezer Essoka as Member of the Social, Ethics and Sustainability Committee	G	Mgmt	For	For
6.1	Re-elect Andrew Birrell as Member of the Audit Committee	G	Mgmt	For	For
6.2	Re-elect Nicolaas Kruger as Member of the Audit Committee	G	Mgmt	For	For
6.3	Re-elect Mathukana Mokoka as Member of the Audit Committee	G	Mgmt	For	For
6.4	Re-elect Kobus Moller as Member of the Audit Committee	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
6.5	Re-elect Karabo Nondumo as Member of the Audit Committee	G	Mgmt	For	For
6.6	Re-elect Ndivhuwo Manyonga as Member of the Audit Committee	G	Mgmt	For	For
7.1	Approve Remuneration Policy	G	Mgmt	For	For
7.2	Approve Remuneration Implementation Report	G	Mgmt	For	For
8	Place Authorised but Unissued Shares under Control of Directors	G	Mgmt	For	For
9	Authorise Board to Issue Shares for Cash	G	Mgmt	For	For

Sanlam Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Remuneration of Executive Directors and Non-executive Directors for the Financial Year Ended 31 December 2024	G	Mgmt	For	For
11	Authorise Ratification of Approved Resolutions	G	Mgmt	For	For
A	Approve Remuneration of Non-executive Directors for the Period 1 July 2025 until 30 June 2026	G	Mgmt	For	For
B	Authorise Repurchase of Issued Share Capital	G	Mgmt	For	For
C	Approve Financial Assistance in Terms of Section 44 of the Companies Act	G	Mgmt	For	For
D	Approve Financial Assistance in Terms of Section 45 of the Companies Act	G	Mgmt	For	For
E	Adopt New Memorandum of Incorporation	G	Mgmt	For	For

Sanofi

Meeting Date: 30/04/2025

Country: France

Ticker: SAN

Record Date: 28/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.92 per Share	G	Mgmt	For	For
4	Approve Transaction with l'Oreal Re: Share Repurchase Agreement	G	Mgmt	For	For
5	Ratify Appointment of Jean-Paul Kress as Director	G	Mgmt	For	For
6	Reelect Carole Ferrand as Director	G	Mgmt	For	For
7	Reelect Barbara Lavornos as Director	G	Mgmt	For	For

Blended Rationale: .

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Reelect Emile Voest as Director	G	Mgmt	For	For
9	Reelect Antoine Yver as Director	G	Mgmt	For	For
10	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
11	Approve Compensation of Frederic Oudea, Chairman of the Board	G	Mgmt	For	For
12	Approve Compensation of Paul Hudson, CEO	G	Mgmt	For	For
13	Approve Remuneration Policy of Directors	G	Mgmt	For	For
14	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
15	Approve Remuneration Policy of CEO	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	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	G	Mgmt	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 240 Million	G	Mgmt	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 240 Million	G	Mgmt	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	G	Mgmt	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	G	Mgmt	For	For

Sanofi

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
24	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	G	Mgmt	For	For
27	Amend Articles 3 and 13 of Bylaws	G	Mgmt	For	For
	Ordinary Business		Mgmt		
28	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Sanrio Co., Ltd.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 8136

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Business Lines - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval - Indemnify Directors	G	Mgmt	For	For
2.1	Elect Director Tsuji, Tomokuni	G	Mgmt	For	For
2.2	Elect Director Nakatsuka, Wataru	G	Mgmt	For	For
2.3	Elect Director Otsuka, Yasuyuki	G	Mgmt	For	For
2.4	Elect Director Saito, Kiyoshi	G	Mgmt	For	For
2.5	Elect Director Sasamoto, Yu	G	Mgmt	For	For
2.6	Elect Director Yamanaka, Masae	G	Mgmt	For	For
2.7	Elect Director Kamoda, Shizuko	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Sanrio Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.1	Elect Director and Audit Committee Member Okumura, Shinichi	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Ohashi, Kazuo	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
3.3	Elect Director and Audit Committee Member Morikawa, Kiyo	G	Mgmt	For	For
4	Elect Alternate Director and Audit Committee Member Inoyama, Takehisa	G	Mgmt	For	For
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For
7	Approve Restricted Stock Plan	G	Mgmt	For	For

Sansteel MinGuang Co.,Ltd.,Fujian

Meeting Date: 22/05/2025

Country: China

Ticker: 002110

Record Date: 15/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements and Financial Budget Report	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Investment Plan (Draft)	G	Mgmt	For	For
6	Approve to Appoint Auditor	G	Mgmt	For	For
7	Approve Annual Report and Summary	G	Mgmt	For	For

Sansteel MinGuang Co.,Ltd.,Fujian

Meeting Date: 20/06/2025

Country: China

Ticker: 002110

Record Date: 13/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Cheng Kaiqun as Non-independent Director	G	SH	For	For

Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.

Santander Bank Polska SA

Meeting Date: 15/04/2025 **Country:** Poland **Ticker:** SPL
Record Date: 30/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Meeting Chairman	G	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Approve Financial Statements	G	Mgmt	For	For
6	Approve Consolidated Financial Statements	G	Mgmt	For	For
7	Approve Management Board Report on Company's and Group's Operations	G	Mgmt	For	For
8	Approve Allocation of Income and Dividends of PLN 46.37 per Share	G	Mgmt	For	For
9.1	Approve Discharge of Michal Gajewski (CEO)	G	Mgmt	For	For
9.2	Approve Discharge of Andrzej Burliga (Deputy CEO)	G	Mgmt	For	For
9.3	Approve Discharge of Lech Galkowski (Management Board Member)	G	Mgmt	For	For
9.4	Approve Discharge of Artur Glembocki (Management Board Member)	G	Mgmt	For	For
9.5	Approve Discharge of Patryk Nowakowski (Management Board Member)	G	Mgmt	For	For
9.6	Approve Discharge of Juan de Porras Aguirre (Deputy CEO)	G	Mgmt	For	For
9.7	Approve Discharge of Magdalena Proga-Stepien (Management Board Member)	G	Mgmt	For	For

Santander Bank Polska SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.8	Approve Discharge of Arkadiusz Przybyl (Deputy CEO)	G	Mgmt	For	For
9.9	Approve Discharge of Maciej Reluga (Management Board Member)	G	Mgmt	For	For
9.10	Approve Discharge of Wojciech Skalski (Management Board Member)	G	Mgmt	For	For
9.11	Approve Discharge of Dorota Strojewska (Management Board Member)	G	Mgmt	For	For
10	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
11	Approve Supervisory Board Reports and Remuneration Policy Assessment	G	Mgmt	For	For
12	Approve Assessment of Supervisory Board Suitability	G	Mgmt	For	For
13.1	Approve Discharge of Antonio Escamez Torres (Supervisory Board Chairman)	G	Mgmt	For	For
13.2	Approve Discharge of Dominika Bettman (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
13.3	Approve Discharge of Jose Garcia Cantera (Supervisory Board Member)	G	Mgmt	For	For
13.4	Approve Discharge of Adam Celinski (Supervisory Board Member)	G	Mgmt	For	For
13.5	Approve Discharge of Danuta Dabrowska (Supervisory Board Member)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
13.6	Approve Discharge of Isabel Guerreiro (Supervisory Board Member)	G	Mgmt	For	For
13.7	Approve Discharge of David Hexter (Supervisory Board Member)	G	Mgmt	For	For

Santander Bank Polska SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13.8	Approve Discharge of Jose Luis De Mora (Supervisory Board Deputy Chairman)	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
13.9	Approve Discharge of Kamilla Marchewka-Bartkowiak (Supervisory Board Member)	G	Mgmt	For	For
13.10	Approve Discharge of Tomasz Sojka (Supervisory Board Member)	G	Mgmt	For	For
13.11	Approve Discharge of Jerzy Surma (Supervisory Board Member)	G	Mgmt	For	For
13.12	Approve Discharge of Marynika Woroszyńska-Sapieha (Supervisory Board Member)	G	Mgmt	For	For
14	Amend Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
15	Approve Remuneration of Supervisory Board Chairman	G	Mgmt	For	For
16	Amend Statute	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0106-001] The company did not provide a rationale for the amendments.</i>					
17	Authorize Share Repurchase Program for Purposes of Performance Share Plan; Approve Creation of Reserve Capital for Purposes of Share Repurchase Program	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>					
18	Approve Gender Balance Policy	G	Mgmt	For	For
19	Receive Report on Share Repurchase Program for Purposes of Performance Share Plan	G	Mgmt		
20	Close Meeting	G	Mgmt		

Santen Pharmaceutical Co., Ltd.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 4536

Record Date: 31/03/2025

Meeting Type: Annual

Santen Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 19	G	Mgmt	For	For
2.1	Elect Director Ito, Takeshi	G	Mgmt	For	For
2.2	Elect Director Nakajima, Rie	G	Mgmt	For	For
2.3	Elect Director Kurihara, Ippei	G	Mgmt	For	For
2.4	Elect Director Ikaga, Masahiko	G	Mgmt	For	For
2.5	Elect Director Kikuoka, Minoru	G	Mgmt	For	For
2.6	Elect Director Kuroda, Yukiko	G	Mgmt	For	For
3	Approve Compensation Ceiling for Directors	G	Mgmt	For	For
4	Approve Performance Share Plan and Restricted Stock Plan	G	Mgmt	For	For

Santos Limited

Meeting Date: 10/04/2025

Country: Australia

Ticker: STO

Record Date: 08/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2a	Elect Michael Utsler as Director	G	Mgmt	For	For
2b	Elect Musje Werror as Director	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	For
4	Approve Advisory Vote on Climate Transition Approach	E	Mgmt	For	For
5	Approve Grant of Share Acquisition Rights to Kevin Gallagher	G	Mgmt	For	For

Sanwa Holdings Corp.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 5929

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 59	G	Mgmt	For	For

Sanwa Holdings Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Director Takayama, Yasushi	G	Mgmt	For	For
2.2	Elect Director Yamazaki, Hiroyuki	G	Mgmt	For	For
2.3	Elect Director Doba, Toshiaki	G	Mgmt	For	For
2.4	Elect Director Takayama, Meiji	G	Mgmt	For	For
2.5	Elect Director Yokota, Masanaka	G	Mgmt	For	For
2.6	Elect Director Ishimura, Hiroko	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Yamaoka, Naoto	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Michael Morizumi	G	Mgmt	For	For
4	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For

Sany Heavy Equipment International Holdings Company Limited

Meeting Date: 28/05/2025

Country: Cayman Islands

Ticker: 631

Record Date: 21/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Elect Liang Zaizhong as Director	G	Mgmt	For	For
3	Elect Poon Chiu Kwok as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on a number of public company boards which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
4	Elect Yang Shuyong as Director	G	Mgmt	For	For
5	Elect Zhou Lan as Director	G	Mgmt	For	For
6	Approve Final Dividend	G	Mgmt	For	For
7	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
8	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Sany Heavy Equipment International Holdings Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
10	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
11	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Sany Heavy Industry Co., Ltd.

Meeting Date: 21/04/2025

Country: China

Ticker: 600031

Record Date: 11/04/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Issuance of H Class Shares and Listing in Hong Kong Stock Exchange	G	Mgmt	For	For
	APPROVE ISSUANCE OF H CLASS SHARES AND LISTING IN HONG KONG STOCK EXCHANGE		Mgmt		
2.1	Approve Issue Type and Par Value	G	Mgmt	For	For
2.2	Approve Issue Time	G	Mgmt	For	For
2.3	Approve Issue Manner	G	Mgmt	For	For
2.4	Approve Issue Size	G	Mgmt	For	For
2.5	Approve Pricing Method	G	Mgmt	For	For
2.6	Approve Target Subscribers	G	Mgmt	For	For
2.7	Approve Offering Principle	G	Mgmt	For	For
3	Approve Resolution Validity Period	G	Mgmt	For	For
4	Approve Raised Funds Usage Plan	G	Mgmt	For	For
5	Approve Conversion to Overseas Fundraising Company Limited by Shares	G	Mgmt	For	For
6	Approve Authorization of Board to Handle All Related Matters	G	Mgmt	For	For
7	Approve Distribution Arrangement of Cumulative Earnings	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Sany Heavy Industry Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Formulation of Articles of Association and Relevant Rules and Procedures After H Share Issuance and Listing (Draft)	G	Mgmt	For	For
9	Amend Internal Governance System Effective After H Share Issuance and Listing	G	Mgmt	For	For
10	Approve to Appoint Auditor	G	Mgmt	For	For
11	Amend Articles of Association and Governance System	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0000-002] We are abstaining from voting on this item due to local regulations.</i>					
12	Approve to Adjust the Allowance of Independent Directors	G	Mgmt	For	For
13	Approve Directors' Roles	G	Mgmt	For	For
14	Approve Unnecessity to Produce Usage Report on Previously Raised Funds	G	Mgmt	For	For
15	Approve Purchase of Liability Insurance for Directors, Supervisors, and Senior Management Members and Prospectus Liability Insurance	G	Mgmt	For	For
16	Approve Draft and Summary of Employee Share Purchase Plan	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
17	Approve Management Method of Employee Share Purchase Plan	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
18	Approve Authorization of the Board to Handle All Matters Related to Employee Share Purchase Plan	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
19.1	Elect Xiang Wenbo as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

Sany Heavy Industry Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
19.2	Elect Yu Hongfu as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
19.3	Elect Liang Wengen as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
19.4	Elect Liang Zaizhong as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
20.1	Elect Wu Zhongxin as Director	G	Mgmt	For	For
20.2	Elect Xi Qing as Director	G	Mgmt	For	For
20.3	Elect Lan Yuquan as Director	G	Mgmt	For	For
	ELECT SUPERVISORS VIA CUMULATIVE VOTING		Mgmt		
21.1	Elect Liu Daojun as Supervisor	G	Mgmt	For	For
21.2	Elect Li Daocheng as Supervisor	G	Mgmt	For	For

Sany Heavy Industry Co., Ltd.

Meeting Date: 09/05/2025

Country: China

Ticker: 600031

Record Date: 28/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Remuneration Assessment of Directors and Supervisors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Sany Heavy Industry Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Application of Bank Credit Lines	G	Mgmt	For	For
8	Approve Daily Related Party Transaction	G	Mgmt	For	For
9	Approve to Appoint Auditor	G	Mgmt	For	For
10	Approve Financial Derivatives Business	G	Mgmt	For	For
11	Approve Use of Idle Own Funds for Investment in Financial Products	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks</i>					
12	Approve Repurchase and Cancellation of Performance Shares	G	Mgmt	For	For
13	Amend Articles of Association	G	Mgmt	For	For
14	Approve Report of the Independent Directors	G	Mgmt	For	For

SAP SE

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

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.35 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
5.1	Ratify BDO AG as Auditors for Fiscal Year 2025	G	Mgmt	For	For
5.2	Appoint BDO AG as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7.1	Approve Creation of EUR 250 Million Pool of Authorized Capital I with Preemptive Rights	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

SAP SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.2	Approve Creation of EUR 250 Million Pool of Authorized Capital II with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For

Sarepta Therapeutics, Inc.

Meeting Date: 05/06/2025 **Country:** USA **Ticker:** SRPT
Record Date: 08/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Richard J. Barry	G	Mgmt	For	For
1.2	Elect Director M. Kathleen Behrens	G	Mgmt	For	For
1.3	Elect Director Stephen L. Mayo	G	Mgmt	For	For
1.4	Elect Director Claude Nicaise	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For
5	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Sasa Polyester Sanayi AS

Meeting Date: 24/04/2025 **Country:** Turkey **Ticker:** SASA.E
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting and Elect Presiding Council of Meeting	G	Mgmt	For	For
2	Accept Board Report	G	Mgmt	For	For
3	Accept Audit Report	G	Mgmt	For	For
4	Accept Financial Statements	G	Mgmt	For	For

Sasa Polyester Sanayi AS

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Discharge of Board	G	Mgmt	For	For
6	Approve Allocation of Income	G	Mgmt	For	For
7	Elect Directors	G	Mgmt	For	For
8	Approve Director Remuneration	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
9	Ratify External Auditors	G	Mgmt	For	For
10	Amend Company Articles 3,7, 8, 13, 39, and 40	G	Mgmt	For	For
11	Receive Information on Share Repurchase Program	G	Mgmt		
12	Approve Share Repurchase Program	G	Mgmt	For	For
13	Receive Information on Donations Made in 2024	S	Mgmt		
14	Approve Upper Limit of Donations for 2025	S	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
15	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	G	Mgmt		
16	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	G	Mgmt	For	For

Saudi Arabian Mining Co.

Meeting Date: 24/06/2025

Country: Saudi Arabia

Ticker: 1211

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Saudi Arabian Mining Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Review and Discuss Consolidated Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
4	Approve Related Party Transactions with Saudi Arabian Oil Company Re: Purchase Agreement of Raw Materials and Supplies	G	Mgmt	For	For
5	Approve Related Party Transactions with Saudi Basic Industries Corporation Re: Marketing Agreement	G	Mgmt	For	For
6	Approve Related Party Transactions with Public Investment Fund Re: Finance Cost Incurred on Long Term Borrowings from PIF	G	Mgmt	For	For
7	Approve Related Party Transactions with Future Investment Initiative Institute Re: Sponsorship Contract for the Eighth Edition of the FII	G	Mgmt	For	For
8	Approve Related Party Transactions with Saudi Mining Services Company Re: A Sponsorship Contract for the Future Mining Conference in Its Fourth Edition	G	Mgmt	For	For
9	Approve Related Party Transactions with LIV Golf Re: Sponsorship Contract FOR 5 Years	G	Mgmt	For	For
10	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
11	Approve Remuneration of Directors and Committees' Members of SAR 13,155,410	G	Mgmt	For	For
12	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraphs 1 and 2 of Article 27 of Companies Law	G	Mgmt	For	For
13	Approve Increase of Share Capital, Acquisition Agreement between Maaden, Alcoa Corporation and the Sellers, Amend Articles 7 and 8 of Bylaws, and Authorize Board or Any Authorized Person to Ratify and Execute all the Necessary Related Actions	G	Mgmt	For	For

Meeting Date: 30/04/2025

Country: Saudi Arabia

Ticker: 1060

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
2	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
3	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
4	Approve Discharge of Directors for FY 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: insufficient information provided to make an informed voting decision.</i>					
5	Ratify Auditors and Fix Their Remuneration for Q2, Q3 and Annual Statement of FY 2025 and Q1 of FY 2026	G	Mgmt	For	For
6	Approve Remuneration of Directors of SAR 14,100,000 for FY 2024	G	Mgmt	For	For
7	Authorize the Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2025	G	Mgmt	For	For
8	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	G	Mgmt	For	For
9	Approve Related Party Transactions with HSBC Global Services Limited Re: Information Technology Services Support	G	Mgmt	For	For
10	Approve Related Party Transactions with HSBC Software development Limited Guangdong Re: Programing Services Support	G	Mgmt	For	For
11	Approve Related Party Transactions with HSBC Technology and Services Limited Re: Programing Services Support	G	Mgmt	For	For
12	Approve Related Party Transactions with HSBC Software Development Private Limited India Re: Consulting Services	G	Mgmt	For	For

Saudi Awwal Bank

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Approve Related Party Transactions with HSBC Hong Kong Branch Re: Information Technology Services Support	G	Mgmt	For	For
14	Approve Interim Dividends of SAR 1 per Share for the Second Half of FY 2024	G	Mgmt	For	For

Saudi Electricity Co.

Meeting Date: 13/05/2025 **Country:** Saudi Arabia **Ticker:** 5110
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
2	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
3	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
4	Approve Dividends of SAR 0.70 per Share for FY 2024	G	Mgmt	For	For
5	Approve Discharge of Directors for FY 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
6	Approve Remuneration of Directors of SAR 8,816,001.2 for FY 2024	G	Mgmt	For	For
7	Amend Audit Committee Charter	G	Mgmt	For	For
8	Amend Nomination and Remuneration Committee Charter	G	Mgmt	For	For
9	Approve Increase the Contractual Reverse to Fund the Profit Payments for the Mudaraba Instrument based on the Adjusted Value of SAR 173.6 billion after Adding the Final Settlement Amount of SAR 5.687 billion	G	Mgmt	For	For

Saudi Electricity Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Authorize Board to Transfer from Retained Earnings to Establish the Adjusted Contractual Reserve Mentioned in Agenda Number 9	G	Mgmt	For	For
11	Authorize Board to Use the Adjusted Contractual Reserve Mentioned in Item 10 above to Fulfill the Profit Payments for the Mudaraba Instrument	G	Mgmt	For	For
12	Approve Related Party Transactions with ACWA Power Re: the Reservation of Units and the Upgrading of Rumah and Al Nairyah Independent Power Plants (IPPs)	G	Mgmt	For	For
13	Approve Related Party Transactions with ACWA Power Re: Al Mourgan IPP Expansion Project	G	Mgmt	For	For
14	Approve Related Party Transactions with ACWA Power Re: Hajar and Al Mourgan Projects	G	Mgmt	For	Against

Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.

15	Approve Related Party Transactions with Saudi Investment Bank Re: Signing International Syndicated Credit Facilities agreement	G	Mgmt	For	For
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Saudi Industrial Investment Group

Meeting Date: 21/05/2025

Country: Saudi Arabia

Ticker: 2250

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
2	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
3	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
4	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Saudi Industrial Investment Group

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Remuneration of Directors of SAR 2,430,000 for FY 2024	G	Mgmt	For	For
6	Ratify Auditors and Fix Their Remuneration for Q2, Q3, and Annual Statements of FY 2025, Q1, Q2, Q3, and Annual Statements of FY 2026 and Q1 of FY 2027	G	Mgmt	For	Abstain
<i>Blended Rationale: The information provided is insufficient to make an informed voting decision.</i>					
7	Authorize Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2025	G	Mgmt	For	For
8	Approve Reduction in Share Capital	G	Mgmt	For	For
9	Amend Articles 7 of Bylaws Re: Company's Capital	G	Mgmt	For	For
10	Amend Article 8 of Bylaws Re: Subscription of Shares	G	Mgmt	For	For
11	Authorize Share Repurchase Program Up to 10,000,000 Shares to be Kept as Treasury Shares and Authorize Board to Complete the Purchase within a Maximum of 12 Months Period from Date of Extraordinary General Assembly	G	Mgmt	For	For
12	Authorize Share Repurchase Program Up to 1,000,000 Shares to be Allocated for the Long-term Employee Incentive Program and Authorize Board to Complete the Purchase within a Maximum of 12 Months Period from Date of General Assembly	G	Mgmt	For	For
13	Approve Employees Stock Incentive Program and Authorize Board to Ratify any Future Amendments on the Program	G	Mgmt	For	For

Saudi National Bank

Meeting Date: 15/04/2025

Country: Saudi Arabia

Ticker: 1180

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
2	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
3	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
4	Ratify Auditors and Fix Their Remuneration for Q2, Q3, and Annual Statement for FY 2025 and Q1 of FY 2026	G	Mgmt	For	For
5	Approve Remuneration of Directors of SAR 20,250,000 for FY 2024	G	Mgmt	For	For
6	Approve Remuneration of Audit Committee Members of SAR 1,500,000 for FY 2024	G	Mgmt	For	For
7	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
8	Amend Audit Committee Charter	G	Mgmt	For	For
9	Amend Social Responsibility Policy	E, S	Mgmt	For	For
10	Amend Sponsorship and Donations Policy	S	Mgmt	For	For
11	Authorize the Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2025	G	Mgmt	For	For
12	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	G	Mgmt	For	For
13	Authorize Share Repurchase Program Up to 16,000,000 Shares to be Allocated for Employees Equity program and Authorize Board to Execute All Related Matters	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
14	Approve Related Party Transactions with National Security Services Company Re: Maintenance and Cleaning Services	G	Mgmt	For	For

Saudi National Bank

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15	Approve Related Party Transactions with Bupa Arabia for Cooperative Insurance Co Re: Contract for Renewal of Medical Insurance	G	Mgmt	For	For
16	Approve Related Party Transactions with Saudi Telecom Co Re: Contract for Data Link Services	G	Mgmt	For	For
17	Approve Related Party Transactions with Saudi Telecom Co Re: Contract for the POS Terminals	G	Mgmt	For	For
18	Approve Related Party Transactions with Saudi Telecom Co Re: Contract for the Backup SIP IVR Inbound and Sub Services	G	Mgmt	For	For
19	Allow Board Member Ibraheem Al Maaajil to Be Involved with Other Competitors Companies	G	Mgmt	For	For

Saudi Research & Media Group

Meeting Date: 24/06/2025

Country: Saudi Arabia

Ticker: 4210

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
2	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
3	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
4	Ratify Auditors and Fix Their Remuneration for Q2, Q3, and Annual Statement of FY 2025 and Q1 of FY 2026	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
5	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
6	Approve Remuneration of Directors of SAR 3,385,574 for FY 2024	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Saudi Research & Media Group

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Remuneration of Board of Directors Sub-Committees Members of SAR 763,893 for FY 2024	G	Mgmt	For	For
8	Approve Related Party Transactions with Hala Printing Co Re: Printing Contracts	G	Mgmt	For	For
9	Approve Related Party Transactions with Medina Printing and Publishing Co Re: Printing Contracts	G	Mgmt	For	For
10	Approve Related Party Transactions with Saudi Printing and Packaging Company and its Subsidiaries Re: Advance Payment of SAR 43,602,401	G	Mgmt	For	For
11	Approve Related Party Transactions with Argam Commercial Investment Co. Ltd Re: Advertorial, Advertising Services and Subscription Fees	G	Mgmt	For	For
12	Approve Related Party Transactions with Thmanyah Co. for Publishing and Distribution Re: Production Cost, Sponsorship, Advertising and Other Media Services Provided	G	Mgmt	For	For
13	Approve Related Party Transactions with Thmanyah Co. for Publishing and Distribution Re: Financing in the Amount of SAR 15,000,000	G	Mgmt	For	For
14	Approve Related Party Transactions with Al-Fahd Law Firm Re: Legal Services	G	Mgmt	For	For
15	Approve Related Party Transactions with Red Sea Films Foundation Re: Sponsorship and Media Services Provided in a Form of Barter Deal	G	Mgmt	For	For
16	Approve Related Party Transactions with MBC FZ LLC Re: Production and Media Services Provided	G	Mgmt	For	For
17	Allow Board Member Abdulrahma Al Ruweetea to Be Involved with Other Competitor Companies	G	Mgmt	For	For
18	Allow Board Member Mousa Al Omran to Be Involved with Other Competitor Companies	G	Mgmt	For	For

Saudi Telecom Co.

Meeting Date: 13/05/2025

Country: Saudi Arabia

Ticker: 7010

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
2	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
3	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
4	Approve Additional One Time Dividends of SAR 2 per Share for FY 2024 Bringing the Total of the Distributed and Proposed to be Distributed Dividends for FY 2024 to SAR 3.75 per Share	G	Mgmt	For	For
5	Amend Audit Committee Charter	G	Mgmt	For	For
6	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	G	Mgmt	For	For
7	Approve Authorization of the Board According to Paragraph 2 of Article 27 of Companies Law Regarding the Competing Activities Stipulated in Competing Business Standards Charter	G	Mgmt	For	For
8	Approve Remuneration of Directors of SAR 9,165,000 for FY 2024	G	Mgmt	For	For

Saul Centers, Inc.

Meeting Date: 09/05/2025

Country: USA

Ticker: BFS

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Patricia Saul Lotuff	G	Mgmt	For	For

Saul Centers, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director George P. Clancy, Jr.	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.3	Elect Director Andrew M. Saul, II	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Savaria Corporation

Meeting Date: 08/05/2025 **Country:** Canada **Ticker:** SIS
Record Date: 21/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Caroline Berube	G	Mgmt	For	For
1.2	Elect Director Jean-Marie Bourassa	G	Mgmt	For	For
1.3	Elect Director Marcel Bourassa	G	Mgmt	For	For
1.4	Elect Director Sebastien Bourassa	G	Mgmt	For	For
1.5	Elect Director Jean-Louis Chapdelaine	G	Mgmt	For	For
1.6	Elect Director Peter Drutz	G	Mgmt	For	For
1.7	Elect Director Sylvain Dumoulin	G	Mgmt	For	For
1.8	Elect Director Anne Le Breton	G	Mgmt	For	For
1.9	Elect Director Pernilla Linden	G	Mgmt	For	For
1.10	Elect Director Alain Tremblay	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Savers Value Village, Inc.

Meeting Date: 04/06/2025 **Country:** USA **Ticker:** SVV
Record Date: 07/04/2025 **Meeting Type:** Annual

Savers Value Village, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mark Walsh	G	Mgmt	For	For
1.2	Elect Director Robyn Colver	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.3	Elect Director William T. Allen	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Savills Plc

Meeting Date: 14/05/2025

Country: United Kingdom

Ticker: SVS

Record Date: 12/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Policy	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	For
4	Approve Final Dividend	G	Mgmt	For	For
5	Re-elect Stacey Cartwright as Director	G	Mgmt	For	For
6	Re-elect Mark Ridley as Director	G	Mgmt	For	For
7	Re-elect Simon Shaw as Director	G	Mgmt	For	For
8	Re-elect Florence Tondou-Melique as Director	G	Mgmt	For	For
9	Re-elect Dana Roffman as Director	G	Mgmt	For	For
10	Re-elect Philip Lee as Director	G	Mgmt	For	For
11	Re-elect Richard Orders as Director	G	Mgmt	For	For
12	Re-elect Marcus Sperber as Director	G	Mgmt	For	For
13	Re-elect John Waters as Director	G	Mgmt	For	For
14	Re-elect Adriana Karaboutis as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Savills Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15	Reappoint Ernst & Young LLP as Auditors	G	Mgmt	For	For
16	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
17	Authorise Issue of Equity	G	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Savola Group

Meeting Date: 06/05/2025

Country: Saudi Arabia

Ticker: 2050

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
2	Review and Discuss Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
3	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
4	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
5	Ratify Auditors and Fix Their Remuneration for Q2, Q3, Q4 and Annual Statement of FY 2025 and Q1 of FY 2026	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
6	Amend Remuneration Policy of Board Members, Committees, and Executive Management	G	Mgmt	For	For
7	Amend Remuneration of Directors of SAR 4,600,000 for FY 2024	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Related Party Transactions between Panda Retail Co. a Subsidiary and Almarai Co. and Its Subsidiaries Re: Purchase of Food Products	G	Mgmt	For	For
9	Approve Related Party Transactions between United Sugar Company a Subsidiary and Almarai Co. and Its Subsidiaries Re: Selling Sugar Products	G	Mgmt	For	For
10	Approve Related Party Transactions between International Foods Industries Co. a Subsidiary and Almarai Co. and Its Subsidiaries Re: Selling Specialty Fats and Margarine Products	G	Mgmt	For	For
11	Approve Related Party Transactions between Bayara Saudi Arabia Limited Co. a Subsidiary and Mayar Foods Co. Re: Selling Legume Products	G	Mgmt	For	For
12	Approve Related Party Transactions between Panda Retail Co. a Subsidiary and Mayar Foods Co. Re: Purchasing Food Products	G	Mgmt	For	For
13	Approve Related Party Transactions between Panda Retail Co. a Subsidiary and Del Monte Saudi Arabia Re: Purchasing Food Products	G	Mgmt	For	For
14	Approve Related Party Transactions between Panda Retail Co. a Subsidiary and Nestle Saudi Arabia Ltd. and Its Subsidiaries Re: Purchasing Food Products	G	Mgmt	For	For
15	Approve Related Party Transactions Panda Retail Co. a Subsidiary and Manhal Water Factory Co. Ltd. Re: Purchasing Food Products	G	Mgmt	For	For
16	Approve Related Party Transactions between Panda Retail Co. a Subsidiary and Almejbaj Alshamiyah Trading Co. Re: Contracts of Leasing Spaces	G	Mgmt	For	For
17	Approve Related Party Transactions between Panda Retail Co. a Subsidiary and Waste Collection and Recycling Company Re: Selling Cartoon Scrap	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
18	Approve Related Party Transactions between Panda Retail Co. a Subsidiary and Zohoor Alreef Co. Re: Contracts of Leasing Spaces	G	Mgmt	For	For
19	Approve Related Party Transactions between Panda Retail Co. a Subsidiary and Herfy Food Services Co. Re: Contracts of Leasing Spaces and Retail Purchases	G	Mgmt	For	For
20	Approve Related Party Transactions between Afia International a Subsidiary and Herfy Food Services Co. Re: Selling Edible Oil Products	G	Mgmt	For	For
21	Approve Related Party Transactions between United Sugar Company a Subsidiary and Herfy Food Services Co. Re: Selling Sugar Products	G	Mgmt	For	For
22	Approve Related Party Transactions between International Foods Industries Co. a Subsidiary and Herfy Food Services Co. Re: Selling Specialty Fats and Margarine Products	G	Mgmt	For	For
23	Approve Related Party Transactions between Bayara Saudi Arabia Limited Co. a Subsidiary and Herfy Food Services Co. Re: Selling Spices Products	G	Mgmt	For	For
24	Approve Related Party Transactions between Panda Retail Co. a Subsidiary and Dur Hospitality Co. Re: Contracts of Leasing Site	G	Mgmt	For	For
25	Approve Related Party Transactions between Panda Retail Co. a Subsidiary and Saudi Fransi bank Re: Contracts of Leasing ATM Locations	G	Mgmt	For	For
26.1	Elect Sulayman Al Muheedib as Director	G	Mgmt	None	For
26.2	Elect Badr Al Issa as Director	G	Mgmt	None	For
26.3	Elect Muataz Al Azzawi as Director	G	Mgmt	None	For
26.4	Elect Isam Al Muheedib as Director	G	Mgmt	None	For
26.5	Elect Fahd Al Qasim as Director	G	Mgmt	None	For
26.6	Elect Ahmed Al Qahtani as Director	G	Mgmt	None	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
26.7	Elect Ahmed Al Hameedan as Director	G	Mgmt	None	For
26.8	Elect Badr Al Rabeeah as Director	G	Mgmt	None	For
26.9	Elect Rakan Al Fadhl as Director	G	Mgmt	None	For
26.10	Elect Waleed al Ghareeri as Director	G	Mgmt	None	For
26.11	Elect Abdullah Al Shareef as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
26.12	Elect Salman Al Hawawi as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
26.13	Elect Muath Al Zamil as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
26.14	Elect Fahd Al Ajami as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
26.15	Elect Musaid Al Anzi as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
26.16	Elect Huseen Al Shaair as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
26.17	Elect Hasan Al Zahrani as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
26.18	Elect Abdullah Al Al Sheikh as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
26.19	Elect Omar Al Mahmoud as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
26.20	Elect Tariq Fadaaq as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
26.21	Elect Majid Fattah as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
26.22	Elect Mohammed Al Assaf as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
26.23	Elect Tariq Mulla Niyazi as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
26.24	Elect Bileehid Al Bileehid as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
26.25	Elect Yasir Hamoudah as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
26.26	Elect Abdullah Al Hajri as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
26.27	Elect Ahmed Khoqeer as Director	G	Mgmt	None	For
26.28	Elect Isam Al Khaleefah as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
26.29	Elect Yasir Al Rasheed as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
26.30	Elect Abdulwahab Abou Kweek as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
26.31	Elect Usamah Basheikh as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
26.32	Elect Rabee Al Qadhi as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
26.33	Elect Majid Al Suweegh as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
26.34	Elect Basil bin Jabr as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
26.35	Elect Abdullah Sharbeeni as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
26.36	Elect Ahmed Al Harbi as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
26.37	Elect Hattan Rayis as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				

Savola Group

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
26.38	Elect Ibraheem Al Hameedhi as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
26.39	Elect Abdullah Al Braheem as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
26.40	Elect Matir Al Anzi as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
26.41	Elect Salman Al Suweelim as Director	G	Mgmt	None	Abstain

SAWAI GROUP HOLDINGS Co., Ltd.

Meeting Date: 25/06/2025 **Country:** Japan **Ticker:** 4887
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 27	G	Mgmt	For	For
2	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	G	Mgmt	For	For
3.1	Elect Director Sawai, Mitsuo	G	Mgmt	For	For
3.2	Elect Director Yokota, Shoji	G	Mgmt	For	For
3.3	Elect Director Ohara, Masatoshi	G	Mgmt	For	For
3.4	Elect Director Mitsuka, Masayuki	G	Mgmt	For	For
3.5	Elect Director Aitoku, Yasuko	G	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Tsubokura, Tadao	G	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Taniguchi, Etsuko	G	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Yukiyo Nose	G	Mgmt	For	For
5	Elect Alternate Director and Audit Committee Member Nishimura, Yoshitsugu	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

SAWAI GROUP HOLDINGS Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For
8	Approve Restricted Stock Plan and Performance Share Plan	G	Mgmt	For	For

SBA Communications Corporation

Meeting Date: 23/05/2025 **Country:** USA **Ticker:** SBAC
Record Date: 21/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kevin L. Beebe	G	Mgmt	For	For
1.2	Elect Director Jack Langer	G	Mgmt	For	For
1.3	Elect Director Jeffrey A. Stoops	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

SBI ARUHI Corp.

Meeting Date: 24/06/2025 **Country:** Japan **Ticker:** 7198
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20	G	Mgmt	For	For
2	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	G	Mgmt	For	For
3.1	Elect Director Yoshimura, Takeshi	G	Mgmt	For	For
3.2	Elect Director Ikuma, Tsutomu	G	Mgmt	For	For

SBI ARUHI Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.3	Elect Director Takahashi, Kazuhiko	G	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Baba, Yasuhiro	G	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Yanagisawa, Mika	G	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Sumino, Rina	G	Mgmt	For	For
5	Elect Alternate Director and Audit Committee Member Koshio, Isamu	G	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For
8	Approve Restricted Stock Plan	G	Mgmt	For	For

SBI Holdings, Inc.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 8473

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kitao, Yoshitaka	G	Mgmt	For	For
1.2	Elect Director Takamura, Masato	G	Mgmt	For	For
1.3	Elect Director Asakura, Tomoya	G	Mgmt	For	For
1.4	Elect Director Kusakabe, Satoe	G	Mgmt	For	For
1.5	Elect Director Matsui, Shinji	G	Mgmt	For	For
1.6	Elect Director Shiino, Motoaki	G	Mgmt	For	For
1.7	Elect Director Takenaka, Heizo	G	Mgmt	For	For
1.8	Elect Director Suzuki, Yasuhiro	G	Mgmt	For	For
1.9	Elect Director Ito, Hiroshi	G	Mgmt	For	For
1.10	Elect Director Takeuchi, Kanae	G	Mgmt	For	For
1.11	Elect Director Fukuda, Junichi	G	Mgmt	For	For
1.12	Elect Director Suematsu, Hiroyuki	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

SBI Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.13	Elect Director Okuyama, Masashi	G	Mgmt	For	For
1.14	Elect Director Nishikawa, Yasuo	G	Mgmt	For	For
1.15	Elect Director Ochi, Takao	G	Mgmt	For	For
2.1	Appoint Statutory Auditor Yamada, Masayuki	G	Mgmt	For	For
2.2	Appoint Statutory Auditor Wakatsuki, Tetsutaro	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Sawada, Tadayuki	G	Mgmt	For	For

SBM Offshore NV

Meeting Date: 09/04/2025

Country: Netherlands

Ticker: SBMO

Record Date: 12/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		
2	Receive Report of Management Board (Non-Voting)	G	Mgmt		
3	Receive Report of Supervisory Board (Non-Voting)	G	Mgmt		
4	Discussion on Company's Corporate Governance Policy	G	Mgmt		
5.1	Approve Remuneration Report for Management Board Members	G	Mgmt	For	For
5.2	Approve Remuneration Report for Supervisory Board Members	G	Mgmt	For	For
6	Approve Remuneration Policy	G	Mgmt	For	For
7	Receive Report of Auditors (Non-Voting)	G	Mgmt		
8	Adopt Financial Statements	G	Mgmt	For	For
9	Receive Explanation on Company's Dividend Policy	G	Mgmt		
10	Approve Dividends	G	Mgmt	For	For
11	Approve Discharge of Management Board	G	Mgmt	For	For
12	Approve Discharge of Supervisory Board	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

SBM Offshore NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Appoint Deloitte Accountants B.V. as Auditor to Carry Out the Assurance of the Company's Sustainability Reporting	G	Mgmt	For	For
14.1	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	G	Mgmt	For	For
14.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
15.1	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
15.2	Approve Cancellation of Ordinary Shares	G	Mgmt	For	For
16	Amend Articles of Association	G	Mgmt	For	For
17	Reelect Douglas Hugh Marshall Wood to Management Board	G	Mgmt	For	For
18	Reelect I. Arntsen to Supervisory Board	G	Mgmt	For	For
19	Allow Questions	G	Mgmt		
20	Close Meeting	G	Mgmt		

Scandi Standard AB

Meeting Date: 29/04/2025

Country: Sweden

Ticker: SCST

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chair of Meeting	G	Mgmt	For	For
2	Prepare and Approve List of Shareholders	G	Mgmt	For	For
3	Approve Agenda of Meeting	G	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
7.b	Approve Allocation of Income and Dividends of SEK 2.50 Per Share	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Scandi Standard AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.c	Approve Discharge of Board and President	G	Mgmt	For	For
7.d	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
8	Determine Number of Members (8) and Deputy Members (0) of Board	G	Mgmt	For	For
9	Approve Remuneration of Directors in the Amount of SEK 1.04 Million for Chair, SEK 570,000 for Vice Chair and SEK 415,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
10.a	Reelect Johan Bygge as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>					
10.b	Reelect Oystein Engebretsen as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>					
10.c	Reelect Henrik Hjalmarsson as Director	G	Mgmt	For	For
10.d	Reelect Cecilia Lannebo as Director	G	Mgmt	For	For
10.e	Reelect Pia Gideon as Director	G	Mgmt	For	For
10.f	Reelect Paulo Gaspar as Director	G	Mgmt	For	For
10.g	Reelect Lars-Gunnar Edh as Director	G	Mgmt	For	For
10.h	Reelect Sebastian Backlund as Director	G	Mgmt	For	For
10.i	Reelect Johan Bygge as Board Chair	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
10.j	Reelect Paulo Gaspar as Vice Chair	G	Mgmt	For	For

Scandi Standard AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
12	Approve Remuneration of Auditor	G	Mgmt	For	For
13	Ratify PricewaterhouseCoopers as Auditor	G	Mgmt	For	For
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
15.a	Approve Performance Based Long Term Incentive Program (LTIP 2025)	G	Mgmt	For	For
15.b	Approve Acquisition of Shares in Connection with LTIP 2025	G	Mgmt	For	For
15.c	Approve Transfer of Shares to Participants of LTIP 2025	G	Mgmt	For	For
16	Authorize Share Repurchase Program	G	Mgmt	For	For
17	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	For
18	Close Meeting	G	Mgmt		

Scatec Solar ASA

Meeting Date: 24/04/2025

Country: Norway

Ticker: SCATC

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders	G	Mgmt		
2	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
3	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
4	Receive Information on the Business	G	Mgmt		
5	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
6	Discuss Company's Corporate Governance Statement	G	Mgmt		
7	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Scatec Solar ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Remuneration Report	G	Mgmt	For	For
9.1	Elect Jorgen Kildahl (Chair) as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
9.2	Elect Jutta Dissen as New Director	G	Mgmt	For	For
10	Approve Remuneration of Directors in the Amount of NOK 680,000 for Chair and NOK 420,000 for Other Directors; Approve Remuneration of Committee Work; Approve Remuneration of Audit Committee	G	Mgmt	For	For
11.1	Reelect Mads Holm as Member of Nominating Committee	G	Mgmt	For	For
11.2	Reelect Christian Rom as Member of Nominating Committee	G	Mgmt	For	For
11.3	Reelect Ole Jakob Hundstad as Member of Nominating Committee	G	Mgmt	For	For
12	Approve Remuneration of Members of Nominating Committee	G	Mgmt	For	For
13	Approve Remuneration of Auditors	G	Mgmt	For	For
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares in Connection with Acquisitions, Mergers, Demergers or Similar	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					
15	Approve Equity Plan Financing Through Share Repurchase Program	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					
16	Authorize Share Repurchase Program for the Purpose of Investment or for Subsequent Sale or Deletion of Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					
17	Approve Creation of up to NOK 397,293 Pool of Capital without Preemptive Rights	G	Mgmt	For	For
18	Approve Equity Plan Financing Through Issuance of Shares	G	Mgmt	For	For

Scentre Group

Meeting Date: 09/04/2025

Country: Australia

Ticker: SCG

Record Date: 07/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Elect Ilana Atlas as a Director as Director	G	Mgmt	For	For
3	Elect Catherine Brenner as Director	G	Mgmt	For	For
4	Elect Michael Ihlein as Director	G	Mgmt	For	For
5	Elect Craig Mitchell as Director	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Approve Grant of Performance Rights to Elliott Rusanow	G	Mgmt	For	For
8	Approve the Spill Resolution	G	Mgmt	Against	Against

Blended Rationale: [LN-M0307-001] This operation is not in the interest of shareholders.

Schaeffler AG

Meeting Date: 24/04/2025

Country: Germany

Ticker: SHA0

Record Date: 02/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.25 per Share	G	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Klaus Rosenfeld for Fiscal Year 2024	G	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Claus Bauer for Fiscal Year 2024	G	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Astrid Fontaine for Fiscal Year 2024	G	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Andreas Schick for Fiscal Year 2024	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.5	Approve Discharge of Management Board Member Jens Schueler for Fiscal Year 2024	G	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Stephan Spindler for Fiscal Year 2024	G	Mgmt	For	For
3.7	Approve Discharge of Management Board Member Thomas Stierle for Fiscal Year 2024	G	Mgmt	For	For
3.8	Approve Discharge of Management Board Member Uwe Wagner for Fiscal Year 2024	G	Mgmt	For	For
3.9	Approve Discharge of Management Board Member Sascha Zaps for Fiscal Year 2024	G	Mgmt	For	For
3.10	Approve Discharge of Management Board Member Matthias Zink for Fiscal Year 2024	G	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Georg Schaeffler for Fiscal Year 2024	G	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Sabine Bendiek for Fiscal Year 2024	G	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Hans-Joerg Bullinger for Fiscal Year 2024	G	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Holger Engelmann for Fiscal Year 2024	G	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Bernd Gottschalk for Fiscal Year 2024	G	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Andrea Grimm for Fiscal Year 2024	G	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Ulrike Hasbargen for Fiscal Year 2024	G	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Thomas Hoehn for Fiscal Year 2024	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.9	Approve Discharge of Supervisory Board Member Hanna Koehler for Fiscal Year 2024	G	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Susanne Lau for Fiscal Year 2024	G	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Horst Ott for Fiscal Year 2024	G	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Alexander Putz for Fiscal Year 2024	G	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Katherina Reiche for Fiscal Year 2024	G	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Barbara Resch for Fiscal Year 2024	G	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Juergen Schenk for Fiscal Year 2024	G	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Helga Schoenhoff for Fiscal Year 2024	G	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Ulrich Schoepplein for Fiscal Year 2024	G	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Robin Stalker for Fiscal Year 2024	G	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Juergen Wechsler for Fiscal Year 2024	G	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Siegfried Wolf for Fiscal Year 2024	G	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Tong Zhang for Fiscal Year 2024	G	Mgmt	For	For
4.22	Approve Discharge of Supervisory Board Member Markus Zirkel for Fiscal Year 2024	G	Mgmt	For	For

Schaeffler AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
7.1.1	Elect Sabine Bendiek to the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
7.1.2	Elect Manfred Eibeck to the Supervisory Board	G	Mgmt	For	For
7.1.3	Elect Holger Engelmann to the Supervisory Board	G	Mgmt	For	For
7.1.4	Elect Katherina Reiche to the Supervisory Board	G	Mgmt	For	For
7.1.5	Elect Siegfried Wolf to the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
7.2.1	Elect Georg Schaeffler to the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
7.2.2	Elect Susanne Heckelsberger to the Supervisory Board	G	Mgmt	For	For
7.2.3	Elect Joachim Hirsch to the Supervisory Board	G	Mgmt	For	For
7.2.4	Elect Robin Stalker to the Supervisory Board	G	Mgmt	For	For
7.2.5	Elect Tong Zhang to the Supervisory Board	G	Mgmt	For	For
8	Approve Conversion of Bearer Shares into Registered Shares	G	Mgmt	For	For

Schibsted ASA

Meeting Date: 07/05/2025

Country: Norway

Ticker: SCHA

Record Date: 29/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chair of Meeting	G	Mgmt	For	For
2	Approve Notice of Meeting and Agenda	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Schibsted ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
5	Approve Allocation of Income and Dividends of NOK 2.25 Per Share	G	Mgmt	For	For
6	Approve Remuneration of Auditors	G	Mgmt	For	For
7	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
8.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
8.2	Approve Loan Program to Senior Executives	G	Mgmt	For	For
9	Receive Report from Nominating Committee	G	Mgmt		
10.a	Reelect Rune Bjerke as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
10.b	Reelect Philippe Vimard as Director	G	Mgmt	For	For
10.c	Reelect Satu Kiiskinen as Director	G	Mgmt	For	For
10.d	Reelect Ulrike Handel as Director	G	Mgmt	For	For
10.e	Reelect Natasha ten Cate as Director	G	Mgmt	For	For
10.f	Reelect Rolv Erik Ryssdal as Director	G	Mgmt	For	For
11.a)	Elect Karl-Christian Agerup (Chair) as Director	G	Mgmt	For	For
11.b)	Elect Rune Bjerke as Board Vice Chair	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
12	Approve Remuneration of Directors in the Amount of NOK 1.5 Million for Chair, NOK 1.1 Million for Vice Chair and NOK 701,000 for Other Directors; Approve Additional Fees; Approve Remuneration for Committee Work	G	Mgmt	For	For
13	Approve Remuneration of Nominating Committee	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Schibsted ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Reelect Ann Kristin Brautaset as Member of the Nomination Committee; Elect Andreas Haug as New Member of the Nomination Committee	G	Mgmt	For	For
15	Grant Power of Attorney to Board Pursuant to Article 7 of Articles of Association	G	Mgmt	For	For
16	Approve NOK 3.5 Million Reduction in Share Capital via Share Redemption	G	Mgmt	For	For
17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
18	Approve Creation of NOK 6.5 Million Pool of Capital without Preemptive Rights	G	Mgmt	For	For
19	Authorize Board to Distribute Extraordinary Dividends	G	Mgmt	For	For
20	Change Company's Name to Vend Marketplaces ASA	G	Mgmt	For	For

Schlumberger N.V.

Meeting Date: 02/04/2025

Country: Curacao

Ticker: SLB

Record Date: 05/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Peter Coleman	G	Mgmt	For	For
1.2	Elect Director Patrick de La Chevardiére	G	Mgmt	For	For
1.3	Elect Director Miguel Galuccio	G	Mgmt	For	For
1.4	Elect Director Jim Hackett	G	Mgmt	For	For
1.5	Elect Director Olivier Le Peuch	G	Mgmt	For	For
1.6	Elect Director Samuel Leupold	G	Mgmt	For	For
1.7	Elect Director Maria Moraeus Hanssen	G	Mgmt	For	For
1.8	Elect Director Vanitha Narayanan	G	Mgmt	For	For
1.9	Elect Director Jeff Sheets	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Adopt and Approve Financials and Dividends	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Schlumberger N.V.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
5	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For

Schneider Electric SE

Meeting Date: 07/05/2025

Country: France

Ticker: SU

Record Date: 05/05/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 3.90 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
6	Approve Compensation of Olivier Blum, CEO from November 1, 2024 to December 31, 2024	G	Mgmt	For	For
7	Approve Compensation of Peter Herweck, CEO from January 1, 2024 to November 1, 2024	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
8	Approve Compensation of Jean-Pascal Tricoire, Chairman of the Board	G	Mgmt	For	For
9	Approve Remuneration Policy of CEO	G	Mgmt	For	For
10	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
11	Approve Remuneration Policy of Directors	G	Mgmt	For	For
12	Reelect Jean-Pascal Tricoire as Director	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Reelect Anna Ohlsson-Leijon as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
14	Ratify Appointment of Clotilde Delbos as Director	G	Mgmt	For	For
15	Elect Xiaohong (Laura) Ding as Representative of Employee Shareholders to the Board	G	Mgmt	For	For
A	Elect Alban de Beaulaincourt as Representative of Employee Shareholders to the Board	G	Mgmt	Against	Against
<p><i>Blended Rationale: [LN-M0249-001] Another candidate is better suited to represent employees' interest.</i></p>					
B	Elect François Durif as Representative of Employee Shareholders to the Board	G	Mgmt	Against	Against
<p><i>Blended Rationale: [LN-M0249-001] Another candidate is better suited to represent employees' interest.</i></p>					
C	Elect Venkat Garimella as Representative of Employee Shareholders to the Board	G	Mgmt	Against	Against
<p><i>Blended Rationale: [LN-M0249-001] Another candidate is better suited to represent employees' interest.</i></p>					
D	Elect Gérard Le Gouefflec as Representative of Employee Shareholders to the Board	G	Mgmt	Against	Against
<p><i>Blended Rationale: [LN-M0249-001] Another candidate is better suited to represent employees' interest.</i></p>					
E	Elect Amandine Petitdemanche as Representative of Employee Shareholders to the Board	G	Mgmt	Against	Against
<p><i>Blended Rationale: [LN-M0249-001] Another candidate is better suited to represent employees' interest.</i></p>					
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	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	G	Mgmt	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 224 Million	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 224 Million	G	Mgmt	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	G	Mgmt	For	For
21	Authorize Capital Increase of up to 9.73 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
22	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 224 Million	G	Mgmt	For	For
23	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 224 Million	G	Mgmt	For	For
24	Authorize Capitalization of Reserves of Up to EUR 800 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
25	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	G	Mgmt	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	G	Mgmt	For	For
28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
29	Amend Article 11.3 of Bylaws Re: Conditions for Replacement of Representative of Employees Shareholders	G	Mgmt	For	For
30	Amend Article 14.3 of Bylaws Re: Board Deliberations	G	Mgmt	For	For
31	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Schoeller-Bleckmann Oilfield Equipment AG

Meeting Date: 24/04/2025

Country: Austria

Ticker: SBO

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
5.i	Ratify Auditors for Fiscal Year 2025	G	Mgmt	For	For
5.ii	Appoint Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Elect Brigitte Ederer as Supervisory Board Member	G	Mgmt	For	For
7	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
8	Approve Remuneration of Supervisory Board Members	G	Mgmt	For	For
9	Change Company Name to SBO AG	G	Mgmt	For	For

SCHOLAR ROCK HOLDING CORPORATION

Meeting Date: 22/05/2025

Country: USA

Ticker: SRRK

Record Date: 26/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Srinivas Akkaraju	G	Mgmt	For	Withhold
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
1.2	Elect Director Jay Backstrom *Withdrawn Resolution*	G	Mgmt		

SCHOLAR ROCK HOLDING CORPORATION

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Joshua Reed	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Ratify Ernst & Young LLP as Auditors - Withdrawn Resolution	G	Mgmt		
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Schroders Plc

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

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

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Schroders Plc

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

Schrodinger, Inc.

Meeting Date: 18/06/2025 **Country:** USA **Ticker:** SDGR
Record Date: 21/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jeffrey Chodakewitz	G	Mgmt	For	For
1b	Elect Director Michael Lynton	G	Mgmt	For	For
1c	Elect Director Nancy A. Thornberry	G	Mgmt	For	For
1d	Elect Director Bridget van Kralingen	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Schweiter Technologies AG

Meeting Date: 09/04/2025 **Country:** Switzerland **Ticker:** SWTQ
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Receive Report on Fiscal Year 2024 (Non-Voting)	G	Mgmt		
3.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
3.2	Approve Non-Financial Report	E, S	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
5	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
6	Approve Allocation of Income and Dividends of CHF 15.00 per Share	G	Mgmt	For	For
7.1.1	Reelect Daniel Bossard as Director	G	Mgmt	For	For
7.1.2	Reelect Vanessa Frey as Director	G	Mgmt	For	For
7.1.3	Reelect Lars van der Haegen as Director	G	Mgmt	For	For
7.1.4	Reelect Jacques Sanche as Director	G	Mgmt	For	For
7.1.5	Reelect Beat Siegrist as Director	G	Mgmt	For	For
7.1.6	Reelect Stephan Widrig as Director	G	Mgmt	For	For
7.1.7	Reelect Heinz Baumgartner as Director and Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
7.2.1	Reappoint Daniel Bossard as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
7.2.2	Reappoint Vanessa Frey as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
7.2.3	Reappoint Jacques Sanche as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
7.3	Designate Proxy Voting Services GmbH as Independent Proxy	G	Mgmt	For	For
7.4	Ratify KPMG AG as Auditors	G	Mgmt	For	For

Schweiter Technologies AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million	G	Mgmt	For	For
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 3 Million	G	Mgmt	For	For
9	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Science Applications International Corporation

Meeting Date: 04/06/2025

Country: USA

Ticker: SAIC

Record Date: 07/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Garth N. Graham	G	Mgmt	For	For
1b	Elect Director Carolyn B. Handlon	G	Mgmt	For	For
1c	Elect Director Yvette M. Kanouff	G	Mgmt	For	For
1d	Elect Director Timothy J. Mayopoulos	G	Mgmt	For	For
1e	Elect Director Katharina G. McFarland	G	Mgmt	For	For
1f	Elect Director Milford W. McGuirt	G	Mgmt	For	For
1g	Elect Director Donna S. Morea	G	Mgmt	For	For
1h	Elect Director James C. Reagan	G	Mgmt	For	For
1i	Elect Director Steven R. Shane	G	Mgmt	For	For
1j	Elect Director John K. Tien, Jr.	G	Mgmt	For	For
1k	Elect Director Toni Townes-Whitley	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

SCOR SE

Meeting Date: 29/04/2025

Country: France

Ticker: SCR

Record Date: 25/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.80 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G	Mgmt	For	For
5	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
6	Approve Compensation of Fabrice Brégier, Chairman of the Board	G	Mgmt	For	For
7	Approve Compensation of Thierry Léger, CEO	G	Mgmt	For	For
8	Approve Remuneration Policy of Directors and Censors	G	Mgmt	For	For
9	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
10	Approve Remuneration Policy of CEO	G	Mgmt	For	For
11	Reelect Fabrice Brégier as Director	G	Mgmt	For	For
12	Reelect Martine Gerow as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
13	Reelect Fields Wicker-Miurin as Director	G	Mgmt	For	For
14	Elect Diane Côté as Director	G	Mgmt	For	For
15	Elect Doina Palici-Chehab as Director	G	Mgmt	For	For
16	Appoint Jacques Aigrain as Censor	G	Mgmt	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
18	Authorize Capitalization of Reserves of Up to EUR 200 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 565,810,482	G	Mgmt	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Binding Priority Rights) up to Aggregate Nominal Amount of EUR 282,905,241	G	Mgmt	For	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to 10 Percent of Issued Capital	G	Mgmt	For	For
22	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 141,452,621	G	Mgmt	For	For
23	Authorize Capital Increase of Up to EUR 141,452,621 for Future Exchange Offers	G	Mgmt	For	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-22	G	Mgmt	For	For
26	Authorize Issuance of Warrants (Bons 2025 Contingents) without Preemptive Rights Reserved for a Category of Persons up to Aggregate Nominal Amount of EUR 300 Million Re: Contingent Capital	G	Mgmt	For	For
27	Authorize Issuance of Warrants (AOF 2025) without Preemptive Rights Reserved for a Category of Persons up to Aggregate Nominal Amount of EUR 300 Million Re: Ancillary Own-Fund	G	Mgmt	For	For
28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
29	Authorize up to 1 Million Shares for Use in Stock Option Plans	G	Mgmt	For	For

SCOR SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
30	Authorize Issuance of up to 3.5 Million Shares for Use in Restricted Stock Plans	G	Mgmt	For	For
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
32	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 20-27, 29 and 31 at EUR 738,770,992	G	Mgmt	For	For
33	Amend Article 11 of Bylaws Re: Board Deliberation	G	Mgmt	For	For
34	Amend Article 17 of Bylaws Re: Censors Length of Term	G	Mgmt	For	For
35	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Scout24 SE

Meeting Date: 05/06/2025

Country: Germany

Ticker: G24

Record Date: 28/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.32 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
5a	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	G	Mgmt	For	For
5b	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Elect Lutz Finger to the Supervisory Board	G	Mgmt	For	For
8	Approve Remuneration Policy	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Scout24 SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For
10a	Approve Creation of EUR 15 Million Pool of Authorized Capital 2025/1 with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
10b	Approve Creation of EUR 7.5 Million Pool of Authorized Capital 2025/2 with Preemptive Rights	G	Mgmt	For	For
11	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For

SCREEN Holdings Co. Ltd.

Meeting Date: 20/06/2025

Country: Japan

Ticker: 7735

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 188	G	Mgmt	For	For
2.1	Elect Director Hiroe, Toshio	G	Mgmt	For	For
2.2	Elect Director Goto, Masato	G	Mgmt	For	For
2.3	Elect Director Kondo, Yoichi	G	Mgmt	For	For
2.4	Elect Director Ishikawa, Yoshihisa	G	Mgmt	For	For
2.5	Elect Director Takasu, Hidemi	G	Mgmt	For	For
2.6	Elect Director Okudaira, Hiroko	G	Mgmt	For	For
2.7	Elect Director Narahara, Seiji	G	Mgmt	For	For
2.8	Elect Director Sato, Fumikazu	G	Mgmt	For	For
3	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

SCSK Corp.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 9719

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Business Lines	G	Mgmt	For	For
2.1	Elect Director Nakajima, Masaki	G	Mgmt	For	For
2.2	Elect Director Toma, Takaaki	G	Mgmt	For	For
2.3	Elect Director Takeshita, Takafumi	G	Mgmt	For	For
2.4	Elect Director Kato, Shinichi	G	Mgmt	For	For
2.5	Elect Director Kubo, Tetsuya	G	Mgmt	For	For
2.6	Elect Director Hirata, Sadayo	G	Mgmt	For	For
2.7	Elect Director Yamana, Shoei	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Jitsuno, Hiromichi	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Matsuishi, Hidetaka	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Waseda, Yumiko	G	Mgmt	For	For
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members and Restricted Stock Plan	G	Mgmt	For	For

SD Guthrie Bhd.

Meeting Date: 26/05/2025

Country: Malaysia

Ticker: 5285

Record Date: 15/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Directors' Fees	G	Mgmt	For	For
2	Approve Directors' Benefits	G	Mgmt	For	For
3	Elect Mohd Zuki Ali as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					
4	Elect Norzrul Thani Nik Hassan Thani as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
5	Elect Mohamad Helmy Othman Basha as Director	G	Mgmt	For	For

SD Guthrie Bhd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Elect Mohd Nizam Zainordin as Director	G	Mgmt	For	For
7	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Seacoast Banking Corporation of Florida

Meeting Date: 19/05/2025 **Country:** USA **Ticker:** SBCF

Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Dennis J. Arczynski	G	Mgmt	For	For
1.2	Elect Director Eduardo J. Arriola	G	Mgmt	For	For
1.3	Elect Director Maryann Goebel	G	Mgmt	For	For
1.4	Elect Director Robert J. Lipstein	G	Mgmt	For	For
2	Increase Authorized Common Stock	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
5	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
6	Ratify Crowe LLP as Auditors	G	Mgmt	For	For

Seadrill Limited

Meeting Date: 14/05/2025 **Country:** Bermuda **Ticker:** SDRL

Record Date: 17/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Directors at Nine	G	Mgmt	For	For
2.a	Reelect Julie J. Robertson as Director	G	Mgmt	For	For

Seadrill Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.b	Reelect Jean Cahuzac as Director	G	Mgmt	For	For
2.c	Reelect Jan Kjaervik as Director	G	Mgmt	For	For
2.d	Reelect Mark McCollum as Director	G	Mgmt	For	For
2.e	Reelect Harry Quarls as Director	G	Mgmt	For	For
2.f	Reelect Andrew Schultz as Director	G	Mgmt	For	For
2.g	Reelect Paul Smith as Director	G	Mgmt	For	For
2.h	Reelect Jonathan Swinney as Director	G	Mgmt	For	For
2.i	Reelect Ana Zambelli as Director	G	Mgmt	For	For
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Approve Remuneration of Directors	G	Mgmt	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
6	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Sealed Air Corporation

Meeting Date: 29/05/2025

Country: USA

Ticker: SEE

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Zubaid Ahmad	G	Mgmt	For	For
1b	Elect Director Anthony J. Allott	G	Mgmt	For	For
1c	Elect Director Kevin C. Berryman	G	Mgmt	For	For
1d	Elect Director Françoise Colpron	G	Mgmt	For	For
1e	Elect Director Henry R. Keizer	G	Mgmt	For	For
1f	Elect Director Harry A. Lawton, III	G	Mgmt	For	For
1g	Elect Director Suzanne B. Rowland	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Sealed Air Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Dustin J. Semach	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Seatrium Ltd.

Meeting Date: 23/04/2025 **Country:** Singapore **Ticker:** 5E2
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Elect Yap Chee Keong as Director	G	Mgmt	For	For
4	Elect Chris Ong as Director	G	Mgmt	For	For
5	Elect Jan Holm as Director	G	Mgmt	For	For
6	Elect Eng Aik Meng as Director	G	Mgmt	For	For
7	Approve Directors' Fees	G	Mgmt	For	For
8	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For
10	Approve Share Plan Grant	G	Mgmt	For	For
11	Approve Renewal of Mandate for Interested Person Transactions	G	Mgmt	For	For
12	Authorize Share Repurchase Program	G	Mgmt	For	For

Seazen Holdings Co. Ltd.

Meeting Date: 26/05/2025 **Country:** China **Ticker:** 601155
Record Date: 19/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve to Appoint Auditor	G	Mgmt	For	For
6	Approve Profit Distribution	G	Mgmt	For	For
7	Approve Remuneration of Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
8	Approve Guarantee Plan	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
9	Approve Investment Plan	G	Mgmt	For	For
10	Approve Financial Assistance Provision	G	Mgmt	For	For
11	Approve Direct Financing Work	G	Mgmt	For	For
12	Approve Borrowing from Related Parties	G	Mgmt	For	For
13	Approve Amendments to Articles of Association and the Abolition of the Board of Supervisors	G	Mgmt	For	For
14	Amend Some of the Company's System Documents	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
	ELECT NON-INDEPENDENT DIRECTOR VIA CUMULATIVE VOTING		Mgmt		
15.1	Elect Guan Youdong as Director	G	Mgmt	For	For

SEB SA

Meeting Date: 20/05/2025

Country: France

Ticker: SK

Record Date: 16/05/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2.8 per Share and an Extra of EUR 0.280 per Share to Long Term Registered Shares	G	Mgmt	For	For
4	Reelect Brigitte Forestier as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [SD-M0201-005] Nominee is not independent and serves on a key committee. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5	Elect Eric Rondolat as Director	G	Mgmt	For	For
6	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
7	Approve Compensation of Thierry de La Tour d Artaise, Chairman of the Board	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8	Approve Compensation of Stanislas de Gramont, CEO	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
9	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
10	Approve Remuneration Policy of CEO	G	Mgmt	For	For
11	Approve Remuneration Policy of Directors	G	Mgmt	For	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.1 Million	G	Mgmt	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					
	Extraordinary Business		Mgmt		
14	Authorize up to 240,000 Shares for Use in Restricted Stock Plans with Performance Conditions Attached	G	Mgmt	For	For
15	Amend Article 17 of Bylaws Re: Directors Length of Term	G	Mgmt	For	For
16	Amend Article 20 of Bylaws Re: Written Consultation	G	Mgmt	For	For

SEB SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
17	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

SECOM Co., Ltd.

Meeting Date: 26/06/2025 **Country:** Japan **Ticker:** 9735
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	G	Mgmt	For	For
2.1	Elect Director Yoshida, Yasuyuki	G	Mgmt	For	For
2.2	Elect Director Fuse, Tatsuro	G	Mgmt	For	For
2.3	Elect Director Yamanaka, Yoshinori	G	Mgmt	For	For
2.4	Elect Director Nagao, Seiya	G	Mgmt	For	For
2.5	Elect Director Nakada, Takashi	G	Mgmt	For	For
2.6	Elect Director Inaba, Makoto	G	Mgmt	For	For
2.7	Elect Director Watanabe, Hajime	G	Mgmt	For	For
2.8	Elect Director Hara, Miri	G	Mgmt	For	For
2.9	Elect Director Matsuzaki, Kosuke	G	Mgmt	For	For
2.10	Elect Director Suzuki, Yukari	G	Mgmt	For	For
3	Amend Articles to Add Provision Concerning Management with Cost of Capital and Share Price Considered	G	SH	Against	Against

Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.

Securitas AB

Meeting Date: 08/05/2025 **Country:** Sweden **Ticker:** SECU.B
Record Date: 29/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive President's Report	G	Mgmt		
8.a	Receive Financial Statements and Statutory Reports	G	Mgmt		
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	G	Mgmt		
8.c	Receive Board's Proposal on Allocation of Income	G	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9.b	Approve Allocation of Income and Dividends of SEK 4.50 Per Share	G	Mgmt	For	For
9.c	Approve May 12, 2025 as Record Date for Dividend Payment	G	Mgmt	For	For
9.d	Approve Discharge of Board and President	G	Mgmt	For	For
10	Approve Remuneration Report	G	Mgmt	For	For
11	Determine Number of Directors (8) and Deputy Directors (0) of Board	G	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of SEK 3.5 Million for Chair, and SEK 1.2 Million for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	G	Mgmt	For	For
13	Reelect Jan Svensson (Chair), Asa Bergman, Fredrik Cappelen, Harry Klagsbrun, Johan Menckel and Sofia Schorling Hogberg as Directors; Elect Jill D. Smith and Massimo Grassi as New Directors	G	Mgmt	For	Against

Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.

Securitas AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Ratify Ernst & Young AB as Auditors	G	Mgmt	For	For
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
16	Approve Performance Share Program LTI 2025/2027 for Key Employees and Related Financing	G	Mgmt	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
18	Close Meeting	G	Mgmt		

Sega Sammy Holdings, Inc.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 6460

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Satomi, Hajime	G	Mgmt	For	For
1.2	Elect Director Satomi, Haruki	G	Mgmt	For	For
1.3	Elect Director Fukazawa, Koichi	G	Mgmt	For	For
1.4	Elect Director Utsumi, Shuji	G	Mgmt	For	For
1.5	Elect Director Hoshino, Ayumu	G	Mgmt	For	For
1.6	Elect Director Katsukawa, Kohei	G	Mgmt	For	For
1.7	Elect Director Melanie Brock	G	Mgmt	For	For
1.8	Elect Director Ishiguro, Fujiyo	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.9	Elect Director Ankur Sahu	G	Mgmt	For	For

SEGRO PLC

Meeting Date: 30/04/2025

Country: United Kingdom

Ticker: SGRO

Record Date: 28/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	For
4	Approve Remuneration Policy	G	Mgmt	For	For
5	Re-elect Andy Harrison as Director	G	Mgmt	For	For
6	Re-elect Mary Barnard as Director	G	Mgmt	For	For
7	Re-elect Sue Clayton as Director	G	Mgmt	For	For
8	Re-elect Soumen Das as Director	G	Mgmt	For	For
9	Re-elect Carol Fairweather as Director	G	Mgmt	For	For
10	Re-elect Simon Fraser as Director	G	Mgmt	For	For
11	Re-elect David Sleath as Director	G	Mgmt	For	For
12	Re-elect Linda Yueh as Director	G	Mgmt	For	For
13	Elect Marcus Sperber as Director	G	Mgmt	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
17	Amend Long Term Incentive Plan	G	Mgmt	For	For
18	Authorise Issue of Equity	G	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
21	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

SEI Investments Company

Meeting Date: 28/05/2025

Country: USA

Ticker: SEIC

Record Date: 20/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jonathan A. Brassington	G	Mgmt	For	For
1b	Elect Director William M. Doran	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1c	Elect Director Alfred P. West, Jr.	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Seibu Holdings, Inc.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 9024

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	G	Mgmt	For	For
2.1	Elect Director Goto, Takashi	G	Mgmt	For	For
2.2	Elect Director Nishiyama, Ryuichiro	G	Mgmt	For	For
2.3	Elect Director Ishihara, Masayuki	G	Mgmt	For	For
2.4	Elect Director Furuta, Yoshinari	G	Mgmt	For	For
2.5	Elect Director Yamazaki, Kimiyuki	G	Mgmt	For	For
2.6	Elect Director Ogawa, Shuichiro	G	Mgmt	For	For
2.7	Elect Director Kaneda, Yoshiki	G	Mgmt	For	For
2.8	Elect Director Saito, Tomohide	G	Mgmt	For	For
2.9	Elect Director Goto, Keiji	G	Mgmt	For	For
2.10	Elect Director Tsujihiro, Masafumi	G	Mgmt	For	For
2.11	Elect Director Arima, Atsumi	G	Mgmt	For	Against

Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.

Seibu Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.12	Elect Director Kobayashi, Yoko	G	Mgmt	For	For
2.13	Elect Director Takahashi, Masami	G	Mgmt	For	For
2.14	Elect Director Ikeda, Yuichi	G	Mgmt	For	For
3	Appoint Statutory Auditor Fukuda, Masaaki	G	Mgmt	For	For
4	Approve Compensation Ceiling for Directors	G	Mgmt	For	For
5	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

Seikagaku Corp.

Meeting Date: 20/06/2025 **Country:** Japan **Ticker:** 4548
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 15	G	Mgmt	For	For
2.1	Elect Director Mizutani, Ken	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-021] AGAINST directors responsible for company's poor ROE/ROA performance.</i>					
2.2	Elect Director Okada, Toshiyuki	G	Mgmt	For	For
2.3	Elect Director Funakoshi, Yosuke	G	Mgmt	For	For
2.4	Elect Director Minaki, Mio	G	Mgmt	For	For
2.5	Elect Director Sugiura, Yasuyuki	G	Mgmt	For	For

Seiko Epson Corp.

Meeting Date: 26/06/2025 **Country:** Japan **Ticker:** 6724
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 37	G	Mgmt	For	For
2.1	Elect Director Ogawa, Yasunori	G	Mgmt	For	For
2.2	Elect Director Yoshida, Junkichi	G	Mgmt	For	For

Seiko Epson Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.3	Elect Director Yoshino, Yasunori	G	Mgmt	For	For
2.4	Elect Director Fukaishi, Akihiro	G	Mgmt	For	For
2.5	Elect Director Shimamoto, Tadashi	G	Mgmt	For	For
2.6	Elect Director Yamauchi, Masaki	G	Mgmt	For	For
2.7	Elect Director Miyake, Kahori	G	Mgmt	For	For
3	Approve Annual Bonus	G	Mgmt	For	For

Sekisui Chemical Co., Ltd.

Meeting Date: 20/06/2025

Country: Japan

Ticker: 4204

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 42	G	Mgmt	For	For
2.1	Elect Director Koge, Teiji	G	Mgmt	For	For
2.2	Elect Director Kato, Keita	G	Mgmt	For	For
2.3	Elect Director Shimizu, Ikusuke	G	Mgmt	For	For
2.4	Elect Director Hirai, Yoshiyuki	G	Mgmt	For	For
2.5	Elect Director Yoshida, Masahide	G	Mgmt	For	For
2.6	Elect Director Asano, Akira	G	Mgmt	For	For
2.7	Elect Director Murakami, Kazuya	G	Mgmt	For	For
2.8	Elect Director Oeda, Hiroshi	G	Mgmt	For	For
2.9	Elect Director Nozaki, Haruko	G	Mgmt	For	For
2.10	Elect Director Koezuka, Miharuru	G	Mgmt	For	For
2.11	Elect Director Miyai, Machiko	G	Mgmt	For	For
2.12	Elect Director Hatanaka, Yoshihiko	G	Mgmt	For	For
3	Appoint Statutory Auditor Sakai, Michio	G	Mgmt	For	For
4	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

Sekisui House Reit, Inc.

Meeting Date: 22/05/2025

Country: Japan

Ticker: 3309

Record Date: 03/04/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Investment Restrictions	G	Mgmt	For	For
2	Elect Alternate Executive Director Fujiwara, Toshimitsu	G	Mgmt	For	For

Sekisui House, Ltd.

Meeting Date: 23/04/2025

Country: Japan

Ticker: 1928

Record Date: 31/01/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 71	G	Mgmt	For	For
2.1	Elect Director Nakai, Yoshihiro	G	Mgmt	For	For
2.2	Elect Director Tanaka, Satoshi	G	Mgmt	For	For
2.3	Elect Director Ishii, Toru	G	Mgmt	For	For
2.4	Elect Director Shinozaki, Hiroshi	G	Mgmt	For	For
2.5	Elect Director Omura, Yasushi	G	Mgmt	For	For
2.6	Elect Director Yoshimaru, Yukiko	G	Mgmt	For	For
2.7	Elect Director Kitazawa, Toshifumi	G	Mgmt	For	For
2.8	Elect Director Nakajima, Yoshimi	G	Mgmt	For	For
2.9	Elect Director Abe, Shinichi	G	Mgmt	For	For
2.10	Elect Director Kuroda, Yukiko	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Minagawa, Osamu	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Tamai, Yuko	G	Mgmt	For	For

Sekisui Jushi Corp.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 4212

Record Date: 31/03/2025

Meeting Type: Annual

Sekisui Jushi Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Baba, Hiroshi	G	Mgmt	For	For
1.2	Elect Director Miyata, Toshitaka	G	Mgmt	For	For
1.3	Elect Director Takano, Hiroshi	G	Mgmt	For	For
1.4	Elect Director Ito, Satoko	G	Mgmt	For	For
1.5	Elect Director Akaho, Keiko	G	Mgmt	For	For
1.6	Elect Director Kikuchi, Tomoyuki	G	Mgmt	For	For
1.7	Elect Director Miyoshi, Nagaaki	G	Mgmt	For	For
1.8	Elect Director Takabayashi, Shuichiro	G	Mgmt	For	For
2	Appoint Statutory Auditor Tada, Akihito	G	Mgmt	For	For
3	Initiate Share Repurchase Program	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0152-002] AGAINST shareholder proposal as the proposed capital policy is inappropriate considering the financial performance of the company.</i>					
4	Amend Articles to Require Majority Outsider Board and Set Maximum Board Size at 10	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0215-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
5	Approve Restricted Stock Plan	G	SH	Against	Against
<i>Blended Rationale: [TK-S0511-002] AGAINST shareholder proposal as proposed amendment will not provide appropriate incentive to the management.</i>					

Selective Insurance Group, Inc.

Meeting Date: 30/04/2025 **Country:** USA **Ticker:** SIGI
Record Date: 06/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ainar D. Aijala, Jr.	G	Mgmt	For	For
1b	Elect Director Lisa Rojas Bacus	G	Mgmt	For	For
1c	Elect Director Terrence W. Cavanaugh	G	Mgmt	For	For
1d	Elect Director Wole C. Coaxum	G	Mgmt	For	For
1e	Elect Director Robert Kelly Doherty	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Selective Insurance Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director John J. Marchioni	G	Mgmt	For	For
1g	Elect Director Thomas A. McCarthy	G	Mgmt	For	For
1h	Elect Director Stephen C. Mills	G	Mgmt	For	For
1i	Elect Director H. Elizabeth Mitchell	G	Mgmt	For	For
1j	Elect Director Cynthia S. Nicholson	G	Mgmt	For	For
1k	Elect Director Kate E. R. Sampson	G	Mgmt	For	For
1l	Elect Director John S. Scheid	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Selvaag Bolig ASA

Meeting Date: 24/04/2025

Country: Norway

Ticker: SBO

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	G	Mgmt		
2	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
3	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 1.25 Per Share	G	Mgmt	For	For
5	Approve Remuneration of Directors in the Amount of NOK 604,000 for Chair and NOK 347,000 for Other Directors; Approve Remuneration for Committee Work and Employee Representatives	G	Mgmt	For	For
6	Approve Remuneration of Nominating Committee	G	Mgmt	For	For
7	Approve Remuneration of Auditor	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Selvaag Bolig ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Remuneration Statement	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
9	Authorize Board to Distribute Dividends	G	Mgmt	For	For
10	Authorize Share Repurchase Program	G	Mgmt	For	For
11	Approve Creation of NOK 18.8 Million Pool of Capital without Preemptive Rights	G	Mgmt	For	For
12	Reelect Olav H. Selvaag (Chair), Gisele Marchand, Tore Myrvold and Oystein Thorup as Directors; Elect Josefine Wikstrom as New Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
13	Reelect Gunnar Boyum (Chair), Leiv Askvig and Helene Langlo Volle as Members of Nominating Committee	G	Mgmt	For	For

Semapa Sociedade de Investimento e Gestao SGPS SA

Meeting Date: 29/05/2025 **Country:** Portugal **Ticker:** SEM
Record Date: 22/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Individual and Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
4	Elect Corporate Bodies for 2025-2027 Term	G	SH	None	For
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>					

Semapa Sociedade de Investimento e Gestao SGPS SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Appoint KPMG & Associados - Sociedade de Revisores Oficiais de Contas, S.A. as Auditor and Pedro Jorge Quental e Cruz as Alternate Auditor	G	Mgmt	For	For
6	Approve Remuneration of Remuneration Committee Members	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
7	Approve Remuneration Policy	G	Mgmt	For	For
8	Authorize Repurchase and Reissuance of Shares and Bonds	G	Mgmt	For	For

Semperit Holding AG

Meeting Date: 23/04/2025

Country: Austria

Ticker: SEM

Record Date: 13/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.50 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
5	Approve Remuneration of Supervisory Board Members	G	Mgmt	For	For
6.1	Elect Birgit Noggler as Supervisory Board Member	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
6.2	Elect Stefan Fida as Supervisory Board Member	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
7	Approve Remuneration Report	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Semperit Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
9.1	Ratify Ernst & Young as Auditors for Fiscal Year 2025	G	Mgmt	For	For
9.2	Appoint Ernst & Young as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For

Sempra

Meeting Date: 13/05/2025 **Country:** USA **Ticker:** SRE
Record Date: 20/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Andrés Conesa	G	Mgmt	For	For
1b	Elect Director Pablo A. Ferrero	G	Mgmt	For	For
1c	Elect Director Jennifer M. Kirk	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1d	Elect Director Richard J. Mark	G	Mgmt	For	For
1e	Elect Director Jeffrey W. Martin	G	Mgmt	For	For
1f	Elect Director Michael N. Mears	G	Mgmt	For	For
1g	Elect Director Kevin C. Sagara	G	Mgmt	For	For
1h	Elect Director Jack T. Taylor	G	Mgmt	For	For
1i	Elect Director Cynthia J. (CJ) Warner	G	Mgmt	For	For
1j	Elect Director Anya Weaving	G	Mgmt	For	For
1k	Elect Director James C. Yardley	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Semtech Corporation

Meeting Date: 05/06/2025 **Country:** USA **Ticker:** SMTC
Record Date: 11/04/2025 **Meeting Type:** Annual

Semtech Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Martin S.J. Burvill	G	Mgmt	For	For
1.2	Elect Director Rodolpho C. Cardenuto	G	Mgmt	For	For
1.3	Elect Director Gregory M. Fischer	G	Mgmt	For	For
1.4	Elect Director Saar Gillai	G	Mgmt	For	For
1.5	Elect Director Hong Q. Hou	G	Mgmt	For	For
1.6	Elect Director Ye Jane Li	G	Mgmt	For	For
1.7	Elect Director Paula LuPriore	G	Mgmt	For	For
1.8	Elect Director Julie G. Ruehl	G	Mgmt	For	For
1.9	Elect Director Paul V. Walsh, Jr.	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Sensata Technologies Holding plc

Meeting Date: 10/06/2025 **Country:** United Kingdom **Ticker:** ST
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director John P. Absmeier	G	Mgmt	For	For
1b	Elect Director Daniel L. Black	G	Mgmt	For	For
1c	Elect Director Lorraine A. Bolsinger	G	Mgmt	For	For
1d	Elect Director Phillip M. Eyler	G	Mgmt	For	For
1e	Elect Director John Mirshekari	G	Mgmt	For	For
1f	Elect Director Constance E. Skidmore	G	Mgmt	For	For
1g	Elect Director Steven A. Sonnenberg	G	Mgmt	For	For
1h	Elect Director Martha N. Sullivan	G	Mgmt	For	For

Sensata Technologies Holding plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director Andrew C. Teich	G	Mgmt	For	For
1j	Elect Director Jugal Vijayvargiya	G	Mgmt	For	For
1k	Elect Director Stephan von Schuckmann	G	Mgmt	For	For
1l	Elect Director Stephen M. Zide	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Approve Director Compensation Report	G	Mgmt	For	For
5	Approve Remuneration Policy	G	Mgmt	For	For
6	Ratify Deloitte LLP as U.K. Statutory Auditor	G	Mgmt	For	For
7	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
8	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9	Authorise Off-Market Purchase of Ordinary Shares	G	Mgmt	For	For
10	Authorise Issue of Equity	G	Mgmt	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
12	Authorize the Board of Directors to Allot Shares Under the Equity Incentive Plans	G	Mgmt	For	For
13	Authorize the Board of Directors to Allot Shares Under the Equity Incentive Plans without Pre-emptive Rights	G	Mgmt	For	For

SenseTime Group Inc.

Meeting Date: 26/06/2025

Country: Cayman Islands

Ticker: 20

Record Date: 19/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Elect Yang Fan as Director	G	Mgmt	For	For
3	Elect Wang Zheng as Director	G	Mgmt	For	For

SenseTime Group Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Elect Xu Li as Director	G	Mgmt	For	For
5	Elect Wang Xiaogang as Director	G	Mgmt	For	For
6	Elect Lyn Frank Yee Chon as Director	G	Mgmt	For	For
7	Elect Chiu Duncan as Director	G	Mgmt	For	For
8	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
9	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
10	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
11	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
12	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Sensient Technologies Corporation

Meeting Date: 24/04/2025

Country: USA

Ticker: SXT

Record Date: 27/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Brett W. Bruggeman	G	Mgmt	For	For
1.2	Elect Director Joseph Carleone	G	Mgmt	For	For
1.3	Elect Director Mario Ferruzzi	G	Mgmt	For	For
1.4	Elect Director Carol R. Jackson	G	Mgmt	For	For
1.5	Elect Director Sharad P. Jain	G	Mgmt	For	For
1.6	Elect Director Donald W. Landry	G	Mgmt	For	For
1.7	Elect Director Paul Manning	G	Mgmt	For	For
1.8	Elect Director Deborah McKeithan-Gebhardt	G	Mgmt	For	For
1.9	Elect Director Scott C. Morrison	G	Mgmt	For	For
1.10	Elect Director Essie Whitelaw	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Sensient Technologies Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Sensirion Holding AG

Meeting Date: 12/05/2025 **Country:** Switzerland **Ticker:** SENS
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>					
1.3	Approve Non-Financial Report	E, S	Mgmt	For	For
2	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
4.1.1	Reelect Moritz Lechner as Director and Board Co-Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
4.1.2	Reelect Felix Mayer as Director and Board Co-Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
4.1.3	Reelect Anja Koenig as Director	G	Mgmt	For	For
4.1.4	Reelect Franz Studer as Director	G	Mgmt	For	For
4.1.5	Reelect Henri Mrejen as Director	G	Mgmt	For	For
4.1.6	Elect Mirjana Blume as Director	G	Mgmt	For	For
4.2.1	Reappoint Moritz Lechner as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					

Sensirion Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.2.2	Reappoint Felix Mayer as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i></p>					
4.2.3	Reappoint Anja Koenig as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
4.3	Ratify KPMG AG as Auditors	G	Mgmt	For	For
4.4	Designate Keller AG as Independent Proxy	G	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 950,000	G	Mgmt	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.4 Million	G	Mgmt	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 175,043	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
6	Transact Other Business (Voting)	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i></p>					

SentinelOne, Inc.

Meeting Date: 25/06/2025 **Country:** USA **Ticker:** S
Record Date: 30/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Tomer Weingarten	G	Mgmt	For	For
1.2	Elect Director Daniel Scheinman	G	Mgmt	For	Withhold
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>					

SentinelOne, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Teddie Wardi	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>					

SERES Group Co., Ltd.

Meeting Date: 22/04/2025 Country: China Ticker: 601127
 Record Date: 14/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Appointment of Auditor	G	Mgmt	For	For
7	Approve Increase in Daily Related Party Transactions	G	Mgmt	For	For
8	Approve Guarantee Amount	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
9	Approve Remuneration of Non-independent Directors	G	Mgmt	For	For
10	Approve Remuneration of Supervisor	G	Mgmt	For	For
11	Amend Articles of Association	G	Mgmt	For	For
12	Approve Issuance of H Class Shares and Listing in The Stock Exchange of Hong Kong Limited	G	Mgmt	For	For
	APPROVE PLAN ON ISSUANCE OF H CLASS SHARES AND LISTING IN THE STOCK EXCHANGE OF HONG KONG LIMITED		Mgmt		

SERES Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13.1	Approve Share Type and Par Value	G	Mgmt	For	For
13.2	Approve Issue Time	G	Mgmt	For	For
13.3	Approve Issue Manner	G	Mgmt	For	For
13.4	Approve Issue Size	G	Mgmt	For	For
13.5	Approve Pricing Method	G	Mgmt	For	For
13.6	Approve Target Subscribers	G	Mgmt	For	For
13.7	Approve Issue Principles	G	Mgmt	For	For
14	Approve Conversion to an Overseas Fundraising Company	G	Mgmt	For	For
15	Approve Usage Plan of Raised Funds	G	Mgmt	For	For
16	Approve Resolution Validity Period	G	Mgmt	For	For
17	Approve Authorization of the Board and its Authorized Persons to Handle All Related Matters	G	Mgmt	For	For
18	Approve Amendments to Articles of Association and Relevant Rules of Procedure	G	Mgmt	For	For
19	Amend Rules and Procedures Regarding Meetings of Board of Supervisors	G	Mgmt	For	For
20	Amend Management System for Providing External Guarantees	G	Mgmt	For	For
21	Approve Division of Directors' Roles and Responsibilities	G	Mgmt	For	For
22	Approve Purchase of Liability Insurance for Directors, Supervisors, and Senior Management Members and Prospectus liability Insurance	G	Mgmt	For	For
23	Approve Appointment of Auditor for the Issuance and Listing of H Shares	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTOR VIA CUMULATIVE VOTING		Mgmt		
24.1	Elect Wei Mingde as Director	G	SH	For	For

Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.

Service Corporation International

Meeting Date: 06/05/2025

Country: USA

Ticker: SCI

Record Date: 11/03/2025

Meeting Type: Annual

Service Corporation International

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Alan R. Buckwalter	G	Mgmt	For	For
1b	Elect Director Anthony L. Coelho	G	Mgmt	For	For
1c	Elect Director Jakki L. Haussler	G	Mgmt	For	For
1d	Elect Director Thad Hill	G	Mgmt	For	For
1e	Elect Director Victor L. Lund	G	Mgmt	For	For
1f	Elect Director Ellen Ochoa	G	Mgmt	For	For
1g	Elect Director Thomas L. Ryan	G	Mgmt	For	For
1h	Elect Director C. Park Shaper	G	Mgmt	For	For
1i	Elect Director Sara Martinez Tucker	G	Mgmt	For	For
1j	Elect Director Marcus A. Watts	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Service Properties Trust

Meeting Date: 13/06/2025 **Country:** USA **Ticker:** SVC
Record Date: 18/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Laurie B. Burns	G	Mgmt	For	For
1.2	Elect Director Robert E. Cramer	G	Mgmt	For	For
1.3	Elect Director Donna D. Fraiche	G	Mgmt	For	For
1.4	Elect Director William A. Lamkin	G	Mgmt	For	For
1.5	Elect Director Rajan C. Penkar	G	Mgmt	For	For
1.6	Elect Director Christopher J. Bilotto	G	Mgmt	For	For
1.7	Elect Director Adam Portnoy	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Service Properties Trust

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Amend Restricted Stock Plan	G	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

ServiceNow, Inc.

Meeting Date: 22/05/2025 Country: USA Ticker: NOW
 Record Date: 24/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Susan L. Bostrom	G	Mgmt	For	For
1b	Elect Director Teresa Briggs	G	Mgmt	For	For
1c	Elect Director Jonathan C. Chadwick	G	Mgmt	For	For
1d	Elect Director Paul E. Chamberlain	G	Mgmt	For	For
1e	Elect Director Lawrence J. Jackson, Jr.	G	Mgmt	For	For
1f	Elect Director Frederic B. Luddy	G	Mgmt	For	For
1g	Elect Director William R. McDermott	G	Mgmt	For	For
1h	Elect Director Joseph "Larry" Quinlan	G	Mgmt	For	For
1i	Elect Director Anita M. Sands	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation	G	Mgmt	For	For
5	Eliminate Supermajority Vote Requirements	G	Mgmt	For	For
6	Amend Bylaws Regarding Right to Cure Purported Nomination Defects	G	SH	Against	Against

Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.

ServiceNow, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Amend Right to Call Special Meeting	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Seven & i Holdings Co., Ltd.

Meeting Date: 27/05/2025

Country: Japan

Ticker: 3382

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20	G	Mgmt	For	For
2	Approve Accounting Transfers	G	Mgmt	For	For
3	Amend Articles to Clarify Director Authority on Shareholder Meetings	G	Mgmt	For	For
4.1	Elect Director Ito, Junro	G	Mgmt	For	For
4.2	Elect Director Stephen Hayes Dacus	G	Mgmt	For	For
4.3	Elect Director Kimura, Shigeki	G	Mgmt	For	For
4.4	Elect Director Maruyama, Yoshimichi	G	Mgmt	For	For
4.5	Elect Director Wakita, Tamaki	G	Mgmt	For	For
4.6	Elect Director Hachiuma, Fuminao	G	Mgmt	For	For
4.7	Elect Director Izawa, Yoshiyuki	G	Mgmt	For	For
4.8	Elect Director Yamada, Meyumi	G	Mgmt	For	For
4.9	Elect Director Paul Yonamine	G	Mgmt	For	For
4.10	Elect Director Sawada, Takashi	G	Mgmt	For	For
4.11	Elect Director Akita, Masaki	G	Mgmt	For	For
4.12	Elect Director Terazawa, Tatsuya	G	Mgmt	For	For
4.13	Elect Director Christine Edman	G	Mgmt	For	For
5	Appoint Statutory Auditor Ishii, Shinya	G	Mgmt	For	For
6	Approve Compensation Ceiling for Directors	G	Mgmt	For	For
7	Approve Restricted Stock Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Seven Bank Ltd.

Meeting Date: 23/06/2025

Country: Japan

Ticker: 8410

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Funatake, Yasuaki	G	Mgmt	For	For
1.2	Elect Director Matsuhashi, Masaaki	G	Mgmt	For	For
1.3	Elect Director Kobayashi, Tsuyoshi	G	Mgmt	For	For
1.4	Elect Director Takato, Etsuhiro	G	Mgmt	For	For
1.5	Elect Director Hirako, Yuji	G	Mgmt	For	For
1.6	Elect Director Kihara, Tami	G	Mgmt	For	For
1.7	Elect Director Shibusawa, Ken	G	Mgmt	For	For
1.8	Elect Director Matsuo, Mika	G	Mgmt	For	For
2.1	Appoint Statutory Auditor Aoyama, Keisuke	G	Mgmt	For	For
2.2	Appoint Statutory Auditor Ashihara, Ichiro	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Mitsuya, Kaori	G	Mgmt	For	For

SFL Corporation Ltd.

Meeting Date: 08/05/2025

Country: Bermuda

Ticker: SFL

Record Date: 04/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Directors at Eight	G	Mgmt	For	For
2	Authorize Board to Fill Vacancies	G	Mgmt	For	For
3	Elect Director Kathrine Fredriksen	G	Mgmt	For	Withhold
<p><i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.[SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i></p>					
4	Elect Director Gary Vogel	G	Mgmt	For	For
<p><i>Blended Rationale: .</i></p>					
5	Elect Director Keesjan Cordia	G	Mgmt	For	For

SFL Corporation Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Elect Director James O'Shaughnessy	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
7	Elect Director Ole B. Hjertaker	G	Mgmt	For	For
8	Elect Director Will Homan-Russell	G	Mgmt	For	For
9	Approve Ernst & Young AS as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
10	Approve Remuneration of Directors	G	Mgmt	For	For

SFS Group AG

Meeting Date: 30/04/2025

Country: Switzerland

Ticker: SFSN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Sustainability Report	E, S	Mgmt	For	For
3.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million and 5,000 Company Shares	G	Mgmt	For	For
3.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.6 Million	G	Mgmt	For	For
3.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2 Million and 7,400 Company Shares	G	Mgmt	For	For
3.4	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p> <p><i>[SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
4	Approve Discharge of Board and Senior Management	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Allocation of Income and Dividends of CHF 1.25 per Share and CHF 1.25 per Share from Capital Contribution Reserves	G	Mgmt	For	For
6.a	Reelect Peter Bauschatz as Director	G	Mgmt	For	For
6.b	Reelect Tanja Birner as Director	G	Mgmt	For	For
6.c	Reelect Nick Huber as Director	G	Mgmt	For	For
6.d	Reelect Urs Kaufmann as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board</i>					
6.e	Reelect Thomas Oetterli as Director and Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
6.f	Reelect Manuela Suter as Director	G	Mgmt	For	For
6.g	Reelect Fabian Tschan as Director	G	Mgmt	For	For
6.h	Reelect Joerg Walther as Director	G	Mgmt	For	For
7.a	Reappoint Nick Huber as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
7.b	Reappoint Urs Kaufmann as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					

SFS Group AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.c	Appoint Tanja Birner as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
8	Designate Buerki Bolt Rechtsanwaelte as Independent Proxy	G	Mgmt	For	For
9	Ratify PricewaterhouseCoopers AG as Auditors	G	Mgmt	For	For
10	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

SG Holdings Co., Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 9143

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kuriwada, Eiichi	G	Mgmt	For	For
1.2	Elect Director Matsumoto, Hidekazu	G	Mgmt	For	For
1.3	Elect Director Motomura, Masahide	G	Mgmt	For	For
1.4	Elect Director Takagaki, Koji	G	Mgmt	For	For
1.5	Elect Director Sasamori, Kimiaki	G	Mgmt	For	For
1.6	Elect Director Takaoka, Mika	G	Mgmt	For	For
1.7	Elect Director Sagisaka, Osami	G	Mgmt	For	For
1.8	Elect Director Akiyama, Masato	G	Mgmt	For	For
2.1	Appoint Statutory Auditor Tajima, Satoshi	G	Mgmt	For	For
2.2	Appoint Statutory Auditor Niimoto, Tomonari	G	Mgmt	For	For
2.3	Appoint Statutory Auditor Oshima, Yoshitaka	G	Mgmt	For	For
2.4	Appoint Statutory Auditor Tada, Tomoko	G	Mgmt	For	For
3	Approve Donation of Treasury Shares to SGH Disaster Prevention Support Foundation	G	Mgmt	For	Against

Blended Rationale: [TK-M0000-001] AGAINST as the proposal is not in shareholders' best interests.

SGL Carbon SE

Meeting Date: 21/05/2025

Country: Germany

Ticker: SGL

Record Date: 29/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>					
4	Ratify KPMG AG as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements for Fiscal Year 2025	G	Mgmt	For	For
5	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6.1	Elect Georg Denoko to the Supervisory Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i></p>					
6.2	Elect Soenke Baestlein to the Supervisory Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i></p>					
7	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
8	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For

Shaftesbury Capital Plc

Meeting Date: 22/05/2025

Country: United Kingdom

Ticker: SHC

Record Date: 20/05/2025

Meeting Type: Annual

Shaftesbury Capital Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	For
4	Re-elect Jonathan Nicholls as Director	G	Mgmt	For	For
5	Re-elect Ian Hawksworth as Director	G	Mgmt	For	For
6	Re-elect Situl Jobanputra as Director	G	Mgmt	For	For
7	Re-elect Richard Akers as Director	G	Mgmt	For	For
8	Re-elect Ruth Anderson as Director	G	Mgmt	For	For
9	Elect Madeleine Cosgrave as Director	G	Mgmt	For	For
10	Elect Sian Westerman as Director	G	Mgmt	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
13	Authorise Issue of Equity	G	Mgmt	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
16	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Shake Shack Inc.

Meeting Date: 04/06/2025

Country: USA

Ticker: SHAK

Record Date: 14/04/2025

Meeting Type: Annual

Shake Shack Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Daniel H. Meyer	G	Mgmt	For	For
1.2	Elect Director Jeff Flug	G	Mgmt	For	For
1.3	Elect Director Lori George	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Shandong Gold Mining Co., Ltd.

Meeting Date: 11/06/2025 Country: China Ticker: 1787
 Record Date: 05/06/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Work Report of the Board of Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-032] Greater climate-related disclosure, including disclosure aligned with all four pillars of TCFD, would enable investors to better assess climate-related risks and opportunities. [SF-M0201-034] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related investment risks and opportunities.</i></p>					
2	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Work Report of the Independent Non-Executive Directors	G	Mgmt	For	For
4	Approve Final Financial Report	G	Mgmt	For	For
5	Approve Annual Report and Its Extracts	G	Mgmt	For	For
6	Approve Profit Distribution Proposal	G	Mgmt	For	For
7	Authorize Board to Formulate and Implement the 2025 Interim Dividend Distribution Plan	G	Mgmt	For	For
8	Approve Investment Plan	G	Mgmt	For	For

Shandong Gold Mining Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve ShineWing Certified Public Accountants (Special General Partnership) as Auditor and Internal Control Auditor for A Shares and ShineWing (HK) CPA Limited as Auditor for H Shares and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
10	Approve Appraisal Report on Internal Control	G	Mgmt	For	For
11	Approve Sustainability Report	G	Mgmt	For	For
12	Approve Special Report on the Deposit and Actual Use of Proceeds	G	Mgmt	For	For
13	Approve Guarantee Facility for the Hong Kong Subsidiary	G	Mgmt	For	For
14	Approve Conducting of Futures and Derivatives Transactions	G	Mgmt	For	For
15	Approve Conducting of Gold Leasing and Hedging Portfolio Business	G	Mgmt	For	For
16	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for H Shares	G	Mgmt	For	Against

Blended Rationale: [RU-M3500-001] Proposal might result in excessive dilution.

Shandong Linglong Tyre Co., Ltd.

Meeting Date: 15/05/2025 **Country:** China **Ticker:** 601966
Record Date: 08/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Fourth Quarter 2024 and First Quarter 2025 Profit Distribution Plan and Authorization	G	Mgmt	For	For
6	Approve Business Plan and Financial Budget Report	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Shandong Linglong Tyre Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Special Report on the Deposit and Usage of Raised Funds	G	Mgmt	For	For
8	Approve Remuneration Assessment Status and Remuneration Plan of Directors	G	Mgmt	For	For
9	Approve Remuneration Assessment Status of Supervisors	G	Mgmt	For	For
10	Approve Credit Line Application and Guarantee Matters	G	Mgmt	For	For
11	Approve Overseas (Brazilian) Investment Construction Project and Cumulative External Investment	G	Mgmt	For	For
12	Approve Issuance of H Class Shares and Listing in The Stock Exchange of Hong Kong Limited	G	Mgmt	For	For
	APPROVE PLAN ON ISSUANCE OF H CLASS SHARES AND LISTING IN THE STOCK EXCHANGE OF HONG KONG LIMITED		Mgmt		
13.1	Approve Listing Location	G	Mgmt	For	For
13.2	Approve Share Type and Par Value	G	Mgmt	For	For
13.3	Approve Issuance and Listing Time	G	Mgmt	For	For
13.4	Approve Issue Manner	G	Mgmt	For	For
13.5	Approve Issue Size	G	Mgmt	For	For
13.6	Approve Pricing Method	G	Mgmt	For	For
13.7	Approve Target Subscribers	G	Mgmt	For	For
13.8	Approve Issue Principle	G	Mgmt	For	For
14	Approve Conversion to an Overseas Fundraising Company	G	Mgmt	For	For
15	Approve Resolution Validity Period	G	Mgmt	For	For
16	Approve Usage Plan of Raised Funds	G	Mgmt	For	For
17	Approve Report on the Usage of Previously Raised Funds	G	Mgmt	For	For
18	Approve Distribution Arrangement of Cumulative Earnings	G	Mgmt	For	For

Shandong Linglong Tyre Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	APPROVE ABOLITION OF THE SUPERVISORY BOARD, AMENDMENTS TO ARTICLES OF ASSOCIATION AND RELEVANT RULES OF PROCEDURE		Mgmt		
19.1	Approve Amendments to Articles of Association	G	Mgmt	For	For
19.2	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
19.3	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
	APPROVE AMENDMENT OF THE INTERNAL CORPORATE GOVERNANCE SYSTEMS		Mgmt		
20.1	Amend Related-Party Transaction Management System	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
20.2	Amend Management System for Providing External Guarantees	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
20.3	Amend Management Methods for External Donations	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
20.4	Amend Management System for Raised Funds	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
20.5	Amend Investment and Financing Management System	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
20.6	Amend Securities and Financial Derivatives Investment Management System	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
20.7	Amend Rules of Work for Independent Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

Shandong Linglong Tyre Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	APPROVE FORMULATION OF AMENDMENTS TO ARTICLES OF ASSOCIATION (DRAFT) AND RELEVANT RULES OF PROCEDURE (DRAFT) AFTER ISSUANCE AND LISTING OF THE H SHARES OF THE COMPANY		Mgmt		
21.1	Approve Formulation of Articles of Association (Draft)	G	Mgmt	For	For
21.2	Approve Formulation of Rules and Procedures Regarding General Meetings of Shareholders (Draft)	G	Mgmt	For	For
21.3	Approve Formulation of Rules and Procedures Regarding Meetings of Board of Directors (Draft)	G	Mgmt	For	For
	APPROVE FORMULATION OF THE INTERNAL CORPORATE GOVERNANCE SYSTEMS AFTER ISSUANCE AND LISTING OF THE H SHARES OF THE COMPANY		Mgmt		
22.1	Approve Formulation of Related-Party Transaction Management System (Draft)	G	Mgmt	For	For
22.2	Approve Formulation of Rules of Work for Independent Directors (Draft)	G	Mgmt	For	For
23	Elect Gan Junying as Independent Director	G	Mgmt	For	For
24	Approve Determine the Role and Responsibilities of the Company's Directors	G	Mgmt	For	For
25	Approve Authorization of Board and Its Authorized Persons to Handle All Related Matters	G	Mgmt	For	For
26	Approve Purchase of Liability Insurance for Directors, Supervisors, and Senior Management Members and Prospectus liability Insurance	G	Mgmt	For	For
27	Approve to Appoint Auditor	G	Mgmt	For	For
28	Approve Report of the Independent Directors	G	Mgmt	For	For

Shandong Weigao Group Medical Polymer Company Limited

Meeting Date: 27/05/2025

Country: China

Ticker: 1066

Record Date: 20/05/2025

Meeting Type: Annual

Shandong Weigao Group Medical Polymer Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Audited Consolidated Financial Statements	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Supervisory Committee	G	Mgmt	For	For
4	Approve Final Dividend	G	Mgmt	For	For
5	Approve of Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Elect Long Jing as Director	G	Mgmt	For	For
7	Elect Lu Junqiang as Director	G	Mgmt	For	For
8	Elect Li Guohui as Director	G	Mgmt	For	For
9	Elect Song Dapeng as Supervisor	G	Mgmt	For	For
10	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
11	Approve Grant of General Mandate to Allot and Issue New H Shares and Non-Listed Domestic Shares	G	Mgmt	For	For
12	Approve Grant of General Mandate to Repurchase H Shares	G	Mgmt	For	For

Shanghai Aiko Solar Energy Co., Ltd.

Meeting Date: 12/05/2025

Country: China

Ticker: 600732

Record Date: 06/05/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Draft and Summary of Stock Option Plan and Performance Share Incentive Plan	G	Mgmt	For	For
2	Approve Implementation of Assessment Management Methods for Performance of Plan Participants	G	Mgmt	For	For
3	Approve Authorization of the Board to Handle All Related Matters	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Meeting Date: 20/05/2025

Country: China

Ticker: 600732

Record Date: 13/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Unrecovered Losses Reaching One-third of the Total Paid-in Capital	G	Mgmt	For	For
6	Approve External Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
7	Approve Receipt of Guarantee from Related Parties	G	Mgmt	For	For
8	Approve Foreign Exchange Hedging Business	G	Mgmt	For	For
9	Approve Authorization of Relevant Personnel to Handle Capital-Related Business	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
10	Approve Profit Distribution	G	Mgmt	For	For
11	Approve Formulation of Remuneration Plan of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
12	Approve Formulation of Remuneration Plan of Supervisors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
13	Approve to Appoint Financial and Internal Control Auditor and to Fix Their Remuneration	G	Mgmt	For	For
14	Approve Amendments to Articles of Association	G	Mgmt	For	For
15	Amend Rules and Procedures Regarding General Meetings of Shareholders and Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
16	Approve Extension of Resolution Validity Period of Issuance of Shares to Specific Targets	G	Mgmt	For	For

Shanghai Aiko Solar Energy Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
17	Approve Extension of Authorization of the Board on Issuance of Shares to Specific Targets	G	Mgmt	For	For

Shanghai Baosight Software Co., Ltd.

Meeting Date: 23/04/2025 Country: China Ticker: 600845
Record Date: 14/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Financial Budget	G	Mgmt	For	For
7	Approve Related Party Transactions	G	Mgmt	For	Against
	<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks.</i>				
8	Approve to Renew the Financial Services Agreement and Related Party Transactions	G	Mgmt	For	Against
	<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks.</i>				

Shanghai Fosun Pharmaceutical (Group) Co., Ltd.

Meeting Date: 24/06/2025 Country: China Ticker: 2196
Record Date: 18/06/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Annual Report	G	Mgmt	For	For

Shanghai Fosun Pharmaceutical (Group) Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Work Report of the Board	G	Mgmt	For	For
3	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
4	Approve Profit Distribution Proposal	G	Mgmt	For	For
5	Approve Ernst & Young Hua Ming LLP as PRC Financial Report and Internal Control Report Auditors and Ernst & Young as International Financial Report Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Approve Appraisal Results and Remunerations of Directors	G	Mgmt	For	For
7	Approve Appraisal Program of Directors	G	Mgmt	For	For
8	Approve Renewed and Additional Entrusted Loans/Borrowings Quota	G	Mgmt	For	For
9	Approve Additional Total Credit Applications	G	Mgmt	For	For
10	Approve Authorization of the Management to Dispose of the Shares of the Listed Companies Held by the Group	G	Mgmt	For	For
11	Approve Grant of General Mandate to Register and Issue Corporate Bonds	G	Mgmt	For	For
12	Amend Management System for Proceeds	G	Mgmt	For	For
13	Amend Related Party Transaction Management System	G	Mgmt	For	For
14	Amend Implementation Rules of Cumulative Voting System	G	Mgmt	For	For
15	Approve Formulation of the Administrative Measures for Co-investment	G	Mgmt	For	For
16	Approve Renewed and Additional Guarantee Quota	G	Mgmt	For	For
17	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A Shares and/or H Shares	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i></p>					
18	Approve Grant of General Mandate to the Board to Repurchase H Shares	G	Mgmt	For	For

Shanghai Fosun Pharmaceutical (Group) Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
19	Approve Grant of General Mandate to the Board to Repurchase A Shares	G	Mgmt	For	For
20	Approve Cancellation of the Supervisory Committee and Amendments to the Articles of Association and its Appendices	G	Mgmt	For	For
	ELECT EXECUTIVE AND NON-EXECUTIVE DIRECTORS OF THE TENTH SESSION OF THE BOARD VIA CUMULATIVE VOTING		Mgmt		
21a	Elect Chen Yuqing as Director	G	Mgmt	For	For
21b	Elect Guan Xiaohui as Director	G	Mgmt	For	For
21c	Elect Wen Deyong as Director	G	Mgmt	For	For
21d	Elect Wang Kexin as Director	G	Mgmt	For	For
21e	Elect Chen Qiyu as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence</i>				
21f	Elect Pan Donghui as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence</i>				
21g	Elect Wu Yifang as Director	G	Mgmt	For	For
	ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS OF THE TENTH SESSION OF THE BOARD VIA CUMULATIVE VOTING		Mgmt		
22a	Elect Wang Quandi as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence</i>				
22b	Elect Yu Tze Shan Hailson as Director	G	Mgmt	For	For
22c	Elect Yang Yucheng as Director	G	Mgmt	For	For
22d	Elect Chen Penghui as Director	G	Mgmt	For	For

Shanghai Fosun Pharmaceutical (Group) Co., Ltd.

Meeting Date: 24/06/2025

Country: China

Ticker: 2196

Record Date: 18/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Annual Report	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Shanghai Fosun Pharmaceutical (Group) Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Work Report of the Board	G	Mgmt	For	For
3	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
4	Approve Profit Distribution Proposal	G	Mgmt	For	For
5	Approve Ernst & Young Hua Ming LLP as PRC Financial Report and Internal Control Report Auditors and Ernst & Young as International Financial Report Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Approve Appraisal Results and Remunerations of Directors	G	Mgmt	For	For
7	Approve Appraisal Program of Directors	G	Mgmt	For	For
8	Approve Renewed and Additional Entrusted Loans/Borrowings Quota	G	Mgmt	For	For
9	Approve Additional Total Credit Applications	G	Mgmt	For	For
10	Approve Authorization of the Management to Dispose of the Shares of the Listed Companies Held by the Group	G	Mgmt	For	For
11	Approve Grant of General Mandate to Register and Issue Corporate Bonds	G	Mgmt	For	For
12	Amend Management System for Proceeds	G	Mgmt	For	For
13	Amend Related Party Transaction Management System	G	Mgmt	For	For
14	Amend Implementation Rules of Cumulative Voting System	G	Mgmt	For	For
15	Approve Formulation of the Administrative Measures for Co-investment	G	Mgmt	For	For
16	Approve Renewed and Additional Guarantee Quota	G	Mgmt	For	For
17	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A Shares and/or H Shares	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i></p>					
18	Approve Grant of General Mandate to the Board to Repurchase H Shares	G	Mgmt	For	For

Shanghai Fosun Pharmaceutical (Group) Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
19	Approve Grant of General Mandate to the Board to Repurchase A Shares	G	Mgmt	For	For
20	Approve Cancellation of the Supervisory Committee and Amendments to the Articles of Association and its Appendices	G	Mgmt	For	For
	ELECT EXECUTIVE AND NON-EXECUTIVE DIRECTORS OF THE TENTH SESSION OF THE BOARD VIA CUMULATIVE VOTING		Mgmt		
21.1	Elect Chen Yuqing as Director	G	Mgmt	For	For
21.2	Elect Guan Xiaohui as Director	G	Mgmt	For	For
21.3	Elect Wen Deyong as Director	G	Mgmt	For	For
21.4	Elect Wang Kexin as Director	G	Mgmt	For	For
21.5	Elect Chen Qiyu as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence</i>					
21.6	Elect Pan Donghui as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence</i>					
21.7	Elect Wu Yifang as Director	G	Mgmt	For	For
	ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS OF THE TENTH SESSION OF THE BOARD VIA CUMULATIVE VOTING		Mgmt		
22.1	Elect Wang Quandi as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence</i>					
22.2	Elect Yu Tze Shan Hailson as Director	G	Mgmt	For	For
22.3	Elect Yang Yucheng as Director	G	Mgmt	For	For
22.4	Elect Chen Penghui as Director	G	Mgmt	For	For

Shanghai Fosun Pharmaceutical (Group) Co., Ltd.

Meeting Date: 24/06/2025

Country: China

Ticker: 2196

Record Date: 18/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Shanghai Fosun Pharmaceutical (Group) Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Grant of General Mandate to the Board to Repurchase H Shares	G	Mgmt	For	For
2	Approve Grant of General Mandate to the Board to Repurchase A Shares	G	Mgmt	For	For
3	Approve Cancellation of the Supervisory Committee and Amendments to the Articles of Association and its Appendices	G	Mgmt	For	For

Shanghai Fosun Pharmaceutical (Group) Co., Ltd.

Meeting Date: 24/06/2025 **Country:** China **Ticker:** 2196
Record Date: 18/06/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Grant of General Mandate to the Board to Repurchase H Shares	G	Mgmt	For	For
2	Approve Grant of General Mandate to the Board to Repurchase A Shares	G	Mgmt	For	For
3	Approve Cancellation of the Supervisory Committee and Amendments to the Articles of Association and its Appendices	G	Mgmt	For	For

Shanghai Fudan Microelectronics Group Company Limited

Meeting Date: 18/06/2025 **Country:** China **Ticker:** 1385
Record Date: 12/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Work Report of the Board	G	Mgmt	For	For
2	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Final Account Report	G	Mgmt	For	For

Shanghai Fudan Microelectronics Group Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Annual Report	G	Mgmt	For	For
5	Approve Profit Distribution Plan	G	Mgmt	For	For
6	Approve Ernst & Young Hua Ming LLP as Overseas and Domestic Auditor and Internal Control Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Approve Remuneration of Directors and Supervisors	G	Mgmt	For	For
8	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares and/or H Shares	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>				
10	Elect Zhang Wei as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
11	Elect Shen Lei as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
12	Elect Yan Na as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
13	Elect Zhuang Qifei as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
14	Elect Zhang Rui as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
15	Elect Song Jiale as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
	ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
16.1	Elect Shi Yanling as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
16.2	Elect Wang Meijuan as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Shanghai Fudan Microelectronics Group Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16.3	Elect Hu Xue as Director	G	SH	For	For

Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.

Shanghai International Airport Co., Ltd.

Meeting Date: 27/06/2025	Country: China	Ticker: 600009
Record Date: 18/06/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve Authorization of the Board for Interim Dividends	G	Mgmt	For	For
6	Approve Appointment of Financial Auditor	G	Mgmt	For	For
7	Approve Appointment of Internal Control Auditor	G	Mgmt	For	For
8	Approve Amendments to Articles of Association	G	Mgmt	For	For
9	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	Against

Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.

Shanghai M&G Stationery, Inc.

Meeting Date: 16/04/2025	Country: China	Ticker: 603899
Record Date: 08/04/2025	Meeting Type: Annual	

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For

Shanghai M&G Stationery, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Annual Report and Summary	G	Mgmt	For	For
6	Approve Financial Budget Report	G	Mgmt	For	For
7	Approve Related Party Transaction	G	Mgmt	For	For
8	Approve Remuneration of Directors	G	Mgmt	For	For
9	Approve Remuneration of Supervisors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
10	Approve Appointment of Auditor	G	Mgmt	For	For
11	Approve Change of Use of Repurchased Shares and Cancellation	G	Mgmt	For	For
12	Amend Articles of Association	G	Mgmt	For	For

Shanghai Pharmaceuticals Holding Co., Ltd.

Meeting Date: 26/06/2025

Country: China

Ticker: 2607

Record Date: 20/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Annual Report	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Final Accounts Report and Financial Budget	G	Mgmt	For	For
5	Approve Profit Distribution Plan	G	Mgmt	For	For
6	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Approve External Guarantees	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
8	Approve Issuance of Debt Financing Products	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Shanghai Pharmaceuticals Holding Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Satisfaction of Conditions for Issuing Corporate Bonds	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE ISSUANCE OF CORPORATE BONDS		Mgmt		
10.01	Approve Face Value and Issuing Price of Bonds to be Issued and Scale of Issuance	G	Mgmt	For	For
10.02	Approve Interest Rate of Bonds and Its Way of Determination	G	Mgmt	For	For
10.03	Approve Variety and Term of Bonds	G	Mgmt	For	For
10.04	Approve Method of Principal and Interest Repayment	G	Mgmt	For	For
10.05	Approve Method of Issuance	G	Mgmt	For	For
10.06	Approve Target of Issuance and Arrangement of Placement to Shareholders of the Company	G	Mgmt	For	For
10.07	Approve Use of Proceeds	G	Mgmt	For	For
10.08	Approve Guarantees	G	Mgmt	For	For
10.09	Approve Measures to Guarantee Bonds Repayment	G	Mgmt	For	For
10.10	Approve Way of Underwriting	G	Mgmt	For	For
10.11	Approve Listing Arrangements	G	Mgmt	For	For
10.12	Approve Period of Validity of the Resolution	G	Mgmt	For	For
10.13	Approve Authorizations Regarding this Issuance to the Executive Committee of the Board	G	Mgmt	For	For
11	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against

Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion

Shanghai Pudong Development Bank Co., Ltd.

Meeting Date: 27/06/2025

Country: China

Ticker: 600000

Record Date: 20/06/2025

Meeting Type: Annual

Shanghai Pudong Development Bank Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements and Financial Budget Report	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Appointment of Auditor	G	Mgmt	For	For
6	Approve Remuneration of Senior Management Members	G	Mgmt	For	For
7	Elect Xie Wei as Non-independent Director	G	Mgmt	For	For
8	Approve Amendments to Articles of Association and Abolish the Board of Supervisors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i></p>					
9	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i></p>					
10	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i></p>					
11	Approve Related Party Transaction with Guotai Haitong Securities Co., Ltd.	G	Mgmt	For	For

Shanghai Putailai New Energy Technology Co., Ltd.

Meeting Date: 10/04/2025

Country: China

Ticker: 603659

Record Date: 03/04/2025

Meeting Type: Special

Shanghai Putailai New Energy Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Draft and Summary of Stock Option Incentive Plan	G	Mgmt	For	For
2	Approve Methods to Assess the Performance of Plan Participants	G	Mgmt	For	For
3	Approve Authorization of the Board to Handle All Related Matters	G	Mgmt	For	For
4	Approve Waiver of Pre-emptive Right	G	Mgmt	For	For

Shanghai Putailai New Energy Technology Co., Ltd.

Meeting Date: 16/05/2025

Country: China

Ticker: 603659

Record Date: 09/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
	APPROVE REMUNERATION OF DIRECTORS		Mgmt		
6.1	Approve Remuneration of Chairman Liang Feng	G	Mgmt	For	For
6.2	Approve Remuneration of Directors Chen Wei and Han Zhongwei	G	Mgmt	For	For
6.3	Approve Remuneration of Independent Directors	G	Mgmt	For	For
7	Approve Remuneration of Supervisors	G	Mgmt	For	For
8	Approve to Appoint Auditor	G	Mgmt	For	For
9	Approve to Abolish Supervisory Board and Amend Articles of Association	G	Mgmt	For	For
	AMEND SYSTEMS		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Shanghai Putailai New Energy Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10.1	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
10.2	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
10.3	Amend Working System for Independent Directors	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
10.4	Amend Raised Funds Management System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
10.5	Amend Related-party Transaction Decision-making System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
10.6	Amend External Guarantee Management System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
10.7	Amend External Investment Management System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
10.8	Amend Securities Investment, Futures and Derivatives Trading Management System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
10.9	Amend Management System for Company's Shareholdings by Directors, Senior Management and Their Changes	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
10.10	Amend Interbank Debt Financing Instrument Information Disclosure Management System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
11	Approve Shareholder Return Plan	G	Mgmt	For	For

Shanghai Putailai New Energy Technology Co., Ltd.

Meeting Date: 30/06/2025

Country: China

Ticker: 603659

Record Date: 23/06/2025

Meeting Type: Special

Shanghai Putailai New Energy Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Management System of Raised Funds	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
2	Approve Cancellation of Stock Option and Adjustment of Exercise Price of Stock Options, Repurchase Price of Performance Shares as well as Repurchase and Cancellation of Performance Shares	G	Mgmt	For	For
3	Amend Articles of Association	G	Mgmt	For	For
4	Approve Issuance of Debt Financing Instruments	G	Mgmt	For	For

Shanghai RAAS Blood Products Co., Ltd.

Meeting Date: 20/05/2025

Country: China

Ticker: 002252

Record Date: 15/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Comfort Letter and Guarantee	G	Mgmt	For	For
7	Approve Application of Bank Credit Lines	G	Mgmt	For	For
8	Approve Use of Funds for Cash Management	G	Mgmt	For	For
9	Approve Foreign Exchange Derivatives Trading	G	Mgmt	For	For
10	Amend Articles of Association	G	Mgmt	For	For
11	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	For

Shanghai United Imaging Healthcare Co., Ltd.

Meeting Date: 30/06/2025

Country: China

Ticker: 688271

Record Date: 25/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve 2025 Remuneration of Directors	G	Mgmt	For	For
7	Approve Purchase of Liability Insurance for Directors and Senior Management Members	G	Mgmt	For	For
8	Approve to Appoint Auditor	G	Mgmt	For	For
9	Approve to Abolish the Board of Supervisors and Amend the Articles of Association	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
10	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
11	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
12	Elect Bao Chen as Non-independent Director	G	Mgmt	For	For
13	Approve Provision of Guarantee	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
14	Approve Draft and Summary of Performance Shares Incentive Plan	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
15	Approve Methods to Assess the Performance of Plan Participants	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Shanghai United Imaging Healthcare Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16	Approve Authorization of the Board to Handle All Related Matters	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

Shangri-La Asia Limited

Meeting Date: 12/06/2025 **Country:** Bermuda **Ticker:** 69
Record Date: 06/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3A	Elect Kuok Hui Kwong as Director	G	Mgmt	For	For
3B	Elect Li Xiaodong Forrest as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent.</i>					
3C	Elect Zhuang Chenchao as Director	G	Mgmt	For	For
4	Approve Directors' Fees	G	Mgmt	For	For
5	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
6B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
6D	Amend 2012 Share Award Scheme	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
6E	Adopt New 2025 Share Scheme and Scheme Mandate Limit	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Shangri-La Asia Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6F	Adopt Service Provider Sublimit	G	Mgmt	For	Against

Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.

Shanjin International Gold Co., Ltd.

Meeting Date: 08/04/2025 **Country:** China **Ticker:** 000975
Record Date: 01/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Remuneration of Directors, Senior Management	G	Mgmt	For	For
7	Approve Investment Plan	G	Mgmt	For	For

Shanjin International Gold Co., Ltd.

Meeting Date: 15/05/2025 **Country:** China **Ticker:** 000975
Record Date: 08/05/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	APPROVE REPURCHASE OF THE COMPANY'S SHARES		Mgmt		
1.1	Approve Purpose of the Share Repurchase	G	Mgmt	For	For
1.2	Approve Repurchase of Shares in Compliance With Relevant Conditions	G	Mgmt	For	For
1.3	Approve Manner and Price Range of the Share Repurchase	G	Mgmt	For	For
1.4	Approve Type, Usage, Number, Proportion to the Total Share Capital and Total Amount of Funds Used for Repurchase	G	Mgmt	For	For

Shanjin International Gold Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.5	Approve Source of Funding for Share Repurchase	G	Mgmt	For	For
1.6	Approve Implementation Period of Share Repurchase	G	Mgmt	For	For
1.7	Approve Authorization to Handle the Share Repurchase	G	Mgmt	For	For

Shanxi Xinghuacun Fen Wine Factory Co., Ltd.

Meeting Date: 29/05/2025 **Country:** China **Ticker:** 600809
Record Date: 26/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Report of the Independent Directors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Annual Report and Summary	G	Mgmt	For	For
7	Approve Appointment of Auditor and Internal Control Auditor	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
8.1	Elect Wu Yuefei as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
8.2	Elect Wang Yan as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
8.3	Elect Zhi Zhe as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				

SharkNinja, Inc.

Meeting Date: 20/06/2025 **Country:** Cayman Islands **Ticker:** SN
Record Date: 28/04/2025 **Meeting Type:** Annual

SharkNinja, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mark Barrocas	G	Mgmt	For	For
1b	Elect Director Kathryn J. Barton	G	Mgmt	For	For
1c	Elect Director Peter Feld	G	Mgmt	For	For
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i>					
1d	Elect Director Chi Kin Max Hui	G	Mgmt	For	For
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i>					
1e	Elect Director Dennis Paul	G	Mgmt	For	For
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i>					
1f	Elect Director Barney Tianhao Wang	G	Mgmt	For	For
1g	Elect Director Timothy R. Warner	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Shelf Drilling Ltd.

Meeting Date: 18/06/2025 **Country:** Cayman Islands **Ticker:** SHLF
Record Date: 12/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports (Non-Voting)	G	Mgmt		
2	Reelect John K. Castle, Xianzhi Mei, David Mullen (Chair), Benjamin Sebel and David Williams as Directors; Elect J. William Franklin, Jr., Steven Becker and Stig Vangen as New Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [LN-M0201-005] Non-independent director on inadequately independent board. [SD-M0201-005] Nominee is not independent and serves on a key committee. [RU-M0201-006] Nominee has demonstrated a pattern of poor meeting attendance.</i>					
3	Elect J. William Franklin, Jr. as Board Chair	G	Mgmt	For	For

Shelf Drilling Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5	Approve Remuneration of Directors	G	Mgmt	For	For
6	Reelect Ryan E. Schedler (Chair), Manuel Garcia and David A. Castle as Members of Nominating Committee	G	Mgmt	For	For
7	Approve Remuneration of Members of Nominating Committee	G	Mgmt	For	For
8	Approve Nomination Committee Procedures	G	Mgmt	For	For
9	Approve 2024 Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					

Shenghe Resources Holding Co., Ltd.

Meeting Date: 22/04/2025 **Country:** China **Ticker:** 600392
Record Date: 15/04/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
1.1	Elect Xie Bing as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
1.2	Elect Han Zhijun as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
1.3	Elect Yang Zhenhai as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
1.4	Elect Huang Ping as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Shenghe Resources Holding Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Huang Jianrong as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
1.6	Elect Ye Mao as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
1.7	Elect Yang Shuyi as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
2.1	Elect Xie Yuling as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
2.2	Elect Lin Anli as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
2.3	Elect Zhao Fazhong as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
2.4	Elect Zhou Wei as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				

Shenghe Resources Holding Co., Ltd.

Meeting Date: 13/05/2025

Country: China

Ticker: 600392

Record Date: 06/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve 2024 and 2025 Related Party Transactions	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Shenghe Resources Holding Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Remuneration of Directors and Supervisors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
8	Approve Estimated Amount of Guarantees	G	Mgmt	For	For

Shenghe Resources Holding Co., Ltd.

Meeting Date: 09/06/2025 **Country:** China **Ticker:** 600392
Record Date: 30/05/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Amendments to Articles of Association and Abolishment of Board of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
2	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	For
3	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	For

Shenwan Hongyuan Group Co., Ltd.

Meeting Date: 20/06/2025 **Country:** China **Ticker:** 6806
Record Date: 13/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Work Report of the Board of Directors	G	Mgmt	For	For
2	Approve Work Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Financial Report	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve Annual Report	G	Mgmt	For	For

Shenwan Hongyuan Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	RESOLUTIONS IN RELATION TO THE ESTIMATED ORDINARY RELATED PARTY TRANSACTIONS		Mgmt		
6.1	Approve Ordinary Related Party Transactions with China Jianyin Investment Ltd. and Its Subsidiaries	G	Mgmt	For	For
6.2	Approve Ordinary Related Party Transactions with Other Related Parties	G	Mgmt	For	For
7	Approve KPMG Huazhen LLP and KPMG as Principal Auditors and Pan-China Certified Public Accountants LLP as Participating Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Shenzhen Energy Group Co., Ltd.

Meeting Date: 21/05/2025 **Country:** China **Ticker:** 000027
Record Date: 14/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-034] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related investment risks and opportunities. [DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>				
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Report and Profit Distribution	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Budget Plan	G	Mgmt	For	For
6	Approve to Appoint Auditor	G	Mgmt	For	For

Shenzhen Inovance Technology Co., Ltd.

Meeting Date: 23/05/2025 **Country:** China **Ticker:** 300124
Record Date: 19/05/2025 **Meeting Type:** Annual

Shenzhen Inovance Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Annual Report and Summary	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve to Appoint Auditor	G	Mgmt	For	For
6	Approve Remuneration of the Sixth Board of Directors	G	Mgmt	For	For
7	Approve Amendments to Articles of Association	G	Mgmt	For	For
	AMEND SOME OF THE COMPANY'S GOVERNANCE SYSTEMS		Mgmt		
8.1	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	For
8.2	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	For
8.3	Amend the Implementation Rules of Cumulative Voting System	G	Mgmt	For	For
8.4	Amend Remuneration Management System for Directors and Senior Management Members	G	Mgmt	For	For
8.5	Amend the Information Disclosure Management System	G	Mgmt	For	For

Shenzhen International Holdings Limited

Meeting Date: 09/05/2025

Country: Bermuda

Ticker: 152

Record Date: 02/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3.1	Elect Li Haitao as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Shenzhen International Holdings Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.2	Elect Liu Zhengyu as Director	G	Mgmt	For	For
3.3	Elect Cai Xiaoping as Director	G	Mgmt	For	For
3.4	Elect Wang Guowen as Director	G	Mgmt	For	For
3.5	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					

Shenzhen Kangtai Biological Products Co., Ltd.

Meeting Date: 20/05/2025

Country: China

Ticker: 300601

Record Date: 15/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Annual Report and Summary	G	Mgmt	For	For
6	Approve to Appoint Auditor	G	Mgmt	For	For

Shenzhen Kstar Science & Technology Co., Ltd.

Meeting Date: 15/05/2025

Country: China

Ticker: 002518

Record Date: 09/05/2025

Meeting Type: Annual

Shenzhen Kstar Science & Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Application of Bank Credit Lines	G	Mgmt	For	For
7	Approve Provision of Guarantee	G	Mgmt	For	For
8	Approve Use of Own Funds for Cash Management	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks.</i>					
9	Approve to Appoint Auditor	G	Mgmt	For	For

Shenzhen Mindray Bio-Medical Electronics Co., Ltd.

Meeting Date: 20/05/2025

Country: China

Ticker: 300760

Record Date: 13/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve 2024 Profit Distribution, 2025 First Interim Profit Distribution and Authorization for the Board of Directors to Formulate Other Interim Dividends Plan	G	Mgmt	For	For
5	Approve Shareholder Return Plan	G	Mgmt	For	For
6	Approve Annual Report and Summary	G	Mgmt	For	For
7	Approve Sustainability Report	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Shenzhen Mindray Bio-Medical Electronics Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Completion of Raised Funds Investment Projects and Use of Excess Funds to Replenish Working Capital	G	Mgmt	For	For
9	Approve to Appoint Auditor	G	Mgmt	For	For
	AMEND ARTICLES OF ASSOCIATION AND SOME GOVERNANCE SYSTEMS		Mgmt		
10.1	Approve Amendments to Articles of Association	G	Mgmt	For	For
10.2	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	For
10.3	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	For
10.4	Amend Decision-making System for Providing External Investments	G	Mgmt	For	For
10.5	Amend System for Providing External Guarantees	G	Mgmt	For	For
10.6	Amend Decision-making System for Related-Party Transaction	G	Mgmt	For	For
10.7	Amend Working System for Independent Directors	G	Mgmt	For	For
10.8	Amend Remuneration Management System for Directors, Supervisors and Senior Management Members	G	Mgmt	For	For

Shenzhen New Industries Biomedical Engineering Co., Ltd.

Meeting Date: 19/05/2025 **Country:** China **Ticker:** 300832
Record Date: 13/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements and Financial Budget Report	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve to Appoint Auditor	G	Mgmt	For	For

Shenzhen New Industries Biomedical Engineering Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Profit Distribution Plan	G	Mgmt	For	For
7	Approve Application of Bank Credit Lines	G	Mgmt	For	For
8	Approve Use of Idle Own Funds to Purchase Financial Products	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks.</i>					
9	Approve Purchase of Liability Insurance for the Company and Its Directors, Supervisors and Senior Management Members	G	Mgmt	For	For

Shenzhen S.C New Energy Technology Corp.

Meeting Date: 14/05/2025 **Country:** China **Ticker:** 300724
Record Date: 07/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Financial Statements	G	Mgmt	For	For
6	Approve Remuneration of Non-Independent Directors	G	Mgmt	For	For
7	Approve Remuneration of Independent Directors	G	Mgmt	For	For
8	Approve Remuneration of Supervisors	G	Mgmt	For	For
9	Approve Report on the Deposit and Usage of Raised Funds	G	Mgmt	For	For
10	Approve to Appoint Auditor	G	Mgmt	For	For
11	Approve Credit Line and External Guarantees	G	Mgmt	For	For

Shenzhen Salubris Pharmaceuticals Co., Ltd.

Meeting Date: 21/04/2025 **Country:** China **Ticker:** 002294
Record Date: 14/04/2025 **Meeting Type:** Annual

Shenzhen Salubris Pharmaceuticals Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve to Appoint Auditor	G	Mgmt	For	For
6	Approve to Adjust and Postpone the Internal Investment Structure of Some Fundraising Projects	G	Mgmt	For	For
7	Approve Completion of Raised Funds Investment Projects and Use of Excess Raised Funds to Replenish Working Capital	G	Mgmt	For	For

Shenzhou International Group Holdings Limited

Meeting Date: 27/05/2025

Country: Cayman Islands

Ticker: 2313

Record Date: 21/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Elect Jianrong Ma as Director	G	Mgmt	For	For
4	Elect Cunbo Wang as Director	G	Mgmt	For	For
5	Elect Bingsheng Zhang as Director	G	Mgmt	For	For
6	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
7	Approve Ernst &Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i></p>					
9	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

Shenzhou International Group Holdings Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against

Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion

Shibaura Mechatronics Corp.

Meeting Date: 18/06/2025 **Country:** Japan **Ticker:** 6590
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Imamura, Keigo	G	Mgmt	For	For
1.2	Elect Director Kurokawa, Yoshiaki	G	Mgmt	For	For
1.3	Elect Director Horiuchi, Kazutoshi	G	Mgmt	For	For
1.4	Elect Director Inaba, Tomoko	G	Mgmt	For	For
1.5	Elect Director Ono, Mitsuru	G	Mgmt	For	For
1.6	Elect Director Sawa, Yukiko	G	Mgmt	For	For
2	Appoint Statutory Auditor Kuwata, Keiji	G	Mgmt	For	For
3	Approve Annual Bonus	G	Mgmt	For	For

Shift4 Payments, Inc.

Meeting Date: 13/06/2025 **Country:** USA **Ticker:** FOUR
Record Date: 22/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Christopher N. Cruz	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.2	Elect Director Seth Dallaire	G	Mgmt	For	For
1.3	Elect Director Sarah Grover	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Shihlin Electric & Engineering Corp.

Meeting Date: 13/06/2025

Country: Taiwan

Ticker: 1503

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve Release of Restrictions of Competitive Activities of Directors and Representatives	G	Mgmt	For	For

Shijiazhuang Yiling Pharmaceutical Co., Ltd.

Meeting Date: 26/05/2025

Country: China

Ticker: 002603

Record Date: 21/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Appointment of Financial Auditor and Internal Control Auditor	G	Mgmt	For	For
7	Approve Completion and Termination of Raised Funds Investment Project and Use of Excess Raised Funds to Replenish Working Capital	G	Mgmt	For	For

Shikoku Electric Power Co., Inc.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 9507

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20	G	Mgmt	For	For
2.1	Elect Director Nagai, Keisuke	G	Mgmt	For	For
2.2	Elect Director Miyamoto, Yoshihiro	G	Mgmt	For	For
2.3	Elect Director Shirai, Hisashi	G	Mgmt	For	For
2.4	Elect Director Kawanishi, Noriyuki	G	Mgmt	For	For
2.5	Elect Director Miyazaki, Seiji	G	Mgmt	For	For
2.6	Elect Director Suginochi, Kenzo	G	Mgmt	For	For
2.7	Elect Director Obayashi, Shinji	G	Mgmt	For	For
2.8	Elect Director Ishida, Hideyoshi	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Shiome, Kazuhiko	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Kagawa, Ryohei	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Otsuka, Iwao	G	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Nishiyama, Shoichi	G	Mgmt	For	For
3.5	Elect Director and Audit Committee Member Izutani, Yachiyo	G	Mgmt	For	For
4	Amend Articles to Conduct and Disclose Investigation Results concerning Active Faults around Sadamisaki Peninsula	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0709-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
5	Amend Articles to Decommission Unit No. 3 of the Ikata Nuclear Power Station	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0709-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
6	Amend Articles to Withdraw from Nuclear Power Generation	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0709-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

Shikoku Electric Power Co., Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Amend Articles to Ban Purchase of Party Tickets of Political Parties, Political Organizations and Individual Politicians	S	SH	Against	Against

Blended Rationale: [RJ-S0809-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.

Shimadzu Corp.

Meeting Date: 26/06/2025 **Country:** Japan **Ticker:** 7701
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	G	Mgmt	For	For
2.1	Elect Director Ueda, Teruhisa	G	Mgmt	For	For
2.2	Elect Director Yamamoto, Yasunori	G	Mgmt	For	For
2.3	Elect Director Watanabe, Akira	G	Mgmt	For	For
2.4	Elect Director Hanai, Nobuo	G	Mgmt	For	For
2.5	Elect Director Nakanishi, Yoshiyuki	G	Mgmt	For	For
2.6	Elect Director Hamada, Nami	G	Mgmt	For	For
2.7	Elect Director Kitano, Mie	G	Mgmt	For	For
3	Appoint Statutory Auditor Yamada, Yoichi	G	Mgmt	For	For

SHIMAMURA Co., Ltd.

Meeting Date: 16/05/2025 **Country:** Japan **Ticker:** 8227
Record Date: 20/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 105	G	Mgmt	For	For
2.1	Elect Director Suzuki, Makoto	G	Mgmt	For	For
2.2	Elect Director Takahashi, Iichiro	G	Mgmt	For	For

SHIMAMURA Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.3	Elect Director Nakahira, Takashi	G	Mgmt	For	For
2.4	Elect Director Tsujiguchi, Yoshiteru	G	Mgmt	For	For
2.5	Elect Director Ueda, Hajime	G	Mgmt	For	For
2.6	Elect Director Matsui, Tamae	G	Mgmt	For	For
2.7	Elect Director Suzuki, Yutaka	G	Mgmt	For	For
2.8	Elect Director Murokubo, Teiichi	G	Mgmt	For	For
3	Approve Additional Dividend so that Final Dividend per Share Equals to JPY 246	G	SH	Against	For
<i>Blended Rationale: [TK-S0152-001] FOR shareholder proposal as the proposed capital policy is aligned with shareholder's long-term interest.</i>					
4	Initiate Share Repurchase Program	G	SH	Against	For
<i>Blended Rationale: [TK-S0152-001] FOR shareholder proposal as the proposed capital policy is aligned with shareholder's long-term interest.</i>					

Shimizu Corp.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 1803

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20.5	G	Mgmt	For	For
2.1	Elect Director Inoue, Kazuyuki	G	Mgmt	For	For
2.2	Elect Director Shimmura, Tatsuya	G	Mgmt	For	For
2.3	Elect Director Ikeda, Kentaro	G	Mgmt	For	For
2.4	Elect Director Sekiguchi, Takeshi	G	Mgmt	For	For
2.5	Elect Director Tsutsumi, Yoshito	G	Mgmt	For	For
2.6	Elect Director Higashi, Yoshiki	G	Mgmt	For	For
2.7	Elect Director Shimizu, Noriaki	G	Mgmt	For	For
2.8	Elect Director Iwamoto, Tamotsu	G	Mgmt	For	For
2.9	Elect Director Kawada, Junichi	G	Mgmt	For	For
2.10	Elect Director Tamura, Mayumi	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Shimizu Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.11	Elect Director Jozuka, Yumiko	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Hirayama, Tomohiko	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Ikenaga, Toshie	G	Mgmt	For	For

Shin Kong Financial Holding Co. Ltd.

Meeting Date: 23/06/2025 **Country:** Taiwan **Ticker:** 2888
Record Date: 24/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For

Shindengen Electric Manufacturing Co. Ltd.

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 6844
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 65	G	Mgmt	For	For
2.1	Elect Director Tanaka, Nobuyoshi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-021] AGAINST directors responsible for company's poor ROE/ROA performance.</i>					
2.2	Elect Director Ukegawa, Osamu	G	Mgmt	For	For
2.3	Elect Director Sasaki, Masahiro	G	Mgmt	For	For
2.4	Elect Director Hatori, Satoshi	G	Mgmt	For	For
2.5	Elect Director Nishiyama, Yoshihiro	G	Mgmt	For	For
2.6	Elect Director Kitadai, Yaeko	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Nihei, Harusato	G	Mgmt	For	For

Shindengen Electric Manufacturing Co. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.2	Appoint Statutory Auditor Ito, Akiko	G	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Okada, Mitsutaka	G	Mgmt	For	For
5	Approve Takeover Defense Plan (Poison Pill)	G	Mgmt	For	Against

Blended Rationale: [RJ-M0609-007] AGAINST as other defense measures are in place.

Shin-Etsu Chemical Co., Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 4063

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 53	G	Mgmt	For	For
2.1	Elect Director Akiya, Fumio	G	Mgmt	For	For
2.2	Elect Director Saito, Yasuhiko	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.3	Elect Director Ueno, Susumu	G	Mgmt	For	For
2.4	Elect Director Todoroki, Masahiko	G	Mgmt	For	For
2.5	Elect Director Komiyama, Hiroshi	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.6	Elect Director Nakamura, Kuniharu	G	Mgmt	For	For
2.7	Elect Director Michael H. McGarry	G	Mgmt	For	For
2.8	Elect Director Hasegawa, Mariko	G	Mgmt	For	For
2.9	Elect Director Hibino, Takashi	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Kagami, Mitsuko	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Takahashi, Yoshimitsu	G	Mgmt	For	For
4	Approve Stock Option Plan	G	Mgmt	For	For

Shinhan Alpha REIT Co., Ltd.

Meeting Date: 19/06/2025

Country: South Korea

Ticker: 293940

Record Date: 31/03/2025

Meeting Type: Annual

Shinhan Alpha REIT Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Approve Business Plan	G	Mgmt	For	For
3	Approve Bond Issuance Plan	G	Mgmt	For	For
4	Amend Articles of Incorporation	G	Mgmt	For	For
5	Elect Lee Yoo-hwa as Non-Independent Non-Executive Director	G	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For
7	Authorize Board to Fix Remuneration of Internal Auditor(s)	G	Mgmt	For	For

ShinMaywa Industries, Ltd.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 7224

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 27	G	Mgmt	For	For
2	Amend Articles to Amend Business Lines - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Remove All Provisions on Advisory Positions	G	Mgmt	For	For
3.1	Elect Director Isogawa, Tatsuyuki	G	Mgmt	For	For
3.2	Elect Director Kume, Toshiki	G	Mgmt	For	For
3.3	Elect Director Kunihara, Takashi	G	Mgmt	For	For
3.4	Elect Director Nagai, Seiko	G	Mgmt	For	For
3.5	Elect Director Umehara, Toshiyuki	G	Mgmt	For	For
3.6	Elect Director Asami, Akiko	G	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Nishida, Koji	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

ShinMaywa Industries, Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.2	Elect Director and Audit Committee Member Sugiyama, Eri	G	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Kimura, Fumihiko	G	Mgmt	For	For
4.4	Elect Director and Audit Committee Member Suzuki, Atsuko	G	Mgmt	For	For
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For
7	Approve Restricted Stock Plan	G	Mgmt	For	For
8	Approve Performance Share Plan	G	Mgmt	For	For

Shionogi & Co., Ltd.

Meeting Date: 18/06/2025

Country: Japan

Ticker: 4507

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 33	G	Mgmt	For	For
2	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	G	Mgmt	For	For
3.1	Elect Director Teshirogi, Isao	G	Mgmt	For	For
3.2	Elect Director Ando, Keiichi	G	Mgmt	For	For
3.3	Elect Director Ozaki, Hiroshi	G	Mgmt	For	For
3.4	Elect Director Fujiwara, Takaoki	G	Mgmt	For	For
3.5	Elect Director John Keller	G	Mgmt	For	For
3.6	Elect Director Hirose, Kyoko	G	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Kishida, Noriyuki	G	Mgmt	For	For

Shionogi & Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.2	Elect Director and Audit Committee Member Hanasaki, Koji	G	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Okuhara, Shuichi	G	Mgmt	For	For
4.4	Elect Director and Audit Committee Member Takatsuki, Fumi	G	Mgmt	For	For
4.5	Elect Director and Audit Committee Member Goto, Yoriko	G	Mgmt	For	For
5	Elect Alternate Director and Audit Committee Member Hirose, Kyoko	G	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For
8	Approve Restricted Stock Plan	G	Mgmt	For	For

SHIP HEALTHCARE HOLDINGS, INC.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 3360

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 58	G	Mgmt	For	For
2.1	Elect Director Furukawa, Kunihiisa	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>					
2.2	Elect Director Ohashi, Futoshi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>					
2.3	Elect Director Konishi, Kenzo	G	Mgmt	For	For
2.4	Elect Director Ogawa, Hirotaka	G	Mgmt	For	For
2.5	Elect Director Yokoyama, Hiroshi	G	Mgmt	For	For
2.6	Elect Director Umino, Atsushi	G	Mgmt	For	For
2.7	Elect Director Yasuda, Yoshio	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

SHIP HEALTHCARE HOLDINGS, INC.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.8	Elect Director Sano, Seiichiro	G	Mgmt	For	For
2.9	Elect Director Imabeppu, Toshio	G	Mgmt	For	For
2.10	Elect Director Ito, Fumiyo	G	Mgmt	For	For
2.11	Elect Director Nishio, Shinya	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
3.1	Appoint Statutory Auditor Mizushima, Toichiro	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Toda, Narushige	G	Mgmt	For	For
3.3	Appoint Statutory Auditor Minami, Koichi	G	Mgmt	For	For
3.4	Appoint Statutory Auditor Sano, Nobuyuki	G	Mgmt	For	For
4	Approve Restricted Stock Plan	G	Mgmt	For	For

Shizuoka Financial Group, Inc.

Meeting Date: 20/06/2025 **Country:** Japan **Ticker:** 5831
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 35	G	Mgmt	For	For
2.1	Elect Director Nakanishi, Katsunori	G	Mgmt	For	For
2.2	Elect Director Shibata, Hisashi	G	Mgmt	For	For
2.3	Elect Director Yagi, Minoru	G	Mgmt	For	For
2.4	Elect Director Fukushima, Yutaka	G	Mgmt	For	For
2.5	Elect Director Fujisawa, Kumi	G	Mgmt	For	For
2.6	Elect Director Inano, Kazutoshi	G	Mgmt	For	For

Shoals Technologies Group, Inc.

Meeting Date: 01/05/2025 **Country:** USA **Ticker:** SHLS
Record Date: 10/03/2025 **Meeting Type:** Annual

Shoals Technologies Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ty Daul	G	Mgmt	For	For
1.2	Elect Director Toni Volpe	G	Mgmt	For	For
1.3	Elect Director Niharika Taskar Ramdev	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Shopify Inc.

Meeting Date: 17/06/2025

Country: Canada

Ticker: SHOP

Record Date: 21/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Tobias Lutke	G	Mgmt	For	For
1B	Elect Director Lulu Cheng Meservy	G	Mgmt	For	For
1C	Elect Director Gail Goodman	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0201-007] Nominee serves as chair of the remuneration committee, which has not responded to shareholder concerns regarding remuneration policies.</i></p>					
1D	Elect Director David Heinemeier Hansson	G	Mgmt	For	For
1E	Elect Director Jeremy Levine	G	Mgmt	For	For
1F	Elect Director Prashanth Mahendra-Rajah	G	Mgmt	For	For
1G	Elect Director Joe Natale	G	Mgmt	For	For
1H	Elect Director Kevin Scott	G	Mgmt	For	For
1I	Elect Director Toby Shannan	G	Mgmt	For	For
1J	Elect Director Fidji Simo	G	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i></p>					

Shuangliang Eco-Energy Systems Co., Ltd.

Meeting Date: 22/05/2025

Country: China

Ticker: 600481

Record Date: 16/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve No Profit Distribution	G	Mgmt	For	For
6	Approve to Appoint Auditor	G	Mgmt	For	For
7	Approve Related Party Transaction	G	Mgmt	For	For
8	Approve Provision of Guarantee	G	Mgmt	For	For
9	Approve External Loan	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
10	Approve Remuneration of Directors and Senior Management	G	Mgmt	For	For
11	Approve Remuneration of Supervisors	G	Mgmt	For	For
12	Approve Authorization of the Board to Handle Matters on Issuing Shares to Specific Parties Through Simplified Procedures	G	SH	For	For

Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.

Shurgard Self Storage Ltd.

Meeting Date: 14/05/2025

Country: Guernsey

Ticker: SHUR

Record Date: 30/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Annual Meeting Agenda		Mgmt		
	Receive Directors' and Auditors' Reports (Non-Voting)	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Shurgard Self Storage Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Consolidated Financial Statements	G	Mgmt	For	For
3	Adopt Financial Statements	G	Mgmt	For	For
4	Approve Allocation of Income and Dividends of EUR 0.59 per Share	G	Mgmt	For	For
5	Approve Discharge of Directors	G	Mgmt	For	For
6	Authorize Share Repurchase Program	G	Mgmt	For	For
7i	Reelect Marc Oursin as Director	G	Mgmt	For	For
7ii	Reelect Jamie Behar as Director	G	Mgmt	For	For
7iii	Reelect Candace Krol as Director	G	Mgmt	For	For
7iv	Reelect Ian Marcus as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
7v	Reelect Padraig McCarthy as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
7vi	Reelect Lorna Brown as Director	G	Mgmt	For	For
7vii	Reelect Paula Hay-Plumb as Director	G	Mgmt	For	For
7viii	Reelect Thomas Boyle as Director	G	Mgmt	For	For
8i	Elect Charlotte Webb as Director	G	Mgmt	For	For
9	Renew Mandate of PricewaterhouseCoopers CI LLP as Auditors	G	Mgmt	For	For
10	Appoint PwC as Auditor for Sustainability Reporting	G	Mgmt	For	For
11	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>					

Shutterstock, Inc.

Meeting Date: 10/06/2025

Country: USA

Ticker: SSTK

Record Date: 25/04/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	G	Mgmt	For	For
2	Advisory Vote on Golden Parachutes	G	Mgmt	For	For
3	Adjourn Meeting	G	Mgmt	For	For

Sibanye Stillwater Ltd.

Meeting Date: 29/05/2025 **Country:** South Africa **Ticker:** SSW
Record Date: 23/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Resolutions		Mgmt		
1	Appoint BDO South Africa Inc as Auditors with Servaas Kranhold as the Designated Individual Partner	G	Mgmt	For	For
2	Elect Richard Stewart as Director	G	Mgmt	For	For
3	Elect Terence Nombembe as Director	G	Mgmt	For	For
4	Elect Peter Hancock as Director	G	Mgmt	For	For
5	Re-elect Keith Rayner as Director	G	Mgmt	For	Against

Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [SD-M0201-005] Nominee is not independent and serves on a key committee.

6	Re-elect Neal Froneman as Director	G	Mgmt	For	For
7.1	Elect Terence Nombembe as Chair of the Audit Committee	G	Mgmt	For	For
7.2	Re-elect Sindiswa Zilwa as Member of the Audit Committee	G	Mgmt	For	For
7.3	Elect Harry Kenyon-Slaney as Member of the Audit Committee	G	Mgmt	For	For
7.4	Elect Peter Hancock as Member of the Audit Committee	G	Mgmt	For	For

Sibanye Stillwater Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.1	Elect Elaine Dorward-King as Chairperson of the Social, Ethics and Sustainability Committee	G	Mgmt	For	For
8.2	Elect Harry Kenyon-Slaney as Member of the Social, Ethics and Sustainability Committee	G	Mgmt	For	For
8.3	Elect Vincent Maphai as Member of the Social, Ethics and Sustainability Committee	G	Mgmt	For	For
8.4	Elect Philippe Boisseau as Member of the Social, Ethics and Sustainability Committee	G	Mgmt	For	For
8.5	Elect Terence Nombembe as Member of the Social, Ethics and Sustainability Committee	G	Mgmt	For	For
8.6	Elect Jerry Vilakazi as Member of the Social, Ethics and Sustainability Committee	G	Mgmt	For	For
8.7	Elect Keith Rayner as Member of the Social, Ethics and Sustainability Committee	G	Mgmt	For	For
8.8	Elect Timothy Cumming as Member of the Social, Ethics and Sustainability Committee	G	Mgmt	For	For
8.9	Elect Rick Menell as Member of the Social, Ethics and Sustainability Committee	G	Mgmt	For	For
9	Place Authorised but Unissued Shares under Control of Directors	G	Mgmt	For	For
10	Authorise Board to Issue Shares for Cash	G	Mgmt	For	For
11	Approve Remuneration Policy	G	Mgmt	For	For
12	Approve Remuneration Implementation Report	G	Mgmt	For	For

Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.

Special Resolutions

			Mgmt		
1	Approve Annual Retainer Fees for Non-Executive Directors Resident in Africa	G	Mgmt	For	For
2	Approve Annual Retainer Fees for Non-Executive Directors Resident Outside of Africa	G	Mgmt	For	For
3	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	G	Mgmt	For	For

Sibanye Stillwater Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Authorise Repurchase of Issued Share Capital	G	Mgmt	For	For

Sichuan Chuantou Energy Co., Ltd.

Meeting Date: 20/05/2025 Country: China Ticker: 600674
Record Date: 13/05/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Production and Operation Plan as well as Financial Budget Report	G	Mgmt	For	For
5	Approve Profit Distribution Plan	G	Mgmt	For	For
6	Approve Annual Report and Summary	G	Mgmt	For	For
7	Approve Report on the Financing Work of the Company's Headquarters	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
8	Approve Appointment of Auditor and Authorization of the Board of Directors to Determine Audit Fees	G	Mgmt	For	For

Sichuan Hebang Biotechnology Co., Ltd.

Meeting Date: 26/05/2025 Country: China Ticker: 603077
Record Date: 21/05/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For

Sichuan Hebang Biotechnology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Abolishment of Board of Supervisors and Amendments to Articles of Association	G	Mgmt	For	For
6	Approve to Appoint Auditor	G	Mgmt	For	For
7	Approve Financing Plan	G	Mgmt	For	For
8	Approve the Company's External Guarantee Authorization	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
9	Approve Remuneration of Non-independent Directors	G	Mgmt	For	For
10	Approve Remuneration of Supervisors	G	Mgmt	For	For
11	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
12	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
13	Amend Working System for Independent Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
14	Amend Management System for Providing External Guarantees	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
15	Amend Related-Party Transaction Management System	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

Sichuan Kelun Pharmaceutical Co., Ltd.

Meeting Date: 19/05/2025 Country: China Ticker: 002422
Record Date: 12/05/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For

Sichuan Kelun Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve to Appoint Auditor	G	Mgmt	For	For
7	Approve Use of Own Funds to Purchase Financial Products	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks</i>					
8	Approve Bill Pool Business	G	Mgmt	For	For
9	Approve Issuance of Non-Financial Corporate Debt Financing Instruments	G	Mgmt	For	For

Sichuan Kelun-Biotech Biopharmaceutical Co., Ltd.

Meeting Date: 20/06/2025 **Country:** China **Ticker:** 6990
Record Date: 16/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Budget Report	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Supervisory Committee	G	Mgmt	For	For
4	Approve Annual Report	G	Mgmt	For	For
5	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Approve Remuneration Plan for the Directors of the Fourth Session of the Board and Remuneration Plan for the Directors of the Third Session of the Board and for the Supervisors of the Third Session of the Supervisory Committee	G	Mgmt	For	For
7	Approve Annual Profit Distribution Plan	G	Mgmt	For	For
8	Approve Acquisition of Wealth Management Products with Idle Self-Owned Funds	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks</i>					
9a	Elect Liu Gexin as Director	G	Mgmt	For	For

Sichuan Kelun-Biotech Biopharmaceutical Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9b	Elect Liu Sichuan as Director	G	Mgmt	For	For
9c	Elect Lai Degui as Director	G	Mgmt	For	For
9d	Elect Feng Hao as Director	G	Mgmt	For	For
9e	Elect Liao Yihong as Director	G	Mgmt	For	For
9f	Elect Zeng Xuebo as Director	G	Mgmt	For	For
9g	Elect Zheng Qiang as Director	G	Mgmt	For	For
9h	Elect Tu Wenwei as Director	G	Mgmt	For	For
9i	Elect Jin Jinping as Director	G	Mgmt	For	For
9j	Elect Li Yuedong as Director	G	Mgmt	For	For
10	Amend Rules of Procedure of the Independent Non-executive Directors	G	Mgmt	For	For
11	Approve Grant of General Mandate to the Board to Issue Shares and Sell Treasury Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
12	Approve Grant of General Mandate to the Board to Repurchase H Shares	G	Mgmt	For	For
13	Amend Articles of Association	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					

Sichuan New Energy Power Co., Ltd.

Meeting Date: 28/05/2025 **Country:** China **Ticker:** 000155
Record Date: 19/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Related Party Transaction	G	Mgmt	For	For
4	Approve Annual Report	G	Mgmt	For	For
5	Approve Financial Statements	G	Mgmt	For	For
6	Approve Profit Distribution	G	Mgmt	For	For

Sichuan New Energy Power Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve External Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
8	Approve Remuneration of Company Leaders and Related Matters	G	Mgmt	For	For
9	Elect Zhang Zhongwu as Non-Independent Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

Siegfried Holding AG

Meeting Date: 10/04/2025 **Country:** Switzerland **Ticker:** SFZN
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Non-Financial Report	E, S	Mgmt	For	For
2.1	Approve Allocation of Income	G	Mgmt	For	For
2.2	Approve CHF 17.2 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 3.80 per Share	G	Mgmt	For	For
2.3	Approve Creation of Capital Band within the Upper Limit of CHF 35.8 Million and the Lower Limit of CHF 32.6 Million with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
3	Approve 1:10 Stock Split	G	Mgmt	For	For
4	Approve Discharge of Board of Directors	G	Mgmt	For	For
5.1	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	For
5.2	Approve Remuneration of Directors in the Amount of CHF 1.9 Million	G	Mgmt	For	For
5.3.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.5 Million	G	Mgmt	For	For
5.3.2	Approve Short-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 2.1 Million	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Siegfried Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.3.3	Approve Long-Term Performance-Based Remuneration of Executive Committee in the Amount of CHF 2.8 Million	G	Mgmt	For	For
6.1.1	Reelect Alexandra Brand as Director	G	Mgmt	For	For
6.1.2	Reelect Elodie Carr-Cingari as Director	G	Mgmt	For	For
6.1.3	Reelect Isabelle Welton as Director	G	Mgmt	For	For
6.1.4	Reelect Wolfram Carius as Director	G	Mgmt	For	For
6.1.5	Reelect Andreas Casutt as Director	G	Mgmt	For	For
6.1.6	Reelect Martin Schmid as Director	G	Mgmt	For	For
6.1.7	Reelect Beat Walti as Director	G	Mgmt	For	For
6.2	Reelect Andreas Casutt as Board Chair	G	Mgmt	For	For
6.3.1	Reappoint Isabelle Welton as Member of the Compensation Committee	G	Mgmt	For	For
6.3.2	Reappoint Martin Schmid as Member of the Compensation Committee	G	Mgmt	For	For
6.3.3	Reappoint Beat Walti as Member of the Compensation Committee	G	Mgmt	For	For
7	Designate Rolf Freiermuth as Independent Proxy	G	Mgmt	For	For
8	Ratify PricewaterhouseCoopers AG as Auditors	G	Mgmt	For	For
9	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Sieyuan Electric Co., Ltd.

Meeting Date: 13/06/2025

Country: China

Ticker: 002028

Record Date: 05/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Sieyuan Electric Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Annual Report and Summary	G	Mgmt	For	For
6	Approve to Appoint Auditor	G	Mgmt	For	For
7	Amend Articles of Association	G	Mgmt	For	For
8	Approve Provision of Guarantee	G	Mgmt	For	For
	APPROVE SHARE REPURCHASE PLAN		Mgmt		
9.1	Approve Purpose of Share Repurchase	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
9.2	Approve Type of Share Repurchase	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
9.3	Approve Method of Share Repurchase	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
9.4	Approve Implementation Period of Share Repurchase	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
9.5	Approve Usage, Quantity, Proportion of the Company's Total Share Capital and Total Funds for the Repurchased Shares	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
9.6	Approve Price or Price Range of the Repurchased Shares, Pricing Principles	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
9.7	Approve Source of Funds for Share Repurchase	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
9.8	Approve Authorization of Board to Handle All Related Matters	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Non-Financial Report	E, S	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
4	Approve Allocation of Income	G	Mgmt	For	For
5	Approve Dividends of CHF 0.49 per Share from Capital Contribution Reserves	G	Mgmt	For	For
6.1	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	For
6.2	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	G	Mgmt	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 18 Million	G	Mgmt	For	For
7.1.1	Reelect Werner Bauer as Director	G	Mgmt	For	For
7.1.2	Reelect Thomas Dittrich as Director	G	Mgmt	For	For
7.1.3	Reelect Mariel Hoch as Director	G	Mgmt	For	For
7.1.4	Reelect Florence Jeantet as Director	G	Mgmt	For	For
7.1.5	Reelect Abdallah al Obeikan as Director	G	Mgmt	For	For
7.1.6	Reelect Martine Snels as Director	G	Mgmt	For	For
7.2.1	Elect Ola Rollen as Director	G	Mgmt	For	For
7.2.2	Elect Niren Chaudhary as Director	G	Mgmt	For	For
7.2.3	Elect Urs Riedener as Director	G	Mgmt	For	For
7.3	Elect Ola Rollen as Board Chair	G	Mgmt	For	For
7.4.1	Reappoint Werner Bauer as Member of the Compensation Committee	G	Mgmt	For	For
7.4.2	Appoint Niren Chaudhary as Member of the Compensation Committee	G	Mgmt	For	For
7.4.3	Appoint Urs Riedener as Member of the Compensation Committee	G	Mgmt	For	For

SIG Group AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Designate Keller AG as Independent Proxy	G	Mgmt	For	For
9	Ratify PricewaterhouseCoopers AG as Auditors	G	Mgmt	For	For
10	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Sigma Lithium Corporation

Meeting Date: 30/06/2025 **Country:** Canada **Ticker:** SGML
Record Date: 30/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Directors at Five	G	Mgmt	For	For
2.1	Elect Director Ana Cristina Cabral	G	Mgmt	For	For
2.2	Elect Director Marcelo Paiva	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
2.3	Elect Director Junaid Jafar	G	Mgmt	For	For
2.4	Elect Director Eugênio de Zagottis	G	Mgmt	For	For
2.5	Elect Director Alexandre Rodrigues Cabral	G	Mgmt	For	For
3	Approve Grant Thornton Auditores Independentes Ltda. as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Sila Realty Trust, Inc.

Meeting Date: 21/05/2025 **Country:** USA **Ticker:** SILA
Record Date: 20/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Z. Jamie Behar	G	Mgmt	For	For

Sila Realty Trust, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Adrienne Kirby	G	Mgmt	For	For
1c	Elect Director Jonathan Kuchin	G	Mgmt	For	For
1d	Elect Director Verett Mims	G	Mgmt	For	For
1e	Elect Director Roger Pratt	G	Mgmt	For	For
1f	Elect Director Michael A. Seton	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Amend Restricted Stock Plan	G	Mgmt	For	For

Silergy Corp.

Meeting Date: 29/05/2025

Country: Cayman Islands

Ticker: 6415

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Consolidated Financial Statements	G	Mgmt	For	For
2	Approve Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect Wei Chen with SHAREHOLDER NO.55 as Non-independent Director	G	Mgmt	For	For
4.2	Elect Budong You with SHAREHOLDER NO.6 as Non-independent Director	G	Mgmt	For	For
4.3	Elect Bing Xie with SHAREHOLDER NO.1967050XXX as Non-independent Director	G	Mgmt	For	For
4.4	Elect Chih Chieh Tsai with SHAREHOLDER NO.X120144XXX as Independent Director	G	Mgmt	For	For
4.5	Elect Chi Ying Chiu with SHAREHOLDER NO.D220098XXX as Independent Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Silergy Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.6	Elect Pei Yi Huang with SHAREHOLDER NO.Y220379XXX as Independent Director	G	Mgmt	For	For
4.7	Elect Lung Kuang Yang with SHAREHOLDER NO.F122442XXX as Independent Director	G	Mgmt	For	For
4.8	Elect Hsi Liang Liu with SHAREHOLDER NO.A120723XXX as Independent Director	G	Mgmt	For	For
4.9	Elect Chih Ting Kao with SHAREHOLDER NO.A124736XXX as Independent Director	G	Mgmt	For	For
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	G	Mgmt	For	For

Silgan Holdings, Inc.

Meeting Date: 27/05/2025 **Country:** USA **Ticker:** SLGN
Record Date: 04/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Adam J. Greenlee	G	Mgmt	For	For
1.2	Elect Director Brad A. Lich	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.3	Elect Director Shannon Miller	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Silicon Laboratories Inc.

Meeting Date: 24/04/2025 **Country:** USA **Ticker:** SLAB
Record Date: 24/02/2025 **Meeting Type:** Annual

Silicon Laboratories Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director William G. Bock	G	Mgmt	For	For
1.2	Elect Director Christy Wyatt	G	Mgmt	For	For
1.3	Elect Director Sherri Luther	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Officers	G	Mgmt	For	For
5	Amend Certificate of Incorporation to Implement Miscellaneous Changes	G	Mgmt	For	For

Sincere Pharmaceutical Group Limited

Meeting Date: 13/06/2025

Country: Hong Kong

Ticker: 2096

Record Date: 09/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2a	Approve Final Dividend	G	Mgmt	For	For
2b	Authorize Board to Deal with All Matters in Relation to the Payment of Final Dividend	G	Mgmt	For	For
3a1	Elect Wang Xi as Director	G	Mgmt	For	For
3a2	Elect Wang Xinhua as Director	G	Mgmt	For	For
3a3	Elect Sung Ka Woon as Director	G	Mgmt	For	For
3b	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against

Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion

Sincere Pharmaceutical Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against

Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion

Simmons First National Corporation

Meeting Date: 07/05/2025

Country: USA

Ticker: SFNC

Record Date: 05/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Directors at Fourteen	G	Mgmt	For	For
2.1	Elect Director Marty D. Casteel	G	Mgmt	For	For
2.2	Elect Director William E. Clark, II	G	Mgmt	For	For
2.3	Elect Director Steven A. Cossé	G	Mgmt	For	For
2.4	Elect Director Mark C. Doramus	G	Mgmt	For	For
2.5	Elect Director Edward Drilling	G	Mgmt	For	For
2.6	Elect Director Eugene Hunt	G	Mgmt	For	For
2.7	Elect Director Jerry Hunter	G	Mgmt	For	For
2.8	Elect Director Susan Lanigan	G	Mgmt	For	For
2.9	Elect Director George A. Makris, Jr.	G	Mgmt	For	For
2.10	Elect Director Tom Purvis	G	Mgmt	For	For
2.11	Elect Director Robert L. Shoptaw	G	Mgmt	For	For
2.12	Elect Director Julie Stackhouse	G	Mgmt	For	For
2.13	Elect Director Russell W. Teubner	G	Mgmt	For	For
2.14	Elect Director Mindy West	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Ratify Forvis Mazars, LLP as Auditors	G	Mgmt	For	For

Simon Property Group, Inc.

Meeting Date: 14/05/2025

Country: USA

Ticker: SPG

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Glyn F. Aeppel	G	Mgmt	For	For
1B	Elect Director Larry C. Glasscock	G	Mgmt	For	For
1C	Elect Director Nina P. Jones	G	Mgmt	For	For
1D	Elect Director Reuben S. Leibowitz	G	Mgmt	For	For
1E	Elect Director Randall J. Lewis	G	Mgmt	For	For
1F	Elect Director Gary M. Rodkin	G	Mgmt	For	For
1G	Elect Director Peggy Fang Roe	G	Mgmt	For	For
1H	Elect Director Stefan M. Selig	G	Mgmt	For	For
1I	Elect Director Daniel C. Smith	G	Mgmt	For	For
1J	Elect Director Marta R. Stewart	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>					
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Change State of Incorporation from Delaware to Indiana	G	Mgmt	For	For

Simpson Manufacturing Co., Inc.

Meeting Date: 06/05/2025

Country: USA

Ticker: SSD

Record Date: 11/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director James Andrasick	G	Mgmt	For	For
1b	Elect Director Chau Banks	G	Mgmt	For	For
1c	Elect Director Felica Coney	G	Mgmt	For	For
1d	Elect Director Philip Donaldson	G	Mgmt	For	For
1e	Elect Director Angela Drake	G	Mgmt	For	For
1f	Elect Director Celeste Volz Ford	G	Mgmt	For	For
1g	Elect Director Kenneth Knight	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Simpson Manufacturing Co., Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Michael Olosky	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Nonqualified Employee Stock Purchase Plan	G	Mgmt	For	For
4	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For

Sinch AB

Meeting Date: 22/05/2025 **Country:** Sweden **Ticker:** SINCH

Record Date: 14/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2.1	Elect Erik Froberg as Chair of Meeting	G	Mgmt	For	For
3.1	Designate Jonas Fredriksson as Inspector of Minutes of Meeting	G	Mgmt	For	For
4	Prepare and Approve List of Shareholders	G	Mgmt	For	For
5	Approve Agenda of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8.a)	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8.b)	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
8.c1	Approve Discharge of Erik Froberg	G	Mgmt	For	For
8.c2	Approve Discharge of Bjorn Zethraeus	G	Mgmt	For	For
8.c3	Approve Discharge of Lena Almfelt	G	Mgmt	For	For
8.c4	Approve Discharge of Mattias Stenberg	G	Mgmt	For	For
8.c5	Approve Discharge of Renee Robinson Stromberg	G	Mgmt	For	For
8.c6	Approve Discharge of Bridget Cosgrave	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.c7	Approve Discharge of Hudson Smith	G	Mgmt	For	For
8.c8	Approve Discharge of Johan Stuart	G	Mgmt	For	For
8.c9	Approve Discharge of CEO Laurinda Pang	G	Mgmt	For	For
8.c10	Approve Discharge of Deputy CEO Robert Gerstmann	G	Mgmt	For	For
9	Determine Number of Members (6) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
10	Approve Remuneration of Directors in the Amount of SEK 1.5 Million for Chair and SEK 700,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	G	Mgmt	For	For
11.1	Reelect Erik Froberg (Chair) as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
11.2	Reelect Bjorn Zethraeus as Director	G	Mgmt	For	For
11.3	Reelect Renee Robinson Stromberg as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
11.4	Reelect Mattias Stenberg as Director	G	Mgmt	For	For
11.5	Reelect Lena Almfelt as Director	G	Mgmt	For	For
11.6	Elect Kristina Willgard as New Director	G	Mgmt	For	For
11.7	Ratify Deloitte AB as Auditors	G	Mgmt	For	For
12	Approve Nomination Committee Procedures	G	Mgmt	For	For
13	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
14	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i>					

Sinch AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	G	Mgmt	For	For
16	Authorize Share Repurchase Program	G	Mgmt	For	For
17	Approve Warrant Plan LTI 2025 for Key Employees	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
18	Close Meeting	G	Mgmt		

Singamas Container Holdings Limited

Meeting Date: 18/06/2025

Country: Hong Kong

Ticker: 716

Record Date: 12/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Siu Wai Yee, Winnie as Director	G	Mgmt	For	For
3b	Elect Chung Pui King, Rebecca as Director	G	Mgmt	For	For
3c	Elect Lam Sze Ken, Kenneth as Director	G	Mgmt	For	For
4	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
5	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
7	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
8	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
9	Amend Existing Articles of Association and Adopt New Amended and Restated Articles of Association	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Singapore Technologies Engineering Ltd.

Meeting Date: 24/04/2025

Country: Singapore

Ticker: S63

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Elect Teo Ming Kian as Director	G	Mgmt	For	For
4	Elect Kevin Kwok Khien as Director	G	Mgmt	For	For
5	Elect Song Su-Min as Director	G	Mgmt	For	For
6	Elect Tan Peng Yam as Director	G	Mgmt	For	For
7	Elect Philip Lee Sook Chuen as Director	G	Mgmt	For	For
8	Elect Lien Siaou-Sze as Director	G	Mgmt	For	For
9	Approve Directors' Remuneration	G	Mgmt	For	For
10	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
11	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For
12	Approve Grant of Awards and Issuance of Shares Under the Singapore Technologies Engineering Performance Share Plan 2020 and the Singapore Technologies Engineering Restricted Share Plan 2020	G	Mgmt	For	For
13	Approve Mandate for Transactions with Related Parties	G	Mgmt	For	For
14	Authorize Share Repurchase Program	G	Mgmt	For	For

Sinko Industries Ltd.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 6458

Record Date: 31/03/2025

Meeting Type: Annual

Sinko Industries Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 32	G	Mgmt	For	For
2.1	Elect Director Suenaga, Satoshi	G	Mgmt	For	For
2.2	Elect Director Aota, Tokuji	G	Mgmt	For	For
2.3	Elect Director Taniguchi, Takenori	G	Mgmt	For	For
2.4	Elect Director Fujii, Tomoaki	G	Mgmt	For	For
2.5	Elect Director Michibata, Noriaki	G	Mgmt	For	For
2.6	Elect Director Adachi, Minako	G	Mgmt	For	For
2.7	Elect Director Hirano, Shinichi	G	Mgmt	For	For
2.8	Elect Director Fukuda, Itsuko	G	Mgmt	For	For
3	Elect Alternate Director and Audit Committee Member Okao, Ryohei	G	Mgmt	For	For

Sino Biopharmaceutical Limited

Meeting Date: 10/06/2025

Country: Cayman Islands

Ticker: 1177

Record Date: 04/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Elect Tse, Theresa Y Y as Director	G	Mgmt	For	For
4	Elect Tse, Eric S Y as Director	G	Mgmt	For	For
5	Elect Tse Hsin as Director	G	Mgmt	For	For
6	Elect Lu Hong as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence. [HK-M0201-008] Audit Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent.</i></p>					
7	Elect Zhang Lu Fu as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence. [HK-M0201-008] Audit Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent.</i></p>					
8	Elect Li Kwok Tung Donald as Director	G	Mgmt	For	For

Sino Biopharmaceutical Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
10	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
11A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
11B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
11C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					
12	Adopt Amended and Restated Articles of Association	G	Mgmt	For	For

Sinoma Science & Technology Co., Ltd.

Meeting Date: 10/04/2025

Country: China

Ticker: 002080

Record Date: 03/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Daily Related Party Transactions	G	Mgmt	For	For
7	Approve Loan Budget and Relevant Authorization	G	Mgmt	For	For
8	Approve Application for Registration and Issuance of Medium-Term Notes and Corporate Bonds	G	Mgmt	For	For
9	Elect Ni Jinrui as Non-independent Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Sinomine Resource Group Co., Ltd.

Meeting Date: 15/05/2025

Country: China

Ticker: 002738

Record Date: 08/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution and Capitalization of Capital Reserves	G	Mgmt	For	For
6	Approve to Appoint Auditor	G	Mgmt	For	For
7	Approve Application of Bank Credit Lines	G	Mgmt	For	For
8	Approve External Guarantees	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
9	Approve Foreign Exchange Hedging Business and Commodity Futures Hedging Business	G	Mgmt	For	For
10	Approve Amendments to Articles of Association	G	Mgmt	For	For
11	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
12	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
13	Amend the Working System of Independent Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
14	Amend Related-Party Transaction System	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
15	Amend Management System for Providing External Guarantees	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Sinomine Resource Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16	Amend Management Methods for Providing External Investments	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
17	Amend Management Methods for Raised Funds	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
18	Approve Equity and Debt Disposal	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
19	Approve Power Purchase and Sales Contracts	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
20	Approve Energy Storage Cabinet Equipment Rental Agreement	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

SinoPac Financial Holdings Co., Ltd.

Meeting Date: 29/05/2025

Country: Taiwan

Ticker: 2890

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve the Issuance of New Shares by Capitalization of Profit	G	Mgmt	For	For
4	Approve Amendments to Articles of Association	G	Mgmt	For	For
5	Approve Proposal to Abolish and Incorporate Trading Procedures Governing Derivatives Products into Procedures Governing the Acquisition or Disposal of Assets	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Sinopec Oilfield Service Corporation

Meeting Date: 06/06/2025

Country: China

Ticker: 1033

Record Date: 28/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Report of the Board of the Directors	G	Mgmt	For	For
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Audited Financial Statements and Auditor's Report	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve BDO China Shu Lun Pan Certified Public Accountants LLP as Domestic and Internal Control Auditor and BDO Limited as International Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Approve Annual Cap of Continuing Related Transactions Between the Company and China Oil & Gas Pipeline Network Corporation	G	Mgmt	For	For
7	Approve Remuneration of Directors and Supervisors	G	Mgmt	For	For
8	Approve Provision of Guarantee for Wholly-Owned Subsidiaries and Joint Venture	G	Mgmt	For	For
9	Authorize Board to Repurchase Domestic Shares and/or Overseas-Listed Foreign Shares	G	Mgmt	For	For
10	Authorize Board to Issue Debt Financing Instruments	G	Mgmt	For	For

Sinopec Oilfield Service Corporation

Meeting Date: 06/06/2025

Country: China

Ticker: 1033

Record Date: 28/05/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF A SHARES		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Sinopec Oilfield Service Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Authorize Board to Repurchase Domestic Shares and/or Overseas-Listed Foreign Shares	G	Mgmt	For	For

Sinopharm Group Co. Ltd.

Meeting Date: 12/06/2025 Country: China Ticker: 1099
Record Date: 06/06/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Audited Financial Statements and Auditors' Report	G	Mgmt	For	For
4	Approve Profit Distribution Plan and Payment of Final Dividend	G	Mgmt	For	For
5	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
6	Authorize Supervisory Committee to Fix Remuneration of Supervisors	G	Mgmt	For	For
7	Approve Confucius International CPA Limited and Pan-China Certified Public Accountants LLP as International Auditor and Domestic Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Approve Delegation of Power of Provision of Guarantees for Subsidiaries	G	Mgmt	For	Against
<i>Blended Rationale: [HK-MQ466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
9	Elect Chen Weiru as Director, Authorize Board to Fix His Remuneration and Enter into the Service Contract with Him	G	Mgmt	For	For
10	Elect Chen Yuqing as Director, Authorize Board to Fix His Remuneration and Enter into the Service Contract with Him	G	Mgmt	For	For

Sinopharm Group Co. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Domestic Shares and/or H Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
12	Authorize Repurchase of Issued H Share Capital	G	Mgmt	For	For

Sinopharm Group Co. Ltd.

Meeting Date: 12/06/2025 **Country:** China **Ticker:** 1099

Record Date: 06/06/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES		Mgmt		
1	Authorize Repurchase of Issued H Share Capital	G	Mgmt	For	For

Sinotruk (Hong Kong) Limited

Meeting Date: 26/06/2025 **Country:** Hong Kong **Ticker:** 3808

Record Date: 20/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3A	Elect Wang Dechun as Director	G	Mgmt	For	For
3B	Elect Zhao Hua as Director	G	Mgmt	For	For
3C	Elect Han Xing as Director	G	Mgmt	For	For
3D	Elect Karsten Oellers as Director	G	Mgmt	For	Against

Blended Rationale: [RU-M0201-006] Nominee has demonstrated pattern of poor meeting attendance.

Sinotruk (Hong Kong) Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3E	Elect Mats Lennart Harborn as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-006] Nominee has demonstrated pattern of poor meeting attendance. [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines. [DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
3F	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Sirius XM Holdings Inc.

Meeting Date: 28/05/2025 **Country:** USA **Ticker:** SIRI
Record Date: 03/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Eddy W. Hartenstein	G	Mgmt	For	For
1.2	Elect Director Kristina M. Salen	G	Mgmt	For	For
1.3	Elect Director Jennifer C. Witz	G	Mgmt	For	For
2	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

SITC International Holdings Company Limited

Meeting Date: 29/04/2025 **Country:** Cayman Islands **Ticker:** 1308
Record Date: 24/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Elect Xue Mingyuan as Director	G	Mgmt	For	For
4	Elect Lai Zhiyong as Director	G	Mgmt	For	For
5	Elect Yang Xin as Director	G	Mgmt	For	For

SITC International Holdings Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Elect Tse Siu Ngan as Director	G	Mgmt	For	For
7	Elect Liu Ka Ying, Rebecca as Director	G	Mgmt	For	For
8	Elect Hu Mantian (Mandy) as Director	G	Mgmt	For	For
9	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
10	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
11	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
12	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
13	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					

SITE Centers Corp.

Meeting Date: 14/05/2025

Country: USA

Ticker: SITC

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Gary N. Boston	G	Mgmt	For	For
1.2	Elect Director John M. Cattonar	G	Mgmt	For	For
1.3	Elect Director Cynthia Foster Curry	G	Mgmt	For	For
1.4	Elect Director David R. Lukes	G	Mgmt	For	For
1.5	Elect Director Dawn M. Sweeney	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

SiteOne Landscape Supply, Inc.

Meeting Date: 14/05/2025

Country: USA

Ticker: SITE

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Fred M. Diaz	G	Mgmt	For	For
1.2	Elect Director W. Roy Dunbar	G	Mgmt	For	For
1.3	Elect Director Larisa J. Drake	G	Mgmt	For	For
2	Declassify the Board of Directors	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

SiTime Corporation

Meeting Date: 30/05/2025

Country: USA

Ticker: SITM

Record Date: 04/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Raman K. Chitkara	G	Mgmt	For	For
1.2	Elect Director Katherine E. Schuelke	G	Mgmt	For	For
1.3	Elect Director Rajesh Vashist	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Six Flags Entertainment Corporation

Meeting Date: 25/06/2025

Country: USA

Ticker: FUN

Record Date: 28/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sandra (Sandy) Cochran	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Six Flags Entertainment Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Michael Colglazier	G	Mgmt	For	For
1.3	Elect Director Felipe Dutra	G	Mgmt	For	For
1.4	Elect Director Steven Hoffman	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Sixt SE

Meeting Date: 05/06/2025

Country: Germany

Ticker: SIX2

Record Date: 14/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.70 per Ordinary Share and EUR 2.72 per Preferred Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Erich Sixt for Fiscal Year 2024	G	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Daniel Terberger for Fiscal Year 2024	G	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Julian zu Putlitz for Fiscal Year 2024	G	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Anna Kamenetzky-Wetzel for Fiscal Year 2024	G	Mgmt	For	For
5.1	Ratify Forvis Mazars GmbH & Co. KG as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Statements	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Sixt SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.2	Ratify Forvis Mazars GmbH & Co. KG as Auditor for the Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7.1	Elect Erich Sixt to the Supervisory Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i></p>					
7.2	Elect Daniel Terberger to the Supervisory Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i></p>					
7.3	Elect Anna Kamenetzky-Wetzel to the Supervisory Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i></p>					
8	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
9	Approve Issuance of Participation Certificates and Profit Sharing Rights without Preemptive Rights up to Aggregate Nominal Amount of EUR 350 Million	G	Mgmt	For	For

SJM Holdings Limited

Meeting Date: 10/06/2025 **Country:** Hong Kong **Ticker:** 880
Record Date: 03/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2.1	Elect Tsang On Yip, Patrick as Director	G	Mgmt	For	For
2.2	Elect Ho Hau Chong, Norman as Director	G	Mgmt	For	For
2.3	Elect Wong Yu Pok, Marina as Director	G	Mgmt	For	For

SJM Holdings Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Approve Grant of Unconditional Mandate to Issue Shares Upon Exercise of Options Granted Under the Share Option Scheme	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

SJW Group

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** HTO
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Carl Guardino	G	Mgmt	For	For
1b	Elect Director Mary Ann Hanley	G	Mgmt	For	For
1c	Elect Director Heather Hunt	G	Mgmt	For	For
1d	Elect Director Rebecca Armendariz Klein	G	Mgmt	For	For
1e	Elect Director Denise L. Kruger	G	Mgmt	For	For
1f	Elect Director Gregory P. Landis	G	Mgmt	For	For
1g	Elect Director Daniel B. More	G	Mgmt	For	For
1h	Elect Director Eric W. Thornburg	G	Mgmt	For	For
1i	Elect Director Carol P. Wallace	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

SK REIT Co., Ltd.

Meeting Date: 19/06/2025 **Country:** South Korea **Ticker:** 395400
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Appropriation of Income	G	Mgmt	For	For
3	Approve Business Plan	G	Mgmt	For	For
4	Approval of Reduction of Capital Reserve	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

SKAN Group AG

Meeting Date: 07/05/2025

Country: Switzerland

Ticker: SKAN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Non-Financial Report (Non-Binding)	E, S	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
4	Approve Allocation of Income and Dividends of CHF 0.40 per Share	G	Mgmt	For	For
5.1.1	Reelect Beat Luethi as Director and Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
5.1.2	Reelect Oliver Baumann as Director	G	Mgmt	For	For
5.1.3	Reelect Cornelia Gehrig as Director	G	Mgmt	For	For
5.1.4	Reelect Thomas Huber as Director	G	Mgmt	For	For
5.1.5	Reelect Gregor Plattner as Director	G	Mgmt	For	For
5.1.6	Reelect Patrick Schaer as Director	G	Mgmt	For	For

SKAN Group AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.1	Reappoint Oliver Baumann as Member of the Personnel and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
6.2	Reappoint Beat Luethi as Member of the Personnel and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
6.3	Reappoint Gregor Plattner as Member of the Personnel and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
7	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8	Approve Remuneration of Directors in the Amount of CHF 700,000	G	Mgmt	For	For
9	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million	G	Mgmt	For	For
10	Ratify BDO AG as Auditors	G	Mgmt	For	For
11	Designate v.FISCHER Recht AG as Independent Proxy	G	Mgmt	For	For
12	Transact Other Business (Voting)	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>					

Skandinaviska Enskilda Banken AB

Meeting Date: 01/04/2025

Country: Sweden

Ticker: SEB.A

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Agenda of Meeting	G	Mgmt	For	For
5.1	Designate Anna Magnusson as Inspectors of Minutes of Meeting	G	Mgmt	For	For
5.2	Designate Emelie Westholm as Inspectors of Minutes of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8	Receive President's Report	G	Mgmt		
9	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
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	G	Mgmt	For	For
11.1	Approve Discharge of Jacob Aarup-Andersen	G	Mgmt	For	For
11.2	Approve Discharge of Signhild Arnegard Hansen	G	Mgmt	For	For
11.3	Approve Discharge of Anne-Catherine Berner	G	Mgmt	For	For
11.4	Approve Discharge of Annika Dahlberg	G	Mgmt	For	For
11.5	Approve Discharge of John Flint	G	Mgmt	For	For
11.6	Approve Discharge of Winnie Fok	G	Mgmt	For	For
11.7	Approve Discharge of Anna-Karin Glimstrom	G	Mgmt	For	For
11.8	Approve Discharge of Svein Tore Holsether	G	Mgmt	For	For
11.9	Approve Discharge of Charlotta Lindholm	G	Mgmt	For	For
11.10	Approve Discharge of Goran Nettelblatt	G	Mgmt	For	For
11.11	Approve Discharge of Sven Nyman	G	Mgmt	For	For
11.12	Approve Discharge of Marika Ottander	G	Mgmt	For	For
11.13	Approve Discharge of Lars Ottersgard	G	Mgmt	For	For
11.14	Approve Discharge of Helena Saxon	G	Mgmt	For	For
11.15	Approve Discharge of Lena Skullman	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11.16	Approve Discharge of Johan Torgeby (as Board Member)	G	Mgmt	For	For
11.17	Approve Discharge of Marcus Wallenberg	G	Mgmt	For	For
11.18	Approve Discharge of Johan Torgeby (as President)	G	Mgmt	For	For
12.1	Determine Number of Directors (11) and Deputy Directors (0) of Board	G	Mgmt	For	For
12.2	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
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	G	Mgmt	For	For
13.2	Approve Remuneration of Auditors	G	Mgmt	For	For
14a1	Reelect Jacob Aarup-Andersen as Director	G	Mgmt	For	For
14a2	Reelect Signhild Arnegard Hansen as Director	G	Mgmt	For	For
14a3	Reelect Anne-Catherine Berner as Director	G	Mgmt	For	For
14a4	Reelect John Flint as Director	G	Mgmt	For	For
14a5	Reelect Winnie Fok as Director	G	Mgmt	For	For
14a6	Reelect Svein Tore Holsether as Director	G	Mgmt	For	For
14a7	Reelect Lars Ottersgard as Director	G	Mgmt	For	For
14a8	Reelect Johan Torgeby as Director	G	Mgmt	For	For
14a9	Reelect Marcus Wallenberg as Director	G	Mgmt	For	For
14a10	Elect Jan Erik Back as New Director	G	Mgmt	For	For
14a11	Elect Eva Lindholm as New Director	G	Mgmt	For	For
14b	Reelect Marcus Wallenberg as Board Chair	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>					
15	Ratify Ernst & Young as Auditors	G	Mgmt	For	For
16	Approve Remuneration Report	G	Mgmt	For	For

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
17.a	Approve SEB All Employee Program 2025 for All Employees in Most of the Countries where SEB Operates	G	Mgmt	For	For
17.b	Approve SEB Share Deferral Program 2025 for Group Executive Committee, Senior Managers and Key Employees	G	Mgmt	For	For
17.c	Approve SEB Restricted Share Program 2025 for Other than Senior Managers in Certain Business Units	G	Mgmt	For	For
18.a	Authorize Share Repurchase Program	G	Mgmt	For	For
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	G	Mgmt	For	For
18.c	Approve Transfer of Class A Shares to Participants in 2025 Long-Term Equity Programmes	G	Mgmt	For	For
19	Approve Issuance of Convertibles without Preemptive Rights	G	Mgmt	For	For
20.a	Approve SEK 597 Million Reduction in Share Capital for Transfer to Unrestricted Equity	G	Mgmt	For	For
20.b	Approve Capitalization of Reserves of SEK 597 Million for a Bonus Issue	G	Mgmt	For	For
21	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	G	Mgmt	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno		Mgmt		
22	Approve Proposal Regarding Improving Finance Sweden's Procedures for Issuing New BankID	G	SH	None	Against
	<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>				
23	Approve Proposal Regarding Improving the BankID Security	G	SH	None	Against
	<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>				
	Shareholder Proposals Submitted by the Swedish Society for Nature Conservation		Mgmt		

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
24	Instruct Board of Directors to Revise SEB Overall Strategy to be in Line with the Paris Agreement Goals	E	SH	None	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					
25	Close Meeting	G	Mgmt		

Skanska AB

Meeting Date: 07/04/2025 **Country:** Sweden **Ticker:** SKA.B
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive President's Report	G	Mgmt		
8	Receive Financial Statements and Statutory Reports	G	Mgmt		
9	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 8 Per Share	G	Mgmt	For	For
11a	Approve Discharge of Hans Biorck	G	Mgmt	For	For
11b	Approve Discharge of Par Boman	G	Mgmt	For	For
11c	Approve Discharge of Jan Gurander	G	Mgmt	For	For
11d	Approve Discharge of Mats Hederos	G	Mgmt	For	For
11e	Approve Discharge of Fredrik Lundberg	G	Mgmt	For	For
11f	Approve Discharge of Catherine Marcus	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11g	Approve Discharge of Ann E. Massey	G	Mgmt	For	For
11h	Approve Discharge of Jayne McGivern	G	Mgmt	For	For
11i	Approve Discharge of Henrik Sjolund	G	Mgmt	For	For
11j	Approve Discharge of Asa Soderstrom Winberg	G	Mgmt	For	For
11k	Approve Discharge of Ola Falt	G	Mgmt	For	For
11l	Approve Discharge of Richard Horstedt	G	Mgmt	For	For
11m	Approve Discharge of Yvonne Stenman	G	Mgmt	For	For
11n	Approve Discharge of Fredrik Norrman	G	Mgmt	For	For
11o	Approve Discharge of Goran Pajnic	G	Mgmt	For	For
11p	Approve Discharge of Hans Reinholdsson	G	Mgmt	For	For
11q	Approve Discharge of Anders Rattgard	G	Mgmt	For	For
11r	Approve Discharge of President Anders Danielsson	G	Mgmt	For	For
12a	Determine Number of Members (8) and Deputy Members (0) of Board	G	Mgmt	For	For
12b	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
13a	Approve Remuneration of Directors in the Amount of SEK 2.5 Million for Chair and SEK 830,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
13b	Approve Remuneration of Auditors	G	Mgmt	For	For
14a	Reelect Hans Biorck as Director	G	Mgmt	For	For
14b	Reelect Par Boman as Director	G	Mgmt	For	For
14c	Reelect Mats Hederos as Director	G	Mgmt	For	For
14d	Reelect Catherine Marcus as Director	G	Mgmt	For	For
14e	Reelect Jayne McGivern as Director	G	Mgmt	For	For
14f	Reelect Henrik Sjolund as Director	G	Mgmt	For	For
14g	Reelect Asa Soderstromas Winberg Director	G	Mgmt	For	For

Skanska AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14h	Elect Martin Lindqvist as New Director	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
14i	Reelect Hans Biorck as Board Chair	G	Mgmt	For	For
15	Ratify Ernst & Young AB as Auditors	G	Mgmt	For	For
16	Approve Remuneration Report	G	Mgmt	For	For
17	Approve Equity Plan Financing	G	Mgmt	For	For
18	Authorize Class B Share Repurchase Program	G	Mgmt	For	For
19a	Approve Long Term Share Savings Program for the Financial Years 2026, 2027 and 2028	G	Mgmt	For	For
19b	Approve Equity Plan Financing	G	Mgmt	For	For
19c	Approve Alternative Equity Plan Financing	G	Mgmt	For	For
20	Open Meeting	G	Mgmt		

Skechers U.S.A., Inc.

Meeting Date: 20/05/2025 **Country:** USA **Ticker:** SKX
Record Date: 21/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael Greenberg	G	Mgmt	For	For
1.2	Elect Director David Weinberg	G	Mgmt	For	For
1.3	Elect Director Zulema Garcia	G	Mgmt	For	For

Skeena Resources Limited

Meeting Date: 23/06/2025 **Country:** Canada **Ticker:** SKE
Record Date: 07/05/2025 **Meeting Type:** Annual

Skeena Resources Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Directors at Seven	G	Mgmt	For	For
2.1	Elect Director Walter Coles, Jr.	G	Mgmt	For	For
2.2	Elect Director Randy Reichert	G	Mgmt	For	For
2.3	Elect Director Craig Parry	G	Mgmt	For	For
2.4	Elect Director Sukhjot (Suki) Gill Kaur Hayre	G	Mgmt	For	For
2.5	Elect Director Greg Beard	G	Mgmt	For	For
2.6	Elect Director Nathalie Sajous	G	Mgmt	For	For
2.7	Elect Director Hansjörg Plaggemars	G	Mgmt	For	Withhold
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
3	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

SKF AB

Meeting Date: 01/04/2025 **Country:** Sweden **Ticker:** SKF.B
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8	Receive President's Report	G	Mgmt		
9	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Allocation of Income and Dividends of SEK 7.75 Per Share	G	Mgmt	For	For
11.1	Approve Discharge of Board Member Hans Straberg	G	Mgmt	For	For
11.2	Approve Discharge of Board Member Hock Goh	G	Mgmt	For	For
11.3	Approve Discharge of Board Member Geert Follens	G	Mgmt	For	For
11.4	Approve Discharge of Board Member Hakan Buskhe	G	Mgmt	For	For
11.5	Approve Discharge of Board Member Susanna Schneerberg	G	Mgmt	For	For
11.6	Approve Discharge of Board Member Rickard Gustafson	G	Mgmt	For	For
11.7	Approve Discharge of Board Member Beth Ferreira	G	Mgmt	For	For
11.8	Approve Discharge of Board Member Therese Friberg	G	Mgmt	For	For
11.9	Approve Discharge of Board Member Richard Nilsson	G	Mgmt	For	For
11.10	Approve Discharge of Board Member Niko Pakalen	G	Mgmt	For	For
11.11	Approve Discharge of Board Member Jonny Hillber	G	Mgmt	For	For
11.12	Approve Discharge of Board Member Zarko Djurovic	G	Mgmt	For	For
11.13	Approve Discharge of Deputy Board Member Thomas Eliasson	G	Mgmt	For	For
11.14	Approve Discharge of Deputy Board Member Steve Norrman	G	Mgmt	For	For
11.15	Approve Discharge of President Rickard Gustafsson	G	Mgmt	For	For
12	Determine Number of Members (11) and Deputy Members (0) of Board	G	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 3 Million for Chair, SEK 1.5 Million for Vice Chair and SEK 990,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
14.1	Reelect Hans Straberg as Director	G	Mgmt	For	For
14.2	Reelect Hock Goh as Director	G	Mgmt	For	For
14.3	Reelect Geert Follens as Director	G	Mgmt	For	For

Blended Rationale: .

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14.4	Reelect Hakan Buskhe as Director	G	Mgmt	For	For
14.5	Reelect Susanna Schneeberger as Director	G	Mgmt	For	For
14.6	Reelect Rickard Gustafson as Director	G	Mgmt	For	For
14.7	Reelect Beth Ferreira as Director	G	Mgmt	For	For
14.8	Reelect Therese Friberg as Director	G	Mgmt	For	For
14.9	Reelect Richard Nilsson as Director	G	Mgmt	For	For
14.10	Reelect Niko Pakalen as Director	G	Mgmt	For	For
14.11	Elect Mats Rahmstrom as New Director	G	Mgmt	For	For
15	Reelect Hans Straberg as Board Chair	G	Mgmt	For	Against

Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.

16	Amend Articles	G	Mgmt	For	For
17	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
18	Approve Remuneration of Auditors	G	Mgmt	For	For
19	Ratify Deloitte AB as Auditors	G	Mgmt	For	For
20	Approve Remuneration Report	G	Mgmt	For	For
21	Approve Performance Share Plan for Key Employees	G	Mgmt	For	For

Skyworks Solutions, Inc.

Meeting Date: 14/05/2025

Country: USA

Ticker: SWKS

Record Date: 20/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Christine King	G	Mgmt	For	For
1b	Elect Director Alan S. Batey	G	Mgmt	For	For
1c	Elect Director Kevin L. Beebe	G	Mgmt	For	For
1d	Elect Director Philip G. Brace	G	Mgmt	For	For
1e	Elect Director Eric J. Guerin	G	Mgmt	For	For

Skyworks Solutions, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Suzanne E. McBride	G	Mgmt	For	For
1g	Elect Director David P. McGlade	G	Mgmt	For	For
1h	Elect Director Robert A. Schriesheim	G	Mgmt	For	For
1i	Elect Director Maryann Turcke	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Adopt Simple Majority Vote	G	SH	None	For
<i>Blended Rationale: [SF-S0311-001] Supermajority vote requirement serves as an entrenchment device for management.</i>					
5	Disclose All Material Scope 3 GHG Emissions	E	SH	Against	For
<i>Blended Rationale: [DC-D0000-010] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					

Skyworth Group Limited

Meeting Date: 23/05/2025 **Country:** Bermuda **Ticker:** 751
Record Date: 19/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2A	Elect Lin Wei Ping as Director	G	Mgmt	For	For
2B	Elect Wu Qinan as Director	G	Mgmt	For	For
2C	Elect Lam Shing Choi, Eric as Director	G	Mgmt	For	For
2D	Elect Hung Ka Hai, Clement as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent. [SF-M0201-019] Nominee serves on a number of public company boards which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
3	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Skyworth Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Skyworth Group Limited

Meeting Date: 23/05/2025 **Country:** Bermuda **Ticker:** 751
Record Date: 19/05/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Conditional Cash Offer by CLSA Limited on Behalf of the Company to Buy-Back Shares and Related Transactions	G	Mgmt	For	For

SL Green Realty Corp.

Meeting Date: 03/06/2025 **Country:** USA **Ticker:** SLG
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director John H. Alschuler	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1b	Elect Director Carol N. Brown	G	Mgmt	For	For
1c	Elect Director Lauren B. Dillard	G	Mgmt	For	For
1d	Elect Director Stephen L. Green	G	Mgmt	For	For
1e	Elect Director Craig M. Hatkoff	G	Mgmt	For	For
1f	Elect Director Marc Holliday	G	Mgmt	For	For
1g	Elect Director Peggy Lamb	G	Mgmt	For	For
1h	Elect Director Andrew W. Mathias	G	Mgmt	For	For

SL Green Realty Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Sleep Number Corporation

Meeting Date: 28/05/2025 **Country:** USA **Ticker:** SNBR
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Linda A. Findley	G	Mgmt	For	For
1.2	Elect Director Deborah L. Kilpatrick	G	Mgmt	For	For
1.3	Elect Director Hilary A. Schneider	G	Mgmt	For	For
2	Declassify the Board of Directors	G	Mgmt	For	For
3	Eliminate Supermajority Vote Requirement to Amend Director Structure	G	Mgmt	For	For
4	Eliminate Supermajority Vote Requirement to Approve Certain Transactions	G	Mgmt	For	For
5	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
6	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
7	Amend Omnibus Stock Plan	G	Mgmt	For	For
8	Adjourn Meeting	G	Mgmt	For	For

SM Investments Corporation

Meeting Date: 30/04/2025 **Country:** Philippines **Ticker:** SM
Record Date: 31/03/2025 **Meeting Type:** Annual

SM Investments Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Minutes of Previous Annual Stockholders' Meeting	G	Mgmt	For	For
2	Approve Annual Report	G	Mgmt	For	For
3	Ratify All Acts and Resolutions of the Board of Directors, Board Committees and Management	G	Mgmt	For	For
	Elect 9 Directors by Cumulative Voting		Mgmt		
4.1	Elect Amando M. Tetangco, Jr. as Director	G	Mgmt	For	For
4.2	Elect Teresita T. Sy as Director	G	Mgmt	For	Withhold
<i>Blended Rationale: [HK-M0201-012] Chair of Remuneration Committee not independent[SF-M0201-034] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related investment risks and opportunities.</i>					
4.3	Elect Henry T. Sy, Jr. as Director	G	Mgmt	For	For
4.4	Elect Harley T. Sy as Director	G	Mgmt	For	For
4.5	Elect Frederic C. DyBuncio as Director	G	Mgmt	For	For
4.6	Elect Robert G. Vergara as Director	G	Mgmt	For	For
4.7	Elect Ramon M. Lopez as Director	G	Mgmt	For	For
4.8	Elect Lily K. Gruba as Director	G	Mgmt	For	For
4.9	Elect Marife B. Zamora as Director	G	Mgmt	For	For
5	Appoint SyCip Gorres Velayo & Co. as External Auditor	G	Mgmt	For	For
6	Approve Other Matters	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>					

SM Prime Holdings, Inc.

Meeting Date: 29/04/2025

Country: Philippines

Ticker: SMPH

Record Date: 19/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Minutes of Previous Meeting	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

SM Prime Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Annual Report	G	Mgmt	For	For
3	Ratify Acts of the Board of Directors and the Management from the Date of the Last Annual Stockholders' Meeting up to the Date of this Meeting	G	Mgmt	For	For
	Elect 8 Directors by Cumulative Voting		Mgmt		
4a	Elect Henry T. Sy, Jr. as Director	G	Mgmt	For	For
4b	Elect Hans T. Sy as Director	G	Mgmt	For	For
4c	Elect Herbert T. Sy as Director	G	Mgmt	For	For
4d	Elect Jeffrey C. Lim as Director	G	Mgmt	For	For
4e	Elect Jorge T. Mendiola as Director	G	Mgmt	For	For
4f	Elect Amando M. Tetangco, Jr. as Director	G	Mgmt	For	For
4g	Elect J. Carlitos G. Cruz as Director	G	Mgmt	For	For
4h	Elect Darlene Marie B. Berberabe as Director	G	Mgmt	For	For
5	Appoint Sycip Gorres Velayo & Co. as External Auditor	G	Mgmt	For	For
6	Approve Other Matters	G	Mgmt	For	Against

Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.

SMA Solar Technology AG

Meeting Date: 03/06/2025

Country: Germany

Ticker: S92

Record Date: 12/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
3a)	Approve Discharge of Management Board Member Barbara Gregor for Fiscal Year 2024	G	Mgmt	For	For

SMA Solar Technology AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3b)	Approve Discharge of Management Board Member Juergen Reinert for Fiscal Year 2024	G	Mgmt	For	For
4a)	Approve Discharge of Supervisory Board Member Roland Bent for Fiscal Year 2024	G	Mgmt	For	For
4b)	Approve Discharge of Supervisory Board Member Martin Breul for Fiscal Year 2024	G	Mgmt	For	For
4c)	Approve Discharge of Supervisory Board Member Oliver Dietzel for Fiscal Year 2024	G	Mgmt	For	For
4d)	Approve Discharge of Supervisory Board Member Kim Fausing for Fiscal Year 2024	G	Mgmt	For	For
4e)	Approve Discharge of Supervisory Board Member Johannes Haede for Fiscal Year 2024	G	Mgmt	For	For
4f)	Approve Discharge of Supervisory Board Member Constanze Hufenbecher for Fiscal Year 2024	G	Mgmt	For	For
4g)	Approve Discharge of Supervisory Board Member Uwe Kleinkauf for Fiscal Year 2024	G	Mgmt	For	For
4h)	Approve Discharge of Supervisory Board Member Ilonka Nussbaumer for Fiscal Year 2024	G	Mgmt	For	For
4i)	Approve Discharge of Supervisory Board Member Alexa Siebert for Fiscal Year 2024	G	Mgmt	For	For
4j)	Approve Discharge of Supervisory Board Member Yvonne Siebert for Fiscal Year 2024	G	Mgmt	For	For
4k)	Approve Discharge of Supervisory Board Member Romy Siegert for Fiscal Year 2024	G	Mgmt	For	For
4l)	Approve Discharge of Supervisory Board Member Jan-Henrik Supady for Fiscal Year 2024	G	Mgmt	For	For
4m)	Approve Discharge of Supervisory Board Member Matthias Victor for Fiscal Year 2024	G	Mgmt	For	For

SMA Solar Technology AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5a)	Ratify BDO AG as Auditors for Fiscal Year 2025	G	Mgmt	For	For
5b)	Appoint BDO AG as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6a)	Elect Constanze Hufenbecher to the Supervisory Board	G	Mgmt	For	For
6b)	Elect Uwe Kleinkauf to the Supervisory Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company. [LN-M0201-007] As nomination committee member, responsible for lack of independence [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i></p>					
6c)	Elect Ralph Laessig to the Supervisory Board	G	Mgmt	For	For
6d)	Elect Ilonka Nussbaumer to the Supervisory Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence</i></p>					
6e)	Elect Frank Pospel-Doelken to the Supervisory Board	G	Mgmt	For	For
6f)	Elect Jan-Henrik Supady to the Supervisory Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence</i></p>					
7	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i></p>					

SmartCentres Real Estate Investment Trust

Meeting Date: 14/05/2025 **Country:** Canada **Ticker:** SRU.UN
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Trustees at Eight	G	Mgmt	For	For
2.1	Elect Trustee Janet Bannister	G	Mgmt	For	For
2.2	Elect Trustee Neil Cunningham	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

SmartCentres Real Estate Investment Trust

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.3	Elect Trustee Garry Foster	G	Mgmt	For	For
2.4	Elect Trustee Sylvie Lachance	G	Mgmt	For	For
2.5	Elect Trustee Sharm Powell	G	Mgmt	For	For
2.6	Elect Trustee Michael Young	G	Mgmt	For	For
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Trustees to Fix Their Remuneration	G	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

SMC Corp. (Japan)

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 6273
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 500	G	Mgmt	For	For
2.1	Elect Director Takada, Yoshiki	G	Mgmt	For	For
2.2	Elect Director Doi, Yoshitada	G	Mgmt	For	For
2.3	Elect Director Isoe, Toshio	G	Mgmt	For	For
2.4	Elect Director Ota, Masahiro	G	Mgmt	For	For
2.5	Elect Director Samuel Neff	G	Mgmt	For	For
2.6	Elect Director Ogura, Koji	G	Mgmt	For	For
2.7	Elect Director Kelley Stacy	G	Mgmt	For	For
2.8	Elect Director Hojo, Hidemi	G	Mgmt	For	For
2.9	Elect Director Kaizu, Masanobu	G	Mgmt	For	For
2.10	Elect Director Kagawa, Toshiharu	G	Mgmt	For	For
2.11	Elect Director Iwata, Yoshiko	G	Mgmt	For	For
2.12	Elect Director Miyazaki, Kyoichi	G	Mgmt	For	For

Smith & Nephew plc

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

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For
4	Elect Sybella Stanley as Director	G	Mgmt	For	For
5	Re-elect Rupert Soames as Director	G	Mgmt	For	For
6	Re-elect Jo Hallas as Director	G	Mgmt	For	For
7	Re-elect Simon Lowth as Director	G	Mgmt	For	For
8	Re-elect John Ma as Director	G	Mgmt	For	For
9	Re-elect Jeremy Maiden as Director	G	Mgmt	For	For
10	Re-elect Katarzyna Mazur-Hofsaess as Director	G	Mgmt	For	For
11	Re-elect Deepak Nath as Director	G	Mgmt	For	For
12	Re-elect Marc Owen as Director	G	Mgmt	For	For
13	Re-elect Angie Risley as Director	G	Mgmt	For	For
14	Re-elect John Rogers as Director	G	Mgmt	For	For
15	Re-elect Bob White as Director	G	Mgmt	For	For
16	Reappoint Deloitte LLP as Auditors	G	Mgmt	For	For
17	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
18	Authorise Issue of Equity	G	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
21	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

SMS Co., Ltd.

Meeting Date: 20/06/2025

Country: Japan

Ticker: 2175

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 28.5	G	Mgmt	For	For
2.1	Elect Director Goto, Natsuki	G	Mgmt	For	For
2.2	Elect Director Sugizaki, Masato	G	Mgmt	For	For
2.3	Elect Director Takahata, Masaki	G	Mgmt	For	For
3	Elect Alternate Director and Audit Committee Member Mizunuma, Taro	G	Mgmt	For	For

SNAM SpA

Meeting Date: 14/05/2025

Country: Italy

Ticker: SRG

Record Date: 05/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
	Management Proposals		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income and Dividend Distribution	G	Mgmt	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
4	Approve Employee Share Ownership Plan 2025-2027	G	Mgmt	For	For
5.1	Approve Remuneration Policy	G	Mgmt	For	For
5.2	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
6	Fix Number of Directors	G	Mgmt	For	For
7	Fix Board Terms for Directors	G	Mgmt	For	For
	Appoint Directors (Slate Election) - Choose One of the Following Slates		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.1	Slate Submitted by CDP Reti SpA	G	SH	None	Against
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
8.2	Slate Submitted by Institutional Investors (Assogestioni)	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					
9	Shareholder Proposal Submitted by CDP Reti SpA Elect Alessandro Zehentner as Board Chair	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
10	Management Proposal Approve Remuneration of Directors	G	Mgmt	For	For
11.1	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates Slate Submitted by CDP Reti SpA	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					
11.2	Slate Submitted by Institutional Investors (Assogestioni)	G	SH	None	Against
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
12	Appoint Chairman of Internal Statutory Auditors	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
13	Management Proposal Approve Internal Auditors' Remuneration	G	Mgmt	For	For

Snap-on Incorporated

Meeting Date: 24/04/2025 **Country:** USA **Ticker:** SNA
Record Date: 24/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director David C. Adams	G	Mgmt	For	For

Snap-on Incorporated

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
<i>Blended Rationale: .</i>					
1.2	Elect Director Karen L. Daniel	G	Mgmt	For	For
1.3	Elect Director Ruth Ann M. Gillis	G	Mgmt	For	For
1.4	Elect Director James P. Holden	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.5	Elect Director Nathan J. Jones	G	Mgmt	For	For
1.6	Elect Director Henry W. Knueppel	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.7	Elect Director W. Dudley Lehman	G	Mgmt	For	For
1.8	Elect Director Nicholas T. Pinchuk	G	Mgmt	For	For
1.9	Elect Director Gregg M. Sherrill	G	Mgmt	For	For
1.10	Elect Director Donald J. Stebbins	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Social Housing REIT PLC

Meeting Date: 19/05/2025

Country: United Kingdom

Ticker: SOHO

Record Date: 15/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Re-elect Christopher Phillips as Director	G	Mgmt	For	For
4	Re-elect Peter Coward as Director	G	Mgmt	For	For
5	Re-elect Tracey Fletcher-Ray as Director	G	Mgmt	For	For
6	Re-elect Cecily Davis as Director	G	Mgmt	For	For
7	Elect Bryan Sherriff as Director	G	Mgmt	For	For
8	Reappoint BDO LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Social Housing REIT PLC

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
10	Authorise Issue of Equity	G	Mgmt	For	For
11	Authorise Directors to Declare and Pay All Dividends of the Company as Interim Dividends	G	Mgmt	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
14	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Sociedad Quimica y Minera de Chile SA

Meeting Date: 24/04/2025

Country: Chile

Ticker: SQM.B

Record Date: 18/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i></p>					
2	Designate Auditors	G	Mgmt	For	For
3	Designate Risk Assessment Companies	G	Mgmt	For	For
4	Designate Account Inspectors	G	Mgmt	For	For
5	Approve Investment Policy	G	Mgmt	For	For
6	Approve Financing Policy	G	Mgmt	For	For
7	Distribution of Dividends	G	Mgmt		
8	Approve Remuneration of Board of Directors and Board Committees	G	Mgmt	For	For
9	Designate Newspaper to Publish Meeting Announcements and Execution of Shareholders' Meeting Resolutions	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Meeting Date: 20/05/2025

Country: France

Ticker: GLE

Record Date: 16/05/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.09 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G	Mgmt	For	For
5	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
6	Approve Remuneration Policy of CEO and Vice-CEO	G	Mgmt	For	For
7	Approve Remuneration Policy of Directors	G	Mgmt	For	For
8	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
9	Approve Compensation of Lorenzo Bini Smaghi, Chairman of the Board	G	Mgmt	For	For
10	Approve Compensation of Slawomir Krupa, CEO	G	Mgmt	For	For
11	Approve Compensation of Philippe Aymerich, Vice-CEO Until October 31, 2024	G	Mgmt	For	For
12	Approve Compensation of Pierre Palmieri, Vice-CEO	G	Mgmt	For	For
13	Approve the Aggregate Remuneration Granted in 2024 to Certain Senior Management, Responsible Officers, and Risk-Takers (Advisory)	G	Mgmt	For	For
14	Reelect William Connelly as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
15	Reelect Henri Poupert-Lafarge as Director	G	Mgmt	For	For
16	Elect Olivier Klein as Director	G	Mgmt	For	For
17	Elect Ingrid-Helen Arnold as Director	G	Mgmt	For	For

Societe Generale SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
18	Reelect Sebastien Wetter as Representative of Employee Shareholders to the Board	G	Mgmt	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
21	Amend Articles of Bylaws to Incorporate Legal Changes	G	Mgmt	For	For
22	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Socionext, Inc.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 6526

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Koezuka, Masahiro	G	Mgmt	For	For
1.2	Elect Director Yoshida, Hisato	G	Mgmt	For	For
1.3	Elect Director Yoneyama, Yutaka	G	Mgmt	For	For
1.4	Elect Director Suzuki, Masatoshi	G	Mgmt	For	For
1.5	Elect Director Kasano, Sachiko	G	Mgmt	For	For
1.6	Elect Director Nishihata, Kazuhiro	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Ichikawa, Yasuyoshi	G	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Ikemoto, Morimasa	G	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Yoneda, Noriko	G	Mgmt	For	For
3	Elect Alternate Director and Audit Committee Member Anan, Go	G	Mgmt	For	For
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Socionext, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For
6	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

SoFi Technologies, Inc.

Meeting Date: 28/05/2025 **Country:** USA **Ticker:** SOFI
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ruzwana Bashir	G	Mgmt	For	For
1b	Elect Director William Borden	G	Mgmt	For	For
1c	Elect Director Steven Freiberg	G	Mgmt	For	For
1d	Elect Director Dana Green	G	Mgmt	For	For
1e	Elect Director John Hele	G	Mgmt	For	For
1f	Elect Director Tom Hutton	G	Mgmt	For	For
1g	Elect Director Clara Liang	G	Mgmt	For	For
1h	Elect Director Gary Meltzer	G	Mgmt	For	For
1i	Elect Director Anthony Noto	G	Mgmt	For	For
1j	Elect Director Magdalena Yesil	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Sofina SA

Meeting Date: 08/05/2025 **Country:** Belgium **Ticker:** SOF
Record Date: 24/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1.1	Receive Directors' and Auditors' Reports (Non-Voting)	G	Mgmt		

Sofina SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	G	Mgmt		
1.3	Approve Financial Statements, Allocation of Income, and Dividends of EUR 3.50 per Share	G	Mgmt	For	For
2.1	Presentation of the Remuneration Report Relating to the Financial Year 2024	G	Mgmt		
2.2	Approve Remuneration Report	G	Mgmt	For	For
2.3	Approve Amended Remuneration Policy	G	Mgmt	For	For
3.1	Approve Discharge of Directors	G	Mgmt	For	For
3.2	Approve Discharge of Auditors	G	Mgmt	For	For
4.1	Reelect Harold Boel as Director	G	Mgmt	For	For
4.2	Reelect Anja Langenbacher as Independent Director	G	Mgmt	For	For
4.4	Reelect Catherine Soubie as Independent Director	G	Mgmt	For	For
5	Appoint EY for Sustainability Reporting and Approve Their Remuneration	G	Mgmt	For	For
6	Transact Other Business	G	Mgmt		

SoftBank Corp.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 9434

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Imai, Yasuyuki	G	Mgmt	For	For
1.2	Elect Director Miyakawa, Junichi	G	Mgmt	For	For
1.3	Elect Director Shimba, Jun	G	Mgmt	For	For
1.4	Elect Director Fujihara, Kazuhiko	G	Mgmt	For	For
1.5	Elect Director Son, Masayoshi	G	Mgmt	For	For
1.6	Elect Director Horiba, Atsushi	G	Mgmt	For	For
1.7	Elect Director Koshi, Naomi	G	Mgmt	For	For
1.8	Elect Director Sakamoto, Maki	G	Mgmt	For	For
1.9	Elect Director Sasaki, Hiroko	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

SoftBank Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.10	Elect Director Karaki, Hideaki	G	Mgmt	For	For
1.11	Elect Director Nakajo, Akiko	G	Mgmt	For	For
2	Appoint Statutory Auditor Timothy Mackey	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Nakajima, Yasuhiro	G	Mgmt	For	For
4	Approve Restricted Stock Plan	G	Mgmt	For	For

SoftBank Group Corp.

Meeting Date: 27/06/2025 Country: Japan Ticker: 9984
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 22	G	Mgmt	For	For
2.1	Elect Director Son, Masayoshi	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
2.2	Elect Director Goto, Yoshimitsu	G	Mgmt	For	For
2.3	Elect Director Miyauchi, Ken	G	Mgmt	For	For
2.4	Elect Director Rene Haas	G	Mgmt	For	For
2.5	Elect Director Iijima, Masami	G	Mgmt	For	For
2.6	Elect Director Matsuo, Yutaka	G	Mgmt	For	For
2.7	Elect Director Erikawa, Keiko	G	Mgmt	For	For
2.8	Elect Director Kenneth A. Siegel	G	Mgmt	For	Against
	<i>Blended Rationale:</i> [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.				
2.9	Elect Director David Chao	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Nakata, Yuji	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
3.2	Appoint Statutory Auditor Nishibashi, Kuniko	G	Mgmt	For	For
3.3	Appoint Statutory Auditor Kanamaru, Yuko	G	Mgmt	For	For

SoftBank Group Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Stock Option Plan and Deep Discount Stock Option Plan	G	Mgmt	For	Against
<p><i>Blended Rationale: [RJ-M0501-003] AGAINST as the exercise period starts in less than a year. [RJ-M0507-003] AGAINST as the exercise period starts in less than a year.</i></p>					

SoftwareONE Holding AG

Meeting Date: 11/04/2025	Country: Switzerland	Ticker: SWON
Record Date:	Meeting Type: Extraordinary Shareholders	

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Creation of Capital Band within the Upper Limit of CHF 2.3 Million with or without Exclusion of Preemptive Rights in Connection with Acquisition of Crayon Group Holding ASA	G	Mgmt	For	For
2.1	Elect Jens Rugseth as Director	G	Mgmt	For	For
2.2	Elect Rune Syversen as Director	G	Mgmt	For	For
3	Transact Other Business (Voting)	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i></p>					

SoftwareONE Holding AG

Meeting Date: 16/05/2025	Country: Switzerland	Ticker: SWON
Record Date:	Meeting Type: Annual	

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Non-Financial Report	E, S	Mgmt	For	For
1.3	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					

SoftwareONE Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of CHF 0.30 per Share	G	Mgmt	For	For
3.1	Approve Discharge of Director Daniel von Stockar	G	Mgmt	For	For
3.2	Approve Discharge of Director Rene Gilli	G	Mgmt	For	For
3.3	Approve Discharge of Director Andrea Sieber	G	Mgmt	For	For
3.4	Approve Discharge of Director Joerg Riboni	G	Mgmt	For	For
3.5	Approve Discharge of Director Till Spillmann	G	Mgmt	For	For
3.6	Approve Discharge of Member of the Executive Board Raphael Erb	G	Mgmt	For	For
3.7	Approve Discharge of Member of the Executive Board Julia Braun	G	Mgmt	For	For
3.8	Approve Discharge of Member of the Executive Board Rodolfo Savitzky	G	Mgmt	For	For
3.9	Approve Discharge of Member of the Executive Board Oliver Berchtold	G	Mgmt	For	For
4.1	Reelect Daniel von Stockar as Director	G	Mgmt	For	For
4.2	Reelect Rene Gilli as Director	G	Mgmt	For	For
4.3	Reelect Andrea Sieber as Director	G	Mgmt	For	For
4.4	Reelect Joerg Riboni as Director	G	Mgmt	For	For
4.5	Reelect Till Spillmann as Director	G	Mgmt	For	For
5	Elect Till Spillmann as Board Chair	G	Mgmt	For	For
6.1	Reappoint Andrea Sieber as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i></p>					
6.2	Reappoint Rene Gilli as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
6.3	Appoint Till Spillmann as Member of the Nomination and Compensation Committee for a Term of Office until the Completion of Acquisition of Crayon Group Holding ASA, or until next AGM	G	Mgmt	For	For

SoftwareONE Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.4	Appoint Rune Syersen as Member of the Nomination and Compensation Committee with Effect from and Subject to the Completion of Acquisition of Crayon Group Holding ASA, for a Term of Office until next AGM	G	Mgmt	For	For
7	Designate Keller AG as Independent Proxy	G	Mgmt	For	For
8	Ratify Ernst & Young AG as Auditors	G	Mgmt	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 2.2 Million	G	Mgmt	For	For
9.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.4 Million	G	Mgmt	For	For
10	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

SOHGO SECURITY SERVICES CO., LTD.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 2331

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 13.4	G	Mgmt	For	For
2	Amend Articles to Change Company Name - Amend Business Lines	G	Mgmt	For	For
3.1	Elect Director Murai, Tsuyoshi	G	Mgmt	For	For
3.2	Elect Director Kayaki, Ikuji	G	Mgmt	For	For
3.3	Elect Director Suzuki, Motohisa	G	Mgmt	For	For
3.4	Elect Director Hyakutake, Naoki	G	Mgmt	For	For
3.5	Elect Director Shigemi, Kazuhide	G	Mgmt	For	For
3.6	Elect Director Hayashi, Shinichiro	G	Mgmt	For	For
3.7	Elect Director Ikenaga, Toshie	G	Mgmt	For	For
3.8	Elect Director Mishima, Masahiko	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

SOHGO SECURITY SERVICES CO., LTD.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.9	Elect Director Iwasaki, Kenji	G	Mgmt	For	For
3.10	Elect Director Morita, Hiroyuki	G	Mgmt	For	For
3.11	Elect Director Tanaka, Risa	G	Mgmt	For	For
4.1	Appoint Statutory Auditor Tanaka, Jun	G	Mgmt	For	For
4.2	Appoint Statutory Auditor Tanaka, Toshie	G	Mgmt	For	For

Sojitz Corp.

Meeting Date: 18/06/2025 **Country:** Japan **Ticker:** 2768
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Fujimoto, Masayoshi	G	Mgmt	For	For
1.2	Elect Director Uemura, Kosuke	G	Mgmt	For	For
1.3	Elect Director Shibuya, Makoto	G	Mgmt	For	For
1.4	Elect Director Arakawa, Tomomi	G	Mgmt	For	For
1.5	Elect Director Ungyong Shu	G	Mgmt	For	For
1.6	Elect Director Kameoka, Tsuyoshi	G	Mgmt	For	For
1.7	Elect Director Jozuka, Yumiko	G	Mgmt	For	For
2	Elect Director and Audit Committee Member Takeda, Kazuhiko	G	Mgmt	For	For

SOL SpA

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

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

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividend Distribution	G	Mgmt	For	For
3	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-005] Termination payments have the potential to be excessive.</i>					
4	Approve Second Section of the Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
Shareholder Proposal Submitted by Gas and Technologies World BV			Mgmt		
5	Fix Number of Directors	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
Appoint Directors (Slate Election) - Choose One of the Following Slates			Mgmt		
6.1	Slate Submitted by Gas and Technologies World BV	G	SH	None	Against
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
6.2	Slate Submitted by Institutional Investors (Assogestioni)	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					
Shareholder Proposals Submitted by Gas and Technologies World BV			Mgmt		
7	Fix Board Terms for Directors	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
8	Approve Remuneration of Directors	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
Extraordinary Business Management Proposal			Mgmt		
1	Amend Company Bylaws Re: Article 11	G	Mgmt	For	For

SolarEdge Technologies, Inc.

Meeting Date: 03/06/2025 Country: USA Ticker: SEDG
 Record Date: 08/04/2025 Meeting Type: Annual

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

SolarEdge Technologies, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Betsy Atkins	G	Mgmt	For	For
1b	Elect Director Yoram Tietz	G	Mgmt	For	For
1c	Elect Director Gilad Almogy	G	Mgmt	For	For
1d	Elect Director Avery More	G	Mgmt	For	For
1e	Elect Director Nadav Zafirir	G	Mgmt	For	For
1f	Elect Director Yehoshua (Shuki) Nir	G	Mgmt	For	For
2	Ratify Kost Forer Gabbay & Kasierer as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For

Solaria Energia y Medio Ambiente SA

Meeting Date: 26/06/2025

Country: Spain

Ticker: SLR

Record Date: 20/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3	Approve Discharge of Board	G	Mgmt	For	For
4.A	Reelect Enrique Diaz-Tejeiro Gutierrez as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence</i>					
4.B	Reelect Carlos Francisco Abad Rico as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence</i>					
4.C	Reelect Maria Dolores Larranaga Horna as Director	G	Mgmt	For	For
4.D	Reelect Arturo Diaz-Tejeiro Larranaga as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Solaria Energia y Medio Ambiente SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.E	Reelect Maria Jose Canel Crespo as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence</i>					
4.F	Reelect Manuel Azpilicueta Ferrer as Director	G	Mgmt	For	For
5	Approve Remuneration of Directors	G	Mgmt	For	For
6	Renew Appointment of Ernst & Young as Auditor	G	Mgmt	For	For
7	Authorize Issuance of Non-Convertible Bonds/Debentures and/or Other Debt Securities up to EUR 800 Million	G	Mgmt	For	For
8	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
9	Advisory Vote on Remuneration Report	G	Mgmt	For	For

Solaris Resources Inc.

Meeting Date: 24/06/2025 **Country:** Canada **Ticker:** SLS
Record Date: 06/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Richard W. Warke	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his ability to exercise sufficient oversight on this board.</i>					
1.2	Elect Director Matthew C. Rowlinson	G	Mgmt	For	For
1.3	Elect Director Rodrigo Borja	G	Mgmt	For	For
1.4	Elect Director Donald R. Taylor	G	Mgmt	For	Withhold
<i>Blended Rationale: 1 - [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his ability to exercise sufficient oversight on this board. 2 - [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.5	Elect Director Hans Wick	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Solvay SA

Meeting Date: 13/05/2025 **Country:** Belgium **Ticker:** SOLB
Record Date: 29/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Receive Directors' Reports (Non-Voting)	G	Mgmt		
2	Receive Auditors' Reports (Non-Voting)	G	Mgmt		
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	G	Mgmt		
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 2.43 per Share	G	Mgmt	For	For
5	Approve Discharge of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
6	Approve Discharge of Auditors	G	Mgmt	For	For
7	Approve Remuneration Report	G	Mgmt	For	For
8	Approve Remuneration Policy	G	Mgmt	For	For
9a	Reelect Wolfgang Colberg as Director	G	Mgmt	For	For
9b	Indicate Wolfgang Colberg as Independent Director	G	Mgmt	For	For
10a	Ratify EY as Auditors	G	Mgmt	For	For
10b	Appoint EY as Auditors for the Sustainability Reporting	G	Mgmt	For	For
10c.1	Approve Auditors' Remuneration	G	Mgmt	For	For
10c.2	Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
11	Transact Other Business	G	Mgmt		

Solventum Corp.

Meeting Date: 30/04/2025 **Country:** USA **Ticker:** SOLV
Record Date: 05/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Glenn A. Eisenberg	G	Mgmt	For	For

Solventum Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Elizabeth A. Mily	G	Mgmt	For	For
1c	Elect Director John H. Weiland	G	Mgmt	For	For
1d	Elect Director Amy A. Wendell	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Somnigroup International, Inc.

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** SGI
Record Date: 18/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Evelyn S. Dilsaver	G	Mgmt	For	For
1b	Elect Director Simon John Dyer	G	Mgmt	For	For
1c	Elect Director Cathy Rogers Gates	G	Mgmt	For	For
1d	Elect Director Meredith Siegfried Madden	G	Mgmt	For	For
1e	Elect Director Richard W. Neu	G	Mgmt	For	For
1f	Elect Director Peter R. Sachse	G	Mgmt	For	For
1g	Elect Director Scott L. Thompson	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Sompo Holdings, Inc.

Meeting Date: 23/06/2025 **Country:** Japan **Ticker:** 8630
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 76	G	Mgmt	For	For
2.1	Elect Director Okumura, Mikio	G	Mgmt	For	For
2.2	Elect Director Hamada, Masahiro	G	Mgmt	For	For
2.3	Elect Director Hara, Shinichi	G	Mgmt	For	For
2.4	Elect Director Scott Trevor Davis	G	Mgmt	For	For
2.5	Elect Director Endo, Isao	G	Mgmt	For	For
2.6	Elect Director Higashi, Kazuhiro	G	Mgmt	For	For
2.7	Elect Director Shibata, Misuzu	G	Mgmt	For	For
2.8	Elect Director Nawa, Takashi	G	Mgmt	For	For
2.9	Elect Director Yamada, Meyumi	G	Mgmt	For	For
2.10	Elect Director Waga, Masayuki	G	Mgmt	For	For
2.11	Elect Director Kajikawa, Toru	G	Mgmt	For	For
2.12	Elect Director Kawauchi, Yuji	G	Mgmt	For	For
2.13	Elect Director Imamura, Shinobu	G	Mgmt	For	For
3	Amend Articles to Change Company Name	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
4	Amend Articles to Add Provision on Business Transparency, Fairness, and Appropriateness	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
5	Amend Articles to Change Location of Head Office	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
6	Amend Articles to Require Two-Thirds Majority Outsider Board	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0215-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
7	Amend Articles to Limit Total Tenure of Directors to Five Terms	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0202-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

Sompo Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Amend Articles to Separate Chairman of the Board and CEO, and Appoint Outside Director as Board Chair	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0202-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
9	Amend Articles to Remove Provisions on Director and Executive Officer Indemnification	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0237-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
10	Amend Articles to Require Shareholder Approval for Portion of Compensation for Directors and Executive Officers Exceeding JPY 100 Million	S, G	SH	Against	Against
<i>Blended Rationale: [RJ-S0504-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
11	Amend Articles to Limit Total Tenure of External Audit Firm to Five Terms	G	SH	Against	Against
<i>Blended Rationale: [TK-S0810-002] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

Sonoco Products Company

Meeting Date: 16/04/2025

Country: USA

Ticker: SON

Record Date: 26/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Steven L. Boyd	G	Mgmt	For	For
1.2	Elect Director Scott A. Clark	G	Mgmt	For	For
1.3	Elect Director R. Howard Coker	G	Mgmt	For	For
1.4	Elect Director Pamela L. Davies	G	Mgmt	For	For
1.5	Elect Director Theresa J. Drew	G	Mgmt	For	For
1.6	Elect Director Philippe Guillemot	G	Mgmt	For	For
1.7	Elect Director John R. Haley	G	Mgmt	For	For
1.8	Elect Director Robert R. Hill, Jr.	G	Mgmt	For	For
1.9	Elect Director Eleni Istavridis	G	Mgmt	For	For
1.10	Elect Director Richard G. Kyle	G	Mgmt	For	For
1.11	Elect Director Blythe J. McGarvie	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Sonoco Products Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.12	Elect Director Thomas E. Whiddon	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Report on Political Contributions	S	SH	Against	Against

Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.

Sonova Holding AG

Meeting Date: 10/06/2025

Country: Switzerland

Ticker: SOON

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Non-Financial Report	E, S	Mgmt	For	For
1.3	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 4.40 per Share	G	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
4.1.1	Reelect Gilbert Achermann as Director and Board Chair	G	Mgmt	For	For
4.1.2	Reelect Gregory Behar as Director	G	Mgmt	For	For
4.1.3	Reelect Lynn Bleil as Director	G	Mgmt	For	For
4.1.4	Reelect Roland Diggelmann as Director	G	Mgmt	For	For
4.1.5	Reelect Julie Tay as Director	G	Mgmt	For	For
4.1.6	Reelect Ronald van der Vis as Director	G	Mgmt	For	For
4.1.7	Reelect Adrian Widmer as Director	G	Mgmt	For	For
4.2	Elect Laura Stoltenberg as Director	G	Mgmt	For	For
4.3.1	Reappoint Roland Diggelmann as Member of the Nomination and Compensation Committee	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Sonova Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.3.2	Reappoint Julie Tay as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
4.4	Appoint Gregory Behar as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
4.5	Ratify Ernst & Young AG as Auditors	G	Mgmt	For	For
4.6	Designate Keller AG as Independent Proxy	G	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 3.1 Million	G	Mgmt	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 16.3 Million	G	Mgmt	For	For
6	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Sony Group Corp.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 6758

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Accounting Transfers	G	Mgmt	For	For
2.1	Elect Director Yoshida, Kenichiro	G	Mgmt	For	For
2.2	Elect Director Totoki, Hiroki	G	Mgmt	For	For
2.3	Elect Director Wendy Becker	G	Mgmt	For	For
2.4	Elect Director Kishigami, Keiko	G	Mgmt	For	For
2.5	Elect Director Joseph A. Kraft Jr	G	Mgmt	For	For
2.6	Elect Director Neil Hunt	G	Mgmt	For	For
2.7	Elect Director William Morrow	G	Mgmt	For	For
2.8	Elect Director Konomoto, Shingo	G	Mgmt	For	For
2.9	Elect Director Goto, Yoriko	G	Mgmt	For	For
2.10	Elect Director Nora Denzel	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Sony Group Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.11	Elect Director Hyodo, Masayuki	G	Mgmt	For	For
3	Approve Qualified Employee Stock Purchase Plan	G	Mgmt	For	For

Soochow Securities Co., Ltd.

Meeting Date: 16/05/2025 **Country:** China **Ticker:** 601555
Record Date: 09/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution and Authorization for Interim Profit Distribution	G	Mgmt	For	For
6	Approve to Appoint Auditor	G	Mgmt	For	For
7	Approve Daily Related-party Transactions	G	Mgmt	For	For
8	Approve Proprietary Investment Scale	G	Mgmt	For	For
	APPROVE REPORT OF INDEPENDENT DIRECTORS		Mgmt		
9.1	Approve Report of Chen Zhongyang	G	Mgmt	For	For
9.2	Approve Report of Li Xindan	G	Mgmt	For	For
9.3	Approve Report of Zhou Zhongsheng	G	Mgmt	For	For
9.4	Approve Report of Luo Yan	G	Mgmt	For	For
10	Approve Remuneration and Appraisal of Directors	G	Mgmt	For	For
11	Approve Remuneration and Appraisal of Supervisors	G	Mgmt	For	For

Sopra Steria Group SA

Meeting Date: 21/05/2025 **Country:** France **Ticker:** SOP
Record Date: 19/05/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Discharge of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
3	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
4	Approve Allocation of Income and Dividends of EUR 4.65 per Share	G	Mgmt	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	For
6	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
7	Approve Compensation of Pierre Pasquier, Chairman of the Board	G	Mgmt	For	For
8	Approve Compensation of Cyril Malargé, CEO	G	Mgmt	For	For
9	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
10	Approve Remuneration Policy of CEO	G	Mgmt	For	For
11	Approve Remuneration Policy of Directors	G	Mgmt	For	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 700,000	G	Mgmt	For	For
13	Reelect Sonia Criseo as Director	G	Mgmt	For	For
14	Reelect Yves de Talhouët as Director	G	Mgmt	For	For
15	Reelect Rémy Weber as Director	G	Mgmt	For	For
16	Elect Charlotte Dennery as Director	G	Mgmt	For	For
17	Elect Astrid Anciaux as Representative of Employee Shareholders to the Board	G	Mgmt	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		

Sopra Steria Group SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
19	Authorize up to 1.1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees and Corporate Officers	G	Mgmt	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
21	Amend Article 16 of Bylaws Re: Virtual Participation	G	Mgmt	For	For
	Ordinary Business		Mgmt		
22	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Sotera Health Company

Meeting Date: 21/05/2025 Country: USA Ticker: SHC
Record Date: 28/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ruoxi Chen	G	Mgmt	For	For
1b	Elect Director Karen A. Flynn	G	Mgmt	For	For
1c	Elect Director Ann R. Klee	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Sotetsu Holdings, Inc.

Meeting Date: 27/06/2025 Country: Japan Ticker: 9003
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 35	G	Mgmt	For	For
2	Amend Articles to Amend Business Lines	G	Mgmt	For	For
3.1	Elect Director Takizawa, Hideyuki	G	Mgmt	For	For

Sotetsu Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.2	Elect Director Kato, Takamasa	G	Mgmt	For	For
3.3	Elect Director Goto, Ryoichi	G	Mgmt	For	For
3.4	Elect Director Hirose, Yoshie	G	Mgmt	For	For
3.5	Elect Director Onji, Yoshimitsu	G	Mgmt	For	For
3.6	Elect Director Fujikawa, Yukiko	G	Mgmt	For	For
3.7	Elect Director Yoshinaka, Mieko	G	Mgmt	For	For

SoundHound AI, Inc.

Meeting Date: 23/05/2025

Country: USA

Ticker: SOUN

Record Date: 27/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Keyvan Mohajer	G	Mgmt	For	For
1.2	Elect Director James Hom	G	Mgmt	For	For
1.3	Elect Director Larry Marcus	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.4	Elect Director Eric R. Ball	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.5	Elect Director Diana Sroka	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Increase Authorized Class A Common Stock	G	Mgmt	For	For
4	Amend Certificate of Incorporation Regarding Waiver of Corporate Opportunities	G	Mgmt	For	For
5	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	G	Mgmt	For	For
6	Amend Voting Requirements for Certain Future Amendments	G	Mgmt	For	For
7	Amend Certificate of Incorporation Regarding Ratification of Contracts and Acts by Stockholders	G	Mgmt	For	For

Southern Copper Corporation

Meeting Date: 23/05/2025

Country: USA

Ticker: SCCO

Record Date: 27/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Germán Larrea Mota-Velasco	G	Mgmt	For	For
1b	Elect Director Oscar González Rocha	G	Mgmt	For	For
1c	Elect Director Vicente Ariztegui Andreve	G	Mgmt	For	For
1d	Elect Director Javier Arrigunaga Gomez del Campo	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
1e	Elect Director Enrique Castillo Sánchez Mejorada	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1f	Elect Director Leonardo Contreras Lerdo de Tejada	G	Mgmt	For	For
1g	Elect Director Luis Miguel Palomino Bonilla	G	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i>					
1h	Elect Director Carlos Ruiz Sacristán	G	Mgmt	For	Withhold
<i>Blended Rationale: 1 - [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified. 2 - [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i>					
1i	Elect Director Jose Pedro Valenzuela Rionda	G	Mgmt	For	For
2	Amend Non-Employee Director Restricted Stock Plan	G	Mgmt	For	For
3	Ratify Galaz, Yamazaki, Ruiz Urquiza S.C. as Auditors	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Southside Bancshares, Inc.

Meeting Date: 14/05/2025

Country: USA

Ticker: SBSI

Record Date: 19/03/2025

Meeting Type: Annual

Southside Bancshares, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Shannon Dacus	G	Mgmt	For	For
1.2	Elect Director Alton L. Frailey	G	Mgmt	For	For
1.3	Elect Director Lee R. Gibson	G	Mgmt	For	For
1.4	Elect Director Michael J. Bosworth	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

SouthState Corporation

Meeting Date: 23/04/2025

Country: USA

Ticker: SSB

Record Date: 24/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director David R. Brooks	G	Mgmt	For	For
1b	Elect Director Ronald M. Cofield, Sr.	G	Mgmt	For	For
1c	Elect Director Shantella E. Cooper	G	Mgmt	For	For
1d	Elect Director John C. Corbett	G	Mgmt	For	For
1e	Elect Director Jean E. Davis	G	Mgmt	For	For
1f	Elect Director Martin B. Davis	G	Mgmt	For	For
1g	Elect Director Janet P. Froetscher	G	Mgmt	For	For
1h	Elect Director Douglas J. Hertz	G	Mgmt	For	For
1i	Elect Director Merriann Metz	G	Mgmt	For	For
1j	Elect Director G. Ruffner Page, Jr.	G	Mgmt	For	For
1k	Elect Director William Knox Pou, Jr.	G	Mgmt	For	For
1l	Elect Director James W. Roquemore	G	Mgmt	For	For
1m	Elect Director David G. Salyers	G	Mgmt	For	For
1n	Elect Director G. Stacy Smith	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

SouthState Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1o	Elect Director Joshua A. Snively	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Change State of Incorporation from South Carolina to Florida	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Southwest Airlines Co.

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** LUV

Record Date: 18/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lisa M. Atherton	G	Mgmt	For	For
1b	Elect Director Pierre R. Breber	G	Mgmt	For	For
1c	Elect Director Douglas H. Brooks	G	Mgmt	For	For
1d	Elect Director C. David Cush	G	Mgmt	For	For
1e	Elect Director Sarah E. Feinberg	G	Mgmt	For	For
1f	Elect Director Robert L. Fornaro	G	Mgmt	For	For
1g	Elect Director Rakesh Gangwal	G	Mgmt	For	For
1h	Elect Director David J. Grissen	G	Mgmt	For	For
1i	Elect Director David P. Hess	G	Mgmt	For	For
1j	Elect Director Robert E. Jordan	G	Mgmt	For	For
1k	Elect Director Christopher P. Reynolds	G	Mgmt	For	For
1l	Elect Director Gregg A. Saretsky	G	Mgmt	For	For
1m	Elect Director Patricia A. Watson	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Amend Clawback Policy	G	SH	Against	Against

Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.

Southwest Gas Holdings, Inc.

Meeting Date: 01/05/2025

Country: USA

Ticker: SWX

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director E. Renae Conley	G	Mgmt	For	For
1.2	Elect Director Andrew W. Evans	G	Mgmt	For	For
1.3	Elect Director Karen S. Haller	G	Mgmt	For	For
1.4	Elect Director Jane Lewis-Raymond	G	Mgmt	For	For
1.5	Elect Director Henry P. Linginfelter	G	Mgmt	For	For
1.6	Elect Director Anne L. Mariucci	G	Mgmt	For	Withhold

Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.

1.7	Elect Director Carlos A. Ruisanchez	G	Mgmt	For	For
1.8	Elect Director Brian E. Sandoval	G	Mgmt	For	For
1.9	Elect Director Ruby Sharma	G	Mgmt	For	For
1.10	Elect Director Andrew J. Teno	G	Mgmt	For	For
1.11	Elect Director Leslie T. Thornton	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Sparebank 1 Sor-Norge ASA

Meeting Date: 24/04/2025

Country: Norway

Ticker: SB1NO

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For

Sparebank 1 Sor-Norge ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income; Authorize Board to Decide on the Distribution of Dividends of NOK 8.50 Per Share	G	Mgmt	For	For
5	Approve Extra Dividends of up to NOK 5.00	G	Mgmt	For	For
6	Approve Company's Corporate Governance Statement	G	Mgmt	For	For
7	Approve Remuneration of Auditors	G	Mgmt	For	For
8a)	Approve Remuneration Statement (Advisory)	G	Mgmt	For	For
8b)	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
9	Receive Information on Composition of the Board	G	Mgmt		
10.1	Reelect Per Sekse as Chair of Nominating Committee	G	Mgmt	For	For
10.2	Reelect Kjetil Houg as Member of Nominating Committee	G	Mgmt	For	For
10.3	Reelect Kirsti Tonnessen as Member of Nominating Committee	G	Mgmt	For	For
10.4	Reelect Anne Berg Behring as Member of Nominating Committee	G	Mgmt	For	For
10.5	Reelect Odd Torland as Member of Nominating Committee	G	Mgmt	For	For
10.6	Reelect Gisle Dahn as Member of Nominating Committee	G	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of NOK 1 Million for Chair and NOK 500,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
12	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
13	Authorize Issuance of Hybrid Bonds, Perpetual Subordinated Loans, and Subordinated Loans with Maturity	G	Mgmt	For	For
14	Approve Creation of NOK 938.6 Million Pool of Capital without Preemptive Rights	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Remuneration Policy	G	Mgmt	For	For
4	Approve Final Dividend	G	Mgmt	For	For
5	Elect Nick Anderson as Director	G	Mgmt	For	For
6	Elect Angela Noon as Director	G	Mgmt	For	For
7	Re-elect Ravi Gopinath as Director	G	Mgmt	For	For
8	Re-elect Mandy Gradden as Director	G	Mgmt	For	For
9	Re-elect Derek Harding as Director	G	Mgmt	For	For
10	Re-elect Andrew Heath as Director	G	Mgmt	For	For
11	Re-elect Alison Henwood as Director	G	Mgmt	For	For
12	Re-elect Cathy Turner as Director	G	Mgmt	For	For
13	Re-elect Kjersti Wiklund as Director	G	Mgmt	For	For
14	Re-elect Mark Williamson as Director	G	Mgmt	For	For
15	Reappoint Deloitte LLP as Auditors	G	Mgmt	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
17	Authorise Issue of Equity	G	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
21	Adopt New Articles of Association	G	Mgmt	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Sphere Entertainment Co.

Meeting Date: 04/06/2025

Country: USA

Ticker: SPHR

Record Date: 09/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Joseph J. Lhota	G	Mgmt	For	Withhold
<p><i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified. [SF-M0201-005] Vote against for failure of the nom/gov committee to take action with respect to substantial votes against one or more directors last year.</i></p>					
1.2	Elect Director Joel M. Litvin	G	Mgmt	For	For
1.3	Elect Director Debra G. Perelman	G	Mgmt	For	For
1.4	Elect Director John L. Sykes	G	Mgmt	For	Withhold
<p><i>Blended Rationale: SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified. [SF-M0201-005] Vote against for failure of the nom/gov committee to take action with respect to substantial votes against one or more directors last year.</i></p>					
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Change State of Incorporation from Delaware to Nevada	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0400-003] We believe that proposal is not in the best interest of shareholders</i></p>					

SPIE SA

Meeting Date: 30/04/2025

Country: France

Ticker: SPIE

Record Date: 28/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Reelect Sandrine Teran as Director	G	Mgmt	For	For
6	Reelect Patrick Jeantet as Director	G	Mgmt	For	For
7	Elect Carole Le Gall as Director	G	Mgmt	For	For
8	Elect Mariel Von Schumann as Director	G	Mgmt	For	For
9	Ratify Appointment of Bertrand Finet as Director	G	Mgmt	For	For
10	Approve Compensation of Chairman and CEO	G	Mgmt	For	For
11	Approve Remuneration Policy of Chairman and CEO	G	Mgmt	For	For
12	Approve Compensation Report	G	Mgmt	For	For
13	Approve Remuneration Policy of Directors	G	Mgmt	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	G	Mgmt	For	For
18	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	G	Mgmt	For	For
19	Amend Article 11 of Bylaws Re: Right and Obligations Attached to Shares	G	Mgmt	For	For
20	Amend Article 15.3 of Bylaws Re: Directors Length of Term	G	Mgmt	For	For
21	Amend Article 16 of Bylaws Re: Board Deliberation	G	Mgmt	For	For
22	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Spin Master Corp.
Meeting Date: 01/05/2025

Country: Canada

Ticker: TOY

Record Date: 10/03/2025

Meeting Type: Annual

Spin Master Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Holders of Multiple Voting and Subordinate Voting Shares		Mgmt		
1.1	Elect Director Michael Blank	G	Mgmt	For	For
1.2	Elect Director W. Edmund Clark	G	Mgmt	For	For
1.3	Elect Director Jeffrey I. Cohen	G	Mgmt	For	For
1.4	Elect Director Reginald (Reggie) Fils-Aime	G	Mgmt	For	For
1.5	Elect Director Kevin Glass	G	Mgmt	For	For
1.6	Elect Director Ronnen Harary	G	Mgmt	For	For
1.7	Elect Director Christina Miller	G	Mgmt	For	For
1.8	Elect Director Anton Rabie	G	Mgmt	For	For
1.9	Elect Director Max Rangel	G	Mgmt	For	For
1.10	Elect Director Christi Strauss	G	Mgmt	For	For
1.11	Elect Director Ben Varadi	G	Mgmt	For	For
1.12	Elect Director Charles Winograd	G	Mgmt	For	For
1.13	Elect Director Gary Vaynerchuk	G	Mgmt	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
4	Amend Long-Term Incentive Plan	G	Mgmt	For	For

Spirax Group Plc

Meeting Date: 14/05/2025

Country: United Kingdom

Ticker: SPX

Record Date: 12/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Increase in the Maximum Aggregate Amount of Fees Payable to Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Spirax Group Plc

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

Spire Healthcare Group Plc

Meeting Date: 14/05/2025

Country: United Kingdom

Ticker: SPI

Record Date: 12/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For
4	Elect Jill Anderson as Director	G	Mgmt	For	For
5	Re-elect Justin Ash as Director	G	Mgmt	For	For
6	Re-elect Paula Bobbett as Director	G	Mgmt	For	For
7	Re-elect Natalie Ceeney as Director	G	Mgmt	For	For
8	Re-elect Sir Ian Cheshire as Director	G	Mgmt	For	For
9	Re-elect Jenny Kay as Director	G	Mgmt	For	For
10	Re-elect Harbant Samra as Director	G	Mgmt	For	For
11	Re-elect Clifford Shearman as Director	G	Mgmt	For	For
12	Elect Sir David Sloman as Director	G	Mgmt	For	For
13	Re-elect Ronnie van der Merwe as Director	G	Mgmt	For	For
14	Re-elect Debbie White as Director	G	Mgmt	For	For
15	Reappoint Ernst & Young LLP as Auditors	G	Mgmt	For	For
16	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
17	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
18	Authorise Issue of Equity	G	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
21	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For
23	Adopt New Articles of Association	G	Mgmt	For	For

Meeting Date: 26/06/2025

Country: United Kingdom

Ticker: SPT

Record Date: 24/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance [LN-M0550-002] Remuneration committee discretion has been used poorly.</i></p>					
3	Re-elect Paula Bell as Director	G	Mgmt	For	For
4	Re-elect Maggie Buggie as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i></p>					
5	Re-elect Gary Bullard as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i></p>					
6	Re-elect Wendy Koh as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i></p>					
7	Re-elect Edgar Masri as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i></p>					
8	Re-elect Jonathan Silver as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i></p>					
9	Re-elect Sir Bill Thomas as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>					
10	Re-elect Eric Updyke as Director	G	Mgmt	For	For

Spirent Communications Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Reappoint Deloitte LLP as Auditors	G	Mgmt	For	For
12	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
13	Authorise Issue of Equity	G	Mgmt	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
15	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Spirit AeroSystems Holdings, Inc.

Meeting Date: 23/05/2025

Country: USA

Ticker: SPR

Record Date: 08/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Stephen A. Cambone	G	Mgmt	For	For
1b	Elect Director Jane P. Chappell	G	Mgmt	For	For
1c	Elect Director Irene M. Esteves	G	Mgmt	For	For
1d	Elect Director William A. Fitzgerald	G	Mgmt	For	For
1e	Elect Director Paul E. Fulchino	G	Mgmt	For	For
1f	Elect Director Robert D. Johnson	G	Mgmt	For	For
1g	Elect Director Ronald T. Kadish	G	Mgmt	For	For
1h	Elect Director James R. Ray, Jr.	G	Mgmt	For	For
1i	Elect Director Patrick M. Shanahan	G	Mgmt	For	For
1j	Elect Director Laura H. Wright	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Report on Political Contributions and Expenditures	S	SH	Against	For

Blended Rationale: [DC-D0000-011] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.

Spotify Technology SA

Meeting Date: 09/04/2025

Country: Luxembourg

Ticker: SPOT

Record Date: 13/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Approve Financial Statements and Consolidated Financial Statements	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3	Approve Discharge of Directors	G	Mgmt	For	For
4a	Elect Daniel Ek as Director	G	Mgmt	For	For
4b	Elect Martin Lorentzon as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
4c	Elect Shishir Samir Mehrotra as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
4d	Elect Christopher Marshall as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
4e	Elect Barry McCarthy as Director	G	Mgmt	For	For
4f	Elect Heidi O'Neill as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
4g	Elect Ted Sarandos as Director	G	Mgmt	For	For
4h	Elect Thomas Owen Staggs as Director	G	Mgmt	For	For
4i	Elect Mona Sutphen as Director	G	Mgmt	For	For
4j	Elect Padmasree Warrior as Director	G	Mgmt	For	For
5	Appoint Ernst & Young S.A. (Luxembourg) as Auditor	G	Mgmt	For	For
6	Approve Remuneration of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0500-001] NEDs receive options on the same terms and conditions as executives.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Spotify Technology SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Authorize Guy Harles and Alexandre Gobert to Execute and Deliver, and with Full Power of Substitution, Any Documents Necessary or Useful in Connection with the Annual Filing and Registration Required by the Luxembourg Laws	G	Mgmt	For	For

SpringWorks Therapeutics, Inc.

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** SWTX
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Alan Fuhrman	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.2	Elect Director Julie Hambleton	G	Mgmt	For	For
1.3	Elect Director Daniel S. Lynch	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Springworks Therapeutics, Inc.

Meeting Date: 26/06/2025 **Country:** USA **Ticker:** SWTX
Record Date: 27/05/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	G	Mgmt	For	For
	<i>Blended Rationale: The board of Springworks Therapeutics, Inc. seeks shareholder approval for the company to be acquired by Merck KGaA. Under the terms of the agreement, SWTX shareholders will receive \$47.00 per share in cash, which represents a premium of 16.7% to the unaffected price. Unanimous board support with fairness opinion by Centerview Partners.</i>				
2	Adjourn Meeting	G	Mgmt	For	For
3	Advisory Vote on Golden Parachutes	G	Mgmt	For	For

Sprott Inc.

Meeting Date: 07/05/2025

Country: Canada

Ticker: SII

Record Date: 18/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Ronald Dewhurst	G	Mgmt	For	For
1B	Elect Director Graham Birch	G	Mgmt	For	For
1C	Elect Director Barbara Connolly Keady	G	Mgmt	For	For
1D	Elect Director Dinaz Dadyburjor	G	Mgmt	For	For
1E	Elect Director Whitney George	G	Mgmt	For	For
1F	Elect Director Judith W. O'Connell	G	Mgmt	For	For
1G	Elect Director Catherine Raw	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Sprout Social, Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: SPT

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ryan Barretto	G	Mgmt	For	For
1b	Elect Director Steven Collins	G	Mgmt	For	For
1c	Elect Director Aaron Rankin	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Sprouts Farmers Market, Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: SFM

Record Date: 24/03/2025

Meeting Type: Annual

Sprouts Farmers Market, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kristen E. Blum	G	Mgmt	For	For
1.2	Elect Director Jack L. Sinclair	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Declassify the Board of Directors	G	Mgmt	For	For

SPS Commerce, Inc.

Meeting Date: 13/05/2025

Country: USA

Ticker: SPSC

Record Date: 19/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Chad Collins	G	Mgmt	For	For
1b	Elect Director Razat Gaurav	G	Mgmt	For	For
1c	Elect Director Marty Réaume	G	Mgmt	For	For
1d	Elect Director Tami Reller	G	Mgmt	For	For
1e	Elect Director Philip Soran	G	Mgmt	For	For
1f	Elect Director Anne Sempowski Ward	G	Mgmt	For	For
1g	Elect Director Sven Wehrwein	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

SPX Technologies, Inc.

Meeting Date: 13/05/2025

Country: USA

Ticker: SPXC

Record Date: 17/03/2025

Meeting Type: Annual

SPX Technologies, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Eugene J. Lowe, III	G	Mgmt	For	For
1.2	Elect Director Patrick J. O'Leary	G	Mgmt	For	For
1.3	Elect Director David A. Roberts	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Square Enix Holdings Co., Ltd.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 9684

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kiryu, Takashi	G	Mgmt	For	For
1.2	Elect Director Kitase, Yoshinori	G	Mgmt	For	For
1.3	Elect Director Miyake, Yu	G	Mgmt	For	For
1.4	Elect Director Ogawa, Masato	G	Mgmt	For	For
1.5	Elect Director Okamoto, Mitsuko	G	Mgmt	For	For
1.6	Elect Director Abdullah Aldawood	G	Mgmt	For	For
1.7	Elect Director Takano, Naoto	G	Mgmt	For	For
1.8	Elect Director Agatsuma, Mika	G	Mgmt	For	For
1.9	Elect Director Tracy Fullerton	G	Mgmt	For	For
2	Initiate Share Repurchase Program	G	SH	Against	Against

Blended Rationale: [RJ-S0315-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.

SS&C Technologies Holdings, Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: SSNC

Record Date: 25/03/2025

Meeting Type: Annual

SS&C Technologies Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Smita Conjeevaram	G	Mgmt	For	For
1b	Elect Director William C. Stone	G	Mgmt	For	For
1c	Elect Director Francesco Vanni d'Archirafi	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

SSAB AB

Meeting Date: 29/04/2025 **Country:** Sweden **Ticker:** SSAB.B
Record Date: 17/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chair of Meeting	G	Mgmt	For	For
2	Prepare and Approve List of Shareholders	G	Mgmt	For	For
3	Approve Agenda of Meeting	G	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports; Receive Chair's Report; Receive CEO's Report; Receive Auditors Report	G	Mgmt		
7.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
7.b	Approve Allocation of Income and Dividends of SEK 2.6 Per Share	G	Mgmt	For	For
7.c1	Approve Discharge of Petra Einarsson	G	Mgmt	For	For
7.c2	Approve Discharge of Kerstin Enochsson	G	Mgmt	For	For
7.c3	Approve Discharge of Lennart Evrell	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.c4	Approve Discharge of Bernard Fontana	G	Mgmt	For	For
7.c5	Approve Discharge of Marie Gronborg	G	Mgmt	For	For
7.c6	Approve Discharge of Pierre Heeroma	G	Mgmt	For	For
7.c7	Approve Discharge of Martin Lindqvist	G	Mgmt	For	For
7.c8	Approve Discharge of Mikael Makinen	G	Mgmt	For	For
7.c9	Approve Discharge of Maija Strandberg	G	Mgmt	For	For
7.c10	Approve Discharge of Mikael Henriksson (Employee Representative)	G	Mgmt	For	For
7.c11	Approve Discharge of Tomas Jansson (Employee Representative)	G	Mgmt	For	For
7.c12	Approve Discharge of Tomas Karlsson (Employee Representative)	G	Mgmt	For	For
7.c13	Approve Discharge of Robert Holmstrom (Employee Representative)	G	Mgmt	For	For
7.c14	Approve Discharge of Sven-Erik Rosen (Employee Representative)	G	Mgmt	For	For
7.c15	Approve Discharge of Patrick Sjöholm (Employee Representative)	G	Mgmt	For	For
7.c16	Approve Discharge of Martin Lindqvist as CEO	G	Mgmt	For	For
7.c17	Approve Discharge of Johnny Sjöstrom as CEO	G	Mgmt	For	For
8	Determine Number of Directors (8) and Deputy Directors (0) of Board	G	Mgmt	For	For
9.1	Approve Remuneration of Directors in the Amount of SEK 2.1 Million for Chair and SEK 711,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
9.2	Approve Remuneration of Auditors	G	Mgmt	For	For
10.a	Reelect Petra Einarsson as Director	G	Mgmt	For	For
10.b	Reelect Kerstin Enochsson as Director	G	Mgmt	For	For
10.c	Reelect Lennart Evrell as Director	G	Mgmt	For	For

SSAB AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10.d	Reelect Bernard Fontana as Director	G	Mgmt	For	For
10.e	Reelect Marie Gronborg as Director	G	Mgmt	For	For
10.f	Reelect Pierre Heeroma as Director	G	Mgmt	For	For
10.g	Reelect Mikael Makinen as Director	G	Mgmt	For	For
10.h	Reelect Maija Strandberg as Director	G	Mgmt	For	For
11	Reelect Lennart Evrell as Board Chair	G	Mgmt	For	For
12.1	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
12.2	Ratify Ernst & Young as Auditors	G	Mgmt	For	For
13	Approve Remuneration Report	G	Mgmt	For	For
14	Approve Long Term Incentive Program 2025	G	Mgmt	For	For
15	Authorize Share Repurchase Program	G	Mgmt	For	For
16	Close Meeting	G	Mgmt		

St. Galler Kantonalbank AG

Meeting Date: 30/04/2025

Country: Switzerland

Ticker: SGKN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Non-Financial Report	E, S	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
4	Approve Allocation of Income and Dividends of CHF 19.00 per Share	G	Mgmt	For	For
5.1	Reelect Roland Ledergerber as Director, Board Chair and Member of the Personnel and Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>					
5.2	Reelect Rolf Birrer as Director	G	Mgmt	For	For

St. Galler Kantonalbank AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.3	Reelect Andrea Cornelius as Director	G	Mgmt	For	For
5.4	Reelect Claudia Viehweger as Director and Member of the Personnel and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
5.5	Reelect Daniel Ott as Director	G	Mgmt	For	For
5.6	Reelect Cornelia Stengel as Director	G	Mgmt	For	For
5.7	Reelect Ivo Wechsler as Director and Member of the Personnel and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
5.8	Elect Stefan Scheiber as Director	G	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	G	Mgmt	For	For
6.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.9 Million	G	Mgmt	For	For
6.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.3 Million	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
7	Designate rtwp rechtsanwaelte & notare as Independent Proxy	G	Mgmt	For	For
8	Ratify PricewaterhouseCoopers AG as Auditors	G	Mgmt	For	For
9	Transact Other Business (Voting)	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>					

St. James's Place Plc

Meeting Date: 13/05/2025

Country: United Kingdom

Ticker: STJ

Record Date: 09/05/2025

Meeting Type: Annual

St. James's Place Plc

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

STAAR Surgical Company

Meeting Date: 18/06/2025

Country: USA

Ticker: STAA

Record Date: 22/04/2025

Meeting Type: Annual

STAAR Surgical Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Arthur C. Butcher	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
1.2	Elect Director Stephen C. Farrell	G	Mgmt	For	For
1.3	Elect Director Wei Jiang	G	Mgmt	For	For
1.4	Elect Director Louis E. Silverman	G	Mgmt	For	For
1.5	Elect Director Elizabeth Yeu	G	Mgmt	For	For
1.6	Elect Director Lilian Y. Zhou	G	Mgmt	For	For
2	Ratify BDO USA, P.C. as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

STAG Industrial, Inc.

Meeting Date: 28/04/2025

Country: USA

Ticker: STAG

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Benjamin S. Butcher	G	Mgmt	For	For
1b	Elect Director Jit Kee Chin	G	Mgmt	For	For
1c	Elect Director Virgis W. Colbert	G	Mgmt	For	For
1d	Elect Director William R. Crooker	G	Mgmt	For	For
1e	Elect Director Michelle S. Dilley	G	Mgmt	For	For
1f	Elect Director Jeffrey D. Furber	G	Mgmt	For	For
1g	Elect Director Larry T. Guillemette	G	Mgmt	For	For
1h	Elect Director Francis X. Jacoby, III	G	Mgmt	For	For
1i	Elect Director Christopher P. Marr	G	Mgmt	For	For
1j	Elect Director Hans S. Weger	G	Mgmt	For	For
1k	Elect Director Vicki Lundy Wilbon	G	Mgmt	For	For

STAG Industrial, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Standard Bank Group Ltd.

Meeting Date: 09/06/2025

Country: South Africa

Ticker: SBK

Record Date: 30/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Re-elect Geraldine Fraser-Moleketi as Director	G	Mgmt	For	For
1.2	Re-elect Trix Kennealy as Director	G	Mgmt	For	For
1.3	Re-elect Li Li as Director	G	Mgmt	For	For
1.4	Elect Rose Ogega as Director	G	Mgmt	For	For
1.5	Elect Fenglin Tian as Director	G	Mgmt	For	For
2.1	Re-elect Lwazi Bam as Member of the Audit Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
2.2	Elect Sola David-Borha as Member of the Audit Committee	G	Mgmt	For	For
<p><i>Blended Rationale: .</i></p>					
2.3	Re-elect Trix Kennealy as Member of the Audit Committee	G	Mgmt	For	For
2.4	Re-elect Nomgando Matyumza as Member of the Audit Committee	G	Mgmt	For	For
2.5	Elect Rose Ogega as Member of the Audit Committee	G	Mgmt	For	For
3.1	Elect Geraldine Fraser-Moleketi as Member of the Social, Ethics and Sustainability Committee	G	Mgmt	For	For
3.2	Elect Lwazi Bam as Member of the Social, Ethics and Sustainability Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					

Standard Bank Group Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.3	Elect Paul Cook as Member of the Social, Ethics and Sustainability Committee	G	Mgmt	For	For
3.4	Elect Sola David-Borha as Member of the Social, Ethics and Sustainability Committee	G	Mgmt	For	For
3.5	Elect Jacko Maree as Member of the Social, Ethics and Sustainability Committee	G	Mgmt	For	For
3.6	Elect Nonkululeko Nyembezi as Member of the Social, Ethics and Sustainability Committee	G	Mgmt	For	For
3.7	Elect Sim Tshabalala as Member of the Social, Ethics and Sustainability Committee	G	Mgmt	For	For
4.1	Reappoint PricewaterhouseCoopers Incorporated as Auditors	G	Mgmt	For	For
4.2	Reappoint Ernst & Young Incorporated as Auditors	G	Mgmt	For	For
5	Place Authorised but Unissued Non-redeemable Preference Shares under Control of Directors	G	Mgmt	For	For
6	Place Authorised but Unissued Ordinary Shares under Control of Directors	G	Mgmt	For	For
7	Authorise Board to Issue Shares for Cash	G	Mgmt	For	For
8.1	Approve Remuneration Policy	G	Mgmt	For	For
8.2	Approve Remuneration Implementation Report	G	Mgmt	For	For
9.1	Approve Fees of Chairman	G	Mgmt	For	For
9.2	Approve Fees of Directors	G	Mgmt	For	For
9.3	Approve Fees of International Directors	G	Mgmt	For	For
9.4.1	Approve Fees of the Audit Committee Chairman	G	Mgmt	For	For
9.4.2	Approve Fees of the Audit Committee Members	G	Mgmt	For	For
9.5.1	Approve Fees of the Directors' Affairs Committee Members	G	Mgmt	For	For
9.6.1	Approve Fees of the Remuneration Committee Chairman	G	Mgmt	For	For
9.6.2	Approve Fees of the Remuneration Committee Members	G	Mgmt	For	For
9.7.1	Approve Fees of the Risk and Capital Management Committee Chairman	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Standard Bank Group Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.7.2	Approve Fees of the Risk and Capital Management Committee Members	G	Mgmt	For	For
9.8.1	Approve Fees of the Social, Ethics and Sustainability Committee Chairman	G	Mgmt	For	For
9.8.2	Approve Fees of the Social, Ethics and Sustainability Committee Members	G	Mgmt	For	For
9.9.1	Approve Fees of the Information Technology Committee Chairman	G	Mgmt	For	For
9.9.2	Approve Fees of the Information Technology Committee Members	G	Mgmt	For	For
9.10a	Approve Fees of the Model Approval Committee Chairman	G	Mgmt	For	For
9.10b	Approve Fees of the Model Approval Committee Members	G	Mgmt	For	For
9.11	Approve Fees of the Large Exposure Credit Committee Members	G	Mgmt	For	For
9.12	Approve Fees of the Ad Hoc Committee Members	G	Mgmt	For	For
10	Authorise Repurchase of Issued Ordinary Share Capital	G	Mgmt	For	For
11	Authorise Repurchase of Issued Preference Share Capital	G	Mgmt	For	For
12	Approve Financial Assistance in Terms of Section 45 of the Companies Act	G	Mgmt	For	For

Standard Chartered Plc

Meeting Date: 08/05/2025

Country: United Kingdom

Ticker: STAN

Record Date: 06/05/2025

Meeting Type: Annual

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

Blended Rationale: .

Standard Chartered Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Elect Lincoln Leong as Director	G	Mgmt	For	For
6	Re-elect Maria Ramos as Director	G	Mgmt	For	For
7	Re-elect Shirish Apte as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
8	Re-elect Diego De Giorgi as Director	G	Mgmt	For	For
9	Re-elect Jackie Hunt as Director	G	Mgmt	For	For
10	Re-elect Diane Jurgens as Director	G	Mgmt	For	For
11	Re-elect Robin Lawther as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
12	Re-elect Phil Rivett as Director	G	Mgmt	For	For
13	Re-elect David Tang as Director	G	Mgmt	For	For
14	Re-elect Bill Winters as Director	G	Mgmt	For	For
15	Re-elect Linda Yueh as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
16	Reappoint Ernst & Young LLP as Auditors	G	Mgmt	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
19	Authorise Issue of Equity	G	Mgmt	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	G	Mgmt	For	For
21	Authorise Issue of Equity in Relation to Equity Convertible Additional Tier 1 Securities	G	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Relation to Equity Convertible Additional Tier 1 Securities	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Standard Chartered Plc

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

Stanley Black & Decker, Inc.

Meeting Date: 25/04/2025

Country: USA

Ticker: SWK

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Donald Allan, Jr.	G	Mgmt	For	For
1b	Elect Director Andrea J. Ayers	G	Mgmt	For	For
1c	Elect Director Susan K. Carter	G	Mgmt	For	For
1d	Elect Director Debra A. Crew	G	Mgmt	For	For
1e	Elect Director John L. Garrison, Jr.	G	Mgmt	For	For
1f	Elect Director Michael D. Hankin	G	Mgmt	For	For
1g	Elect Director Robert J. Manning	G	Mgmt	For	For
1h	Elect Director Adrian V. Mitchell	G	Mgmt	For	For
1i	Elect Director Jane M. Palmieri	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Stanley Electric Co., Ltd.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 6923

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kaizumi, Yasuaki	G	Mgmt	For	For

Stanley Electric Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Takano, Kazuki	G	Mgmt	For	For
1.3	Elect Director Ueda, Keisuke	G	Mgmt	For	For
1.4	Elect Director Tomeoka, Tatsuaki	G	Mgmt	For	For
1.5	Elect Director Kondo, Tomohiro	G	Mgmt	For	For
1.6	Elect Director Kono, Hirokazu	G	Mgmt	For	For
1.7	Elect Director Takeda, Yozo	G	Mgmt	For	For
1.8	Elect Director Suzuki, Satoko	G	Mgmt	For	For
1.9	Elect Director Akimoto, Masahiko	G	Mgmt	For	For
1.10	Elect Director Hatano, Shoji	G	Mgmt	For	For
2	Appoint Statutory Auditor Oki, Satoshi	G	Mgmt	For	For
3	Approve Restricted Stock Plan	G	Mgmt	For	For

Stantec Inc.

Meeting Date: 15/05/2025

Country: Canada

Ticker: STN

Record Date: 20/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Douglas K. Ammerman	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.2	Elect Director Martin A. a Porta	G	Mgmt	For	For
1.3	Elect Director Shelley A. M. Brown	G	Mgmt	For	For
1.4	Elect Director Angeline G. Chen	G	Mgmt	For	For
1.5	Elect Director Richard (Rick) A. Eng	G	Mgmt	For	For
1.6	Elect Director Gordon (Gord) A. Johnston	G	Mgmt	For	For
1.7	Elect Director Christopher F. Lopez	G	Mgmt	For	For
1.8	Elect Director Marie-Lucie Morin	G	Mgmt	For	For
1.9	Elect Director Celina J. Wang Doka	G	Mgmt	For	For

Stantec Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

StarPower Semiconductor Ltd.

Meeting Date: 28/05/2025 **Country:** China **Ticker:** 603290
Record Date: 22/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve to Appoint Auditor	G	Mgmt	For	For
7	Approve Remuneration Assessment of Directors and Supervisors and Remuneration Plan	G	Mgmt	For	For
8	Approve Daily Related Party Transactions	G	Mgmt	For	For
9	Approve Financing Application	G	Mgmt	For	For
10	Approve Report on Provision for Asset Impairment	G	Mgmt	For	For
11	Approve Internal Control Evaluation Report	G	Mgmt	For	For
12	Approve Special Report on the Deposit and Usage of Raised Funds	G	Mgmt	For	For
13	Approve Provision of Guarantees	G	Mgmt	For	For
14	Amend Articles of Association	G	Mgmt	For	For

Starwood Property Trust, Inc.

Meeting Date: 01/05/2025

Country: USA

Ticker: STWD

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Richard D. Bronson	G	Mgmt	For	For
1.2	Elect Director Jeffrey G. Dishner	G	Mgmt	For	For
1.3	Elect Director Camille J. Douglas	G	Mgmt	For	For
1.4	Elect Director Deborah L. Harmon	G	Mgmt	For	For
1.5	Elect Director Solomon J. Kumin	G	Mgmt	For	For
1.6	Elect Director Fred Perpall	G	Mgmt	For	For
1.7	Elect Director Jonathan Pollack	G	Mgmt	For	For
1.8	Elect Director Fred S. Ridley	G	Mgmt	For	For
1.9	Elect Director Barry S. Sternlicht	G	Mgmt	For	For
1.10	Elect Director Strauss Zelnick	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

State Street Corporation

Meeting Date: 14/05/2025

Country: USA

Ticker: STT

Record Date: 14/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Marie A. Chandoha	G	Mgmt	For	For
1b	Elect Director DonnaLee A. DeMaio	G	Mgmt	For	For
1c	Elect Director Amelia C. Fawcett	G	Mgmt	For	For
1d	Elect Director William C. Freda	G	Mgmt	For	For
1e	Elect Director Patricia M. Halliday	G	Mgmt	For	For
1f	Elect Director Sara Mathew	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

State Street Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director William L. Meaney	G	Mgmt	For	For
1h	Elect Director Ronald P. O'Hanley	G	Mgmt	For	For
1i	Elect Director Sean P. O'Sullivan	G	Mgmt	For	For
1j	Elect Director Julio A. Portalatin	G	Mgmt	For	For
1k	Elect Director John B. Rhea	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Require Independent Board Chair	G	SH	Against	Against
<i>Blended Rationale: [SF-S0107-101] Company has a designated lead director who fulfills the requirements appropriate to such role.</i>					
5	Report on "Just Transition"	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					

Steel Dynamics, Inc.

Meeting Date: 25/04/2025 **Country:** USA **Ticker:** STLD
Record Date: 06/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Mark D. Millett	G	Mgmt	For	For
1B	Elect Director Sheree L. Bargabos	G	Mgmt	For	For
1C	Elect Director Kenneth W. Cornew	G	Mgmt	For	For
1D	Elect Director Traci M. Dolan	G	Mgmt	For	For
1E	Elect Director Jennifer L. Hamann	G	Mgmt	For	For
1F	Elect Director Bradley S. Seaman	G	Mgmt	For	For
1G	Elect Director Gabriel L. Shaheen	G	Mgmt	For	For
1H	Elect Director Luis M. Sierra	G	Mgmt	For	For
1I	Elect Director Richard P. Teets, Jr.	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Steel Dynamics, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Right to Call Special Meeting	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Stella-Jones Inc.

Meeting Date: 07/05/2025

Country: Canada

Ticker: SJ

Record Date: 14/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michelle Banik	G	Mgmt	For	For
1.2	Elect Director Robert Coallier	G	Mgmt	For	For
1.3	Elect Director Anne E. Giardini	G	Mgmt	For	For
1.4	Elect Director Karen Laflamme	G	Mgmt	For	For
1.5	Elect Director Katherine A. Lehman	G	Mgmt	For	For
1.6	Elect Director Douglas Muzyka	G	Mgmt	For	For
1.7	Elect Director Simon Pelletier	G	Mgmt	For	For
1.8	Elect Director Eric Vachon	G	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Stellantis NV

Meeting Date: 15/04/2025

Country: Netherlands

Ticker: STLAM

Record Date: 18/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2.a	Receive Report of Management Board (Non-Voting)	G	Mgmt		
2.b	Receive Explanation on Company's Reserves and Dividend Policy	G	Mgmt		
2.c	Approve Remuneration Report Containing Remuneration Policy for Management Board Members	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
2.d	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
2.e	Approve Dividends	G	Mgmt	For	For
2.f	Approve Discharge of Directors	G	Mgmt	For	For
3.a	Elect Fiona Clare Cicconi as Non-Executive Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
3.b	Elect Nicolas Dufourcq as Non-Executive Director	G	Mgmt	For	For
3.c	Elect Ann Frances Godbehere as Non-Executive Director	G	Mgmt	For	For
3.d	Elect Claudia Parzani as Non-Executive Director	G	Mgmt	For	For
3.e	Elect Daniel Ramot as Non-Executive Director	G	Mgmt	For	For
3.f	Elect Benoit Ribadeau-Dumas as Non-Executive Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
3.g	Elect Alice Davey Schroeder as Non-Executive Director	G	Mgmt	For	For
4.a	Ratify Deloitte Accountants B.V. as Auditors	G	Mgmt	For	For
4.b	Appoint Deloitte Accountants B.V. as Assurance Provider for Sustainability Reporting	G	Mgmt	For	For

Stellantis NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.a	Approve Remuneration Policy	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
5.b	Approve Revised Equity Incentive Plan and Grant Board Authority to Issue Shares and Exclude Preemptive Rights in Connection with Equity Incentive Plan	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i></p>					
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	G	Mgmt	For	For
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
8	Approve Cancellation of Common Shares	G	Mgmt	For	For
9	Close Meeting	G	Mgmt		

Stellar Bancorp, Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: STEL

Record Date: 26/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Laura D. Bellows	G	Mgmt	For	For
1.2	Elect Director Robert R. Franklin, Jr.	G	Mgmt	For	For
1.3	Elect Director Frances H. Jeter	G	Mgmt	For	For
1.4	Elect Director Reagan A. Reaud	G	Mgmt	For	For
1.5	Elect Director Steven F. Retzlaff	G	Mgmt	For	For
2	Declassify the Board of Directors	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Stellar Bancorp, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
5	Ratify Crowe LLP as Auditors	G	Mgmt	For	For

Stem, Inc.

Meeting Date: 04/06/2025 Country: USA Ticker: STEM
 Record Date: 11/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Krishna Shivram	G	Mgmt	For	For
1b	Elect Director Laura D'Andrea Tyson	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
5	Approve Reverse Stock Split	G	Mgmt	For	For
6	Reduce Authorized Common Stock	G	Mgmt	For	For
7	Adjourn Meeting	G	Mgmt	For	For

Sterling Infrastructure, Inc.

Meeting Date: 08/05/2025 Country: USA Ticker: STRL
 Record Date: 11/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director William T. Bosway	G	Mgmt	For	For
1b	Elect Director Roger A. Cregg	G	Mgmt	For	For
1c	Elect Director Joseph A. Cutillo	G	Mgmt	For	For
1d	Elect Director Julie A. Dill	G	Mgmt	For	For
1e	Elect Director Dana C. O'Brien	G	Mgmt	For	For

Sterling Infrastructure, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Dwayne A. Wilson	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For

Steven Madden, Ltd.

Meeting Date: 21/05/2025

Country: USA

Ticker: SHOO

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Edward R. Rosenfeld	G	Mgmt	For	For
1.2	Elect Director Peter A. Davis	G	Mgmt	For	For
1.3	Elect Director Al Ferrara	G	Mgmt	For	For
1.4	Elect Director Mitchell S. Klipper	G	Mgmt	For	For
1.5	Elect Director Maria Teresa Kumar	G	Mgmt	For	For
1.6	Elect Director Rose Peabody Lynch	G	Mgmt	For	For
1.7	Elect Director Peter Migliorini	G	Mgmt	For	For
1.8	Elect Director Arian Simone Reed	G	Mgmt	For	For
1.9	Elect Director Ravi Sachdev	G	Mgmt	For	For
1.10	Elect Director Robert Smith	G	Mgmt	For	For
1.11	Elect Director Amelia Newton Varela	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Stewart Information Services Corporation

Meeting Date: 07/05/2025

Country: USA

Ticker: STC

Record Date: 11/03/2025

Meeting Type: Annual

Stewart Information Services Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Thomas G. Apel	G	Mgmt	For	For
1.2	Elect Director C. Allen Bradley, Jr.	G	Mgmt	For	For
1.3	Elect Director Robert L. Clarke	G	Mgmt	For	For
1.4	Elect Director William S. Corey, Jr.	G	Mgmt	For	For
1.5	Elect Director Frederick H. Eppinger, Jr.	G	Mgmt	For	For
1.6	Elect Director Deborah J. Matz	G	Mgmt	For	For
1.7	Elect Director Matthew W. Morris	G	Mgmt	For	For
1.8	Elect Director Karen R. Pallotta	G	Mgmt	For	For
1.9	Elect Director Manolo Sánchez	G	Mgmt	For	For
1.10	Elect Director Helen Vaid	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Stifel Financial Corp.

Meeting Date: 04/06/2025 Country: USA Ticker: SF
Record Date: 07/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Adam T. Berlew	G	Mgmt	For	For
1.2	Elect Director Maryam S. Brown	G	Mgmt	For	For
1.3	Elect Director Michael W. Brown	G	Mgmt	For	For
1.4	Elect Director Lisa L. Carnoy	G	Mgmt	For	For
1.5	Elect Director Robert E. Grady	G	Mgmt	For	For
1.6	Elect Director James P. Kavanaugh	G	Mgmt	For	For
1.7	Elect Director Ronald J. Kruszewski	G	Mgmt	For	For
1.8	Elect Director Maura A. Markus	G	Mgmt	For	For
1.9	Elect Director David A. Peacock	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Stifel Financial Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.10	Elect Director Thomas W. Weisel	G	Mgmt	For	For
1.11	Elect Director Michael J. Zimmerman	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Stillfront Group AB

Meeting Date: 14/05/2025 **Country:** Sweden **Ticker:** SF
Record Date: 06/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
5	Approve Agenda of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8.(a)	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8.(b)	Approve Treatment of Net Loss	G	Mgmt	For	For
8.c1	Approve Discharge of Katarina G. Bonde	G	Mgmt	For	For
8.c2	Approve Discharge of Erik Forsberg	G	Mgmt	For	For
8.c3	Approve Discharge of Maria Hedengren	G	Mgmt	For	For
8.c4	Approve Discharge of Birgitta Henriksson	G	Mgmt	For	For
8.c5	Approve Discharge of Marcus Jacobs	G	Mgmt	For	For
8.c6	Approve Discharge of Lars-Johan Jarnheimer	G	Mgmt	For	For
8.c7	Approve Discharge of David Nordberg	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Stillfront Group AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.c8	Approve Discharge of Ulrika Viklund	G	Mgmt	For	For
8.c9	Approve Discharge of CEO Alexis Bonte	G	Mgmt	For	For
8.c10	Approve Discharge of Former CEO Jorgen Larsson	G	Mgmt	For	For
9	Approve Remuneration Report	G	Mgmt	For	For
10	Determine Number of Members (6) and Deputy Members (0) of Board	G	Mgmt	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 870,000 for Chair and SEK 340,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
11.2	Approve Remuneration of Auditors	G	Mgmt	For	For
12.1	Reelect Katarina G. Bonde as Director	G	Mgmt	For	For
12.2	Reelect Erik Forsberg as Director	G	Mgmt	For	For
12.3	Reelect Maria Hedengren as Director	G	Mgmt	For	For
12.4	Reelect Marcus Jacobs as Director	G	Mgmt	For	For
12.5	Reelect Lars-Johan Jarnheimer as Director	G	Mgmt	For	For
12.6	Reelect David Nordberg as Director	G	Mgmt	For	For
12.7	Reelect Katarina G. Bonde as Board Chair	G	Mgmt	For	For
13	Ratify PricewaterhouseCoopers as Auditors	G	Mgmt	For	For
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
15	Approve Issuance of Shares for a Private Placement for the Sellers of Everguild Ltd	G	Mgmt	For	For
16	Approve Issuance of Shares for a Private Placement for the Sellers of Jawaker FZ LLC	G	Mgmt	For	For
17	Approve Issuance of Shares for a Private Placement for the Sellers of Sandbox Interactive GmbH	G	Mgmt	For	For
18	Approve Issuance of Shares for a Private Placement for the Sellers of Six Waves Inc	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Stillfront Group AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
19	Approve Issuance of Up to 10 Percent of Issued Shares without Preemptive Rights	G	Mgmt	For	For
20	Authorize Share Repurchase Program	G	Mgmt	For	For
21	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	For
22	Approve Performance Share Plan for Key Employees (LTIP 2025/2029)	G	Mgmt	For	For
23	Approve Equity Plan Financing Through Issuance of Warrants of Series 2025/2029; Approve Transfer of Warrants to Participants	G	Mgmt	For	For
24	Approve Equity Plan Financing Through Issuance of Warrants of Series 2024/2028; Approve Transfer of Warrants to Participants	G	Mgmt	For	For
25	Approve Transfer of Warrants to Participants in LTIP 2025/2029	G	Mgmt	For	For
26	Approve Transfer of Warrants to Participants in LTIP 2024/2028	G	Mgmt	For	For
27	Close Meeting	G	Mgmt		

STMicroelectronics NV

Meeting Date: 28/05/2025

Country: Switzerland

Ticker: STMMI

Record Date: 30/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1.	Receive Report of Management Board (Non-Voting)	G	Mgmt		
2.	Receive Report of Supervisory Board (Non-Voting)	G	Mgmt		
3.	Approve Remuneration Report	G	Mgmt	For	For
4.	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
5.	Approve Dividends	G	Mgmt	For	For
6.	Approve Discharge of Management Board	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

STMicroelectronics NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.	Approve Discharge of Supervisory Board	G	Mgmt	For	For
8.	Approve Remuneration of Supervisory Board	G	Mgmt	For	For
9.	Approve Stock-Based Portion of the Compensation of the President and CEO	G	Mgmt	For	For
10.	Approve Stock-Based Portion of the Compensation of the President and CFO	G	Mgmt	For	For
11.a.	Elect Werner Lieberherr to Supervisory Board	G	Mgmt	For	For
11.b.	Elect Simonetta Acri to Supervisory Board	G	Mgmt	For	For
12.	Reelect Ana de Pro Gonzalo to Supervisory Board	G	Mgmt	For	For
13.	Reelect Helene Vletter van Dort to Supervisory Board	G	Mgmt	For	For
14.	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	G	Mgmt	For	For
15.	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	G	Mgmt	For	For
16.	Authorize Repurchase of Shares	G	Mgmt	For	For
17.	Grant Board Authority to Issue Shares and Restrict/Exclude Preemptive Rights	G	Mgmt	For	For
18.	Allow Questions	G	Mgmt		

Stock Yards Bancorp, Inc.

Meeting Date: 24/04/2025 **Country:** USA **Ticker:** SYBT
Record Date: 28/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Shannon B. Arvin	G	Mgmt	For	For
1b	Elect Director Paul J. Bickel, III	G	Mgmt	For	For
1c	Elect Director Allison J. Donovan	G	Mgmt	For	For
1d	Elect Director David P. Heintzman	G	Mgmt	For	For
1e	Elect Director Carl G. Herde	G	Mgmt	For	For

Stock Yards Bancorp, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director James A. Hillebrand	G	Mgmt	For	For
1g	Elect Director Richard A. Lechleiter	G	Mgmt	For	For
1h	Elect Director Philip S. Poindexter	G	Mgmt	For	For
1i	Elect Director Stephen M. Priebe	G	Mgmt	For	For
1j	Elect Director Edwin S. Saunier	G	Mgmt	For	For
1k	Elect Director John L. Schutte	G	Mgmt	For	For
1l	Elect Director Laura L. Wells	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Stoke Therapeutics, Inc.

Meeting Date: 03/06/2025 **Country:** USA **Ticker:** STOK
Record Date: 07/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Edward M. Kaye	G	Mgmt	For	For
1.2	Elect Director Seth L. Harrison	G	Mgmt	For	For
<i>Blended Rationale:</i> .					
1.3	Elect Director Arthur O. Tzianabos	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
<i>Blended Rationale:</i> [SF-M0552-002] We believe that it is in the best interests of shareholders for issuers to hold votes on executive compensation every year.					

Stoneridge, Inc.

Meeting Date: 13/05/2025 **Country:** USA **Ticker:** SRI
Record Date: 21/03/2025 **Meeting Type:** Annual

Stoneridge, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ira C. Kaplan	G	Mgmt	For	For
1.2	Elect Director Kim Korth	G	Mgmt	For	For
1.3	Elect Director William M. Lasky	G	Mgmt	For	For
1.4	Elect Director Carsten J. Reinhardt	G	Mgmt	For	For
1.5	Elect Director Sheila Rutt	G	Mgmt	For	For
1.6	Elect Director Frank S. Sklarsky	G	Mgmt	For	For
1.7	Elect Director James Zizelman	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For

Stoneweg European Real Estate Investment Trust

Meeting Date: 29/04/2025 **Country:** Singapore **Ticker:** CWBU
Record Date: **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Trust Deed Re: Proposed Stapling	G	Mgmt	For	For
2	Approve Stapling of Stoneweg European REIT and Stoneweg European BT	G	Mgmt	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For

Stoneweg European Real Estate Investment Trust

Meeting Date: 29/04/2025 **Country:** Singapore **Ticker:** CWBU
Record Date: **Meeting Type:** Annual

Stoneweg European Real Estate Investment Trust

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Trustee's Report, Statement by the Manager, Audited Financial Statements and Auditors' Report	G	Mgmt	For	For
2	Approve Deloitte & Touche LLP as Auditors and Authorize Manager to Fix Their Remuneration	G	Mgmt	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For
4	Authorize Unit Repurchase Program	G	Mgmt	For	For

StorageVault Canada Inc.

Meeting Date: 21/05/2025

Country: Canada

Ticker: SVI

Record Date: 11/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Directors at Six	G	Mgmt	For	For
2A	Elect Director Steven Scott	G	Mgmt	For	For
2B	Elect Director Iqbal Khan	G	Mgmt	For	For
2C	Elect Director Alan A. Simpson	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.[SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
2D	Elect Director Benjamin Harris	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-004] Vote against longest tenured member of nominating committee because the board is not majority independent.</i>					
2E	Elect Director Mary Vitug	G	Mgmt	For	For
2F	Elect Director Deborah Robinson	G	Mgmt	For	For
3	Approve MNP LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Re-approve Stock Option Plan	G	Mgmt	For	For
5	Approve Equity Incentive Plan	G	Mgmt	For	For

Meeting Date: 09/04/2025

Country: Norway

Ticker: STB

Record Date: 02/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
5	Receive Report on Company's Activities	G	Mgmt		
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 4.70 Per Share	G	Mgmt	For	For
7	Discuss Company's Corporate Governance Statement	G	Mgmt		
8	Approve Remuneration Statement (Advisory Vote)	G	Mgmt	For	For
9	Approve NOK 62.4 Million Reduction in Share Capital via Share Cancellation	G	Mgmt	For	For
10.1	Authorize Share Repurchase Program	G	Mgmt	For	For
10.2	Approve Creation of NOK 217 Million Pool of Capital without Preemptive Rights	G	Mgmt	For	For
10.3	Authorize Board to Raise Subordinated Loans	G	Mgmt	For	For
11.1	Elect Jarle Roth (Chair) as Director	G	Mgmt	For	For
11.2	Elect Martin Skancke (Vice Chair) as Director	G	Mgmt	For	For
11.3	Elect Christel Elise Borge as Director	G	Mgmt	For	For
11.4	Elect Viveka Ekberg as Director	G	Mgmt	For	For
11.5	Elect Janne Flessum as Director	G	Mgmt	For	For
11.6	Elect Benjamin Kristoffer Golding as Director	G	Mgmt	For	For
11.7	Elect Line M. Hestvik as Director	G	Mgmt	For	For
11.8	Elect Jarle Roth as Board Chair	G	Mgmt	For	For

Storebrand ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11.9	Elect Martin Skancke as Vice Chair	G	Mgmt	For	For
12.1	Elect Nils Bastiansen as Member of the Nomination Committee	G	Mgmt	For	For
12.2	Elect Fridtjof Berents as Member of the Nomination Committee	G	Mgmt	For	For
12.3	Elect Liv Monica Stubholt as Member of the Nomination Committee	G	Mgmt	For	For
12.4	Elect Lars Jansen Viste as Member of the Nomination Committee	G	Mgmt	For	For
12.5	Elect Nils Bastiansen as Chair of Nominating Committee	G	Mgmt	For	For
13.1	Approve Remuneration of Directors	G	Mgmt	For	For
13.2	Approve Remuneration of Board Committees	G	Mgmt	For	For
13.3	Approve Remuneration of Nominating Committee	G	Mgmt	For	For
14	Approve Remuneration of Auditors	G	Mgmt	For	For
15	Close Meeting	G	Mgmt		

STRATEC SE

Meeting Date: 27/06/2025 **Country:** Germany **Ticker:** SBS
Record Date: 20/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.60 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-010] As chairman of the board, responsible for lack of diversity. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
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	G	Mgmt	For	For
5.b)	Appoint PricewaterhouseCoopers GmbH as Auditor for the Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Increase in Size of Board to Five Members	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
7	Elect Ralf Leistner to the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>					
8	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i>					
9	Approve Remuneration Policy	G	Mgmt	For	For
10	Approve Creation of EUR 2.4 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
11	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Million; Approve Creation of EUR 800,000 Pool of Capital to Guarantee Conversion Rights	G	Mgmt	For	For
12	Approve Cancellation of Conditional Capital VI/2013	G	Mgmt	For	For
13	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For

STRATEC SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For

Strategic Education, Inc.

Meeting Date: 23/04/2025 **Country:** USA **Ticker:** STRA
Record Date: 03/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Charlotte F. Beason	G	Mgmt	For	For
1.2	Elect Director Rita D. Brogley	G	Mgmt	For	For
1.3	Elect Director Gregory W. Cappelli	G	Mgmt	For	For
1.4	Elect Director Viet D. Dinh	G	Mgmt	For	For
1.5	Elect Director Robert R. Grusky	G	Mgmt	For	For
1.6	Elect Director Jerry L. Johnson	G	Mgmt	For	For
1.7	Elect Director Karl McDonnell	G	Mgmt	For	For
1.8	Elect Director Michael A. McRobbie	G	Mgmt	For	For
1.9	Elect Director Benjamin E. Sasse	G	Mgmt	For	For
1.10	Elect Director Robert S. Silberman	G	Mgmt	For	For
1.11	Elect Director William J. Slocum	G	Mgmt	For	For
1.12	Elect Director Michael J. Thawley	G	Mgmt	For	For
1.13	Elect Director G. Thomas Waite, III	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Straumann Holding AG

Meeting Date: 10/04/2025 **Country:** Switzerland **Ticker:** STMN
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Non-Financial Report	E, S	Mgmt	For	For
1.3	Approve Remuneration Report	G	Mgmt	For	For
2.1	Approve Allocation of Income and Dividends of CHF 0.57 per Share and CHF 0.38 per Share from Capital Contribution Reserves	G	Mgmt	For	For
2.2	Approve Transfer of Legal Capital Reserves and Legal Retained Earnings	G	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
4	Approve Remuneration of Directors in the Amount of CHF 2.6 Million	G	Mgmt	For	For
5.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9.2 Million	G	Mgmt	For	For
5.2	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 4 Million	G	Mgmt	For	For
5.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 8.4 Million	G	Mgmt	For	For
6.1	Reelect Petra Rumpf as Director and Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
6.2	Reelect Xiaoqun Clever-Steg as Director	G	Mgmt	For	For
6.3	Reelect Olivier Filliol as Director	G	Mgmt	For	For
6.4	Reelect Marco Gadola as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
6.5	Reelect Stefan Meister as Director	G	Mgmt	For	For
6.6	Reelect Thomas Straumann as Director	G	Mgmt	For	For
6.7	Reelect Regula Wallimann as Director	G	Mgmt	For	For

Straumann Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.1	Reappoint Olivier Filliol as Member of the Human Resources and Compensation Committee	G	Mgmt	For	For
7.2	Reappoint Marco Gadola as Member of the Human Resources and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
7.3	Reappoint Regula Wallimann as Member of the Human Resources and Compensation Committee	G	Mgmt	For	For
8	Designate NEOVIUS AG as Independent Proxy	G	Mgmt	For	For
9	Ratify Ernst & Young AG as Auditors	G	Mgmt	For	For
10	Transact Other Business (Voting)	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>					

Stryker Corporation

Meeting Date: 08/05/2025 **Country:** USA **Ticker:** SYK
Record Date: 10/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mary K. Brainerd	G	Mgmt	For	For
1b	Elect Director Giovanni Caforio	G	Mgmt	For	For
1c	Elect Director Kevin A. Lobo	G	Mgmt	For	For
1d	Elect Director Emmanuel P. Maceda	G	Mgmt	For	For
1e	Elect Director Sherilyn S. McCoy	G	Mgmt	For	For
1f	Elect Director Rachel M. Ruggeri	G	Mgmt	For	For
1g	Elect Director Andrew K. Silvernail	G	Mgmt	For	For
1h	Elect Director Lisa M. Skeete Tatum	G	Mgmt	For	For
1i	Elect Director Ronda E. Stryker	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Stryker Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Rajeev Suri	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Amend Restricted Stock Plan	G	Mgmt	For	For
5	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For
6	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
7	Report on Political Contributions and Expenditures	S	SH	Against	Against

Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.

Subaru Corp.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 7270

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 67	G	Mgmt	For	For
2.1	Elect Director Osaki, Atsushi	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.2	Elect Director Hayata, Fumiaki	G	Mgmt	For	For
2.3	Elect Director Nakamura, Tomomi	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.4	Elect Director Fujinuki, Tetsuo	G	Mgmt	For	For
2.5	Elect Director Toda, Shinsuke	G	Mgmt	For	For
2.6	Elect Director Doi, Miwako	G	Mgmt	For	For
2.7	Elect Director Hachiuma, Fuminao	G	Mgmt	For	For
2.8	Elect Director Yamashita, Shigeru	G	Mgmt	For	For
3	Appoint Statutory Auditor Shoji, Jinya	G	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Ryu, Hirohisa	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Subsea 7 SA

Meeting Date: 08/05/2025

Country: Luxembourg

Ticker: SUBC

Record Date: 24/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Receive Board's and Auditor's Reports	G	Mgmt		
2	Approve Financial Statements	G	Mgmt	For	For
3	Approve Consolidated Financial Statements	G	Mgmt	For	For
4	Approve Allocation of Income and Dividends	G	Mgmt	For	For
5	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
6	Approve Discharge of Directors	G	Mgmt	For	For
7	Reappoint Ernst & Young S.A., Luxembourg as Auditor	G	Mgmt	For	For
8	Reappoint Ernst & Young S.A., as Auditor for Sustainability Reporting	G	Mgmt	For	For
9	Reelect Treveri S.a r.l., Represented by Kristian Siem as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
10	Reelect Eldar Saetre as Non-Executive Director	G	Mgmt	For	For
11	Reelect Elisabeth Proust Van Heeswijk as Non-Executive Director	G	Mgmt	For	For
12	Reelect Louisa Siem as Non-Executive Director	G	Mgmt	For	For
13	Elect Lucia de Andrade as Non-Executive Director	G	Mgmt	For	For

Subsea 7 SA

Meeting Date: 08/05/2025

Country: Luxembourg

Ticker: SUBC

Record Date: 24/03/2025

Meeting Type: Extraordinary Shareholders

Subsea 7 SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda		Mgmt		
1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights and to Limit or Cancel the Preferential Subscription Rights	G	Mgmt	For	For
2	Approve Share Repurchase and Cancel Repurchased Shares by way of Share Capital Reduction	G	Mgmt	For	For

Sulzer AG

Meeting Date: 23/04/2025

Country: Switzerland

Ticker: SUN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
2	Approve Non-Financial Report	E, S	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 4.25 per Share	G	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	G	Mgmt	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 17.5 Million	G	Mgmt	For	For
6.1	Reelect Suzanne Thoma as Director and Board Chair	G	Mgmt	For	For
6.2.1	Reelect Alexey Moskov as Director	G	Mgmt	For	For
6.2.2	Reelect David Metzger as Director	G	Mgmt	For	For
6.2.3	Reelect Markus Kammueler as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Sulzer AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.2.4	Reelect Prisca Havranek-Kosicek as Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
6.2.5	Reelect Hariolf Kottmann as Director	G	Mgmt	For	For
6.2.6	Reelect Per Utnegaard as Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
7.1	Reappoint Alexey Moskov as Member of the Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
7.2	Reappoint Markus Kammuller as Member of the Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
7.3	Reappoint Hariolf Kottman as Member of the Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
8	Ratify KPMG AG as Auditors	G	Mgmt	For	For
9	Designate Proxy Voting Services GmbH as Independent Proxy	G	Mgmt	For	For
10	Transact Other Business (Voting)	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>					

Sumitomo Bakelite Co., Ltd.

Meeting Date: 24/06/2025 **Country:** Japan **Ticker:** 4203
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	G	Mgmt	For	For
2.1	Elect Director Fujiwara, Kazuhiko	G	Mgmt	For	For
2.2	Elect Director Kajiya, Shinichi	G	Mgmt	For	For

Sumitomo Bakelite Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.3	Elect Director Inagaki, Masayuki	G	Mgmt	For	For
2.4	Elect Director Kobayashi, Takashi	G	Mgmt	For	For
2.5	Elect Director Kurachi, Keisuke	G	Mgmt	For	For
2.6	Elect Director Hirai, Toshiya	G	Mgmt	For	For
2.7	Elect Director Matsuda, Kazuo	G	Mgmt	For	For
2.8	Elect Director Nagashima, Etsuko	G	Mgmt	For	For
2.9	Elect Director Wakabayashi, Hiroyuki	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Yufu, Setsuko	G	Mgmt	For	For

Sumitomo Chemical Co., Ltd.

Meeting Date: 20/06/2025

Country: Japan

Ticker: 4005

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Recognize Validity of Board Resolutions in Written or Electronic Format	G	Mgmt	For	For
2.1	Elect Director Iwata, Keiichi	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.2	Elect Director Mito, Nobuaki	G	Mgmt	For	For
2.3	Elect Director Niinuma, Hiroshi	G	Mgmt	For	For
2.4	Elect Director Sasaki, Keigo	G	Mgmt	For	For
2.5	Elect Director Yamaguchi, Takanari	G	Mgmt	For	For
2.6	Elect Director Ito, Motoshige	G	Mgmt	For	For
2.7	Elect Director Muraki, Atsuko	G	Mgmt	For	For
2.8	Elect Director Ichikawa, Akira	G	Mgmt	For	For
2.9	Elect Director Noda, Yumiko	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Nozaki, Kunio	G	Mgmt	For	For

Sumitomo Chemical Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.2	Elect Director and Audit Committee Member Ono, Kenji	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Kato, Yoshitaka	G	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Yoneda, Michio	G	Mgmt	For	For
3.5	Elect Director and Audit Committee Member Kamimura, Masamichi	G	Mgmt	For	For
4	Elect Alternate Director and Audit Committee Member Ito, Motoshige	G	Mgmt	For	For
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For
7	Approve Restricted Stock Plan	G	Mgmt	For	For

Sumitomo Corp.

Meeting Date: 20/06/2025

Country: Japan

Ticker: 8053

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 65	G	Mgmt	For	For
2	Amend Articles to Adopt Board Structure with Audit Committee - Authorize Directors to Execute Day to Day Operations without Full Board Approval	G	Mgmt	For	For
3.1	Elect Director Hyodo, Masayuki	G	Mgmt	For	For
3.2	Elect Director Nambu, Toshikazu	G	Mgmt	For	For
3.3	Elect Director Ueno, Shingo	G	Mgmt	For	For
3.4	Elect Director Seishima, Takayuki	G	Mgmt	For	For
3.5	Elect Director Moroka, Reiji	G	Mgmt	For	For
3.6	Elect Director Ide, Akiko	G	Mgmt	For	For
3.7	Elect Director Mitachi, Takashi	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.8	Elect Director Takahara, Takahisa	G	Mgmt	For	For
3.9	Elect Director Asakura, Haruyasu	G	Mgmt	For	For
3.10	Elect Director Otsuki, Nana	G	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Mikogami, Daisuke	G	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Sakata, Kazunari	G	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Nagashima, Yukiko	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
4.4	Elect Director and Audit Committee Member Inada, Nobuo	G	Mgmt	For	For
4.5	Elect Director and Audit Committee Member Kunii, Taisei	G	Mgmt	For	For
5	Elect Alternate Director and Audit Committee Member Otsuki, Nana	G	Mgmt	For	For
6	Approve Fixed Cash Compensation Ceiling and Annual Bonus Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For
8	Approve Performance Share Plan	G	Mgmt	For	For
9	Amend Articles to Add Provision on Disclosure of Financial Risk Audit by Statutory Auditor Board	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0222-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
10	Amend Articles to Add Provision on Disclosure of Financial Impact resulting from Failure to Meet 1.5 Degree Celsius Target under the Paris Agreement	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0742-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

Sumitomo Electric Industries Ltd.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 5802

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 61	G	Mgmt	For	For
2.1	Elect Director Matsumoto, Masayoshi	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2.2	Elect Director Inoue, Osamu	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2.3	Elect Director Hato, Hideo	G	Mgmt	For	For
2.4	Elect Director Shirayama, Masaki	G	Mgmt	For	For
2.5	Elect Director Miyata, Yasuhiro	G	Mgmt	For	For
2.6	Elect Director Sahashi, Toshiyuki	G	Mgmt	For	For
2.7	Elect Director Ogata, Yoshiyuki	G	Mgmt	For	For
2.8	Elect Director Sato, Hiroshi	G	Mgmt	For	For
2.9	Elect Director Tsuchiya, Michihiro	G	Mgmt	For	For
2.10	Elect Director Watanabe, Katsuaki	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2.11	Elect Director Horiba, Atsushi	G	Mgmt	For	For
2.12	Elect Director Kawamata, Kyoko	G	Mgmt	For	For
2.13	Elect Director Hayami, Hiroshi	G	Mgmt	For	For
2.14	Elect Director Togawa, Hisashi	G	Mgmt	For	For
2.15	Elect Director Asli M. Colpan	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
3	Appoint Statutory Auditor Kijima, Tatsuo	G	Mgmt	For	For
4	Approve Annual Bonus	G	Mgmt	For	For

Sumitomo Metal Mining Co. Ltd.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 5713

Record Date: 31/03/2025

Meeting Type: Annual

Sumitomo Metal Mining Co. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 55	G	Mgmt	For	For
2.1	Elect Director Nozaki, Akira	G	Mgmt	For	For
2.2	Elect Director Matsumoto, Nobuhiro	G	Mgmt	For	For
2.3	Elect Director Takebayashi, Masaru	G	Mgmt	For	For
2.4	Elect Director Yoshida, Hiroshi	G	Mgmt	For	For
2.5	Elect Director Ishii, Taeko	G	Mgmt	For	For
2.6	Elect Director Kinoshita, Manabu	G	Mgmt	For	For
2.7	Elect Director Takeuchi, Koji	G	Mgmt	For	For
2.8	Elect Director Sawaki Nicola Michele	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Matsushita, Hirohiko	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Wakamatsu, Shoji	G	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Mishina, Kazuhiro	G	Mgmt	For	For
5	Approve Restricted Stock Plan	G	Mgmt	For	For

Sumitomo Mitsui Construction Co., Ltd.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 1821

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 14	G	Mgmt	For	For
2.1	Elect Director Shibata, Toshio	G	Mgmt	For	For
2.2	Elect Director Taira, Yoshihiko	G	Mgmt	For	For
2.3	Elect Director Yui, Takashi	G	Mgmt	For	For
2.4	Elect Director Sogo, Ryosuke	G	Mgmt	For	For
2.5	Elect Director Kawahashi, Nobuo	G	Mgmt	For	For
2.6	Elect Director Nibuya, Susumu	G	Mgmt	For	For
2.7	Elect Director Yamashita, Mami	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Sumitomo Mitsui Financial Group, Inc.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 8316

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 62	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2.1	Elect Director Takashima, Makoto	G	Mgmt	For	For
2.2	Elect Director Nakashima, Toru	G	Mgmt	For	For
2.3	Elect Director Kudo, Teiko	G	Mgmt	For	For
2.4	Elect Director Anchi, Kazuyuki	G	Mgmt	For	For
2.5	Elect Director Isshiki, Toshihiro	G	Mgmt	For	For
2.6	Elect Director Matsugasaki, Honami	G	Mgmt	For	For
2.7	Elect Director Kadonaga, Sonosuke	G	Mgmt	For	For
2.8	Elect Director Sawada, Jun	G	Mgmt	For	For
2.9	Elect Director Goto, Yoriko	G	Mgmt	For	For
2.10	Elect Director Teshirogi, Isao	G	Mgmt	For	For
2.11	Elect Director Takashima, Norimitsu	G	Mgmt	For	For
2.12	Elect Director Charles D. Lake II	G	Mgmt	For	For
2.13	Elect Director Jenifer Rogers	G	Mgmt	For	For
3	Amend Articles to Add Provision on Disclosure of Financial Risk Audit by Audit Committee	G	SH	Against	Against
	<i>Blended Rationale: [RJ-S0222-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>				
4	Amend Articles to Add Provision on Assessment of Clients' Climate Change Transition Plans	E	SH	Against	Against
	<i>Blended Rationale: [RJ-S0742-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>				
5	Approve Alternate Final Dividend of JPY 70 per Share	G	SH	Against	Against
	<i>Blended Rationale: [RJ-S0152-002] AGAINST shareholder proposal as the proposed capital policy is inappropriate considering the financial performance of the company.</i>				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Sumitomo Mitsui Trust Group, Inc.

Meeting Date: 20/06/2025

Country: Japan

Ticker: 8309

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 82.5	G	Mgmt	For	For
2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors	G	Mgmt	For	For
3.1	Elect Director Takakura, Toru	G	Mgmt	For	For
3.2	Elect Director Sato, Masakatsu	G	Mgmt	For	For
3.3	Elect Director Matsumoto, Chikako	G	Mgmt	For	For
3.4	Elect Director Okubo, Tetsuo	G	Mgmt	For	For
3.5	Elect Director Kato, Koichi	G	Mgmt	For	For
3.6	Elect Director Matsushita, Isao	G	Mgmt	For	For
3.7	Elect Director Kawamoto, Hiroko	G	Mgmt	For	For
3.8	Elect Director Kato, Nobuaki	G	Mgmt	For	For
3.9	Elect Director Kashima, Kaoru	G	Mgmt	For	For
3.10	Elect Director Ito, Tomonori	G	Mgmt	For	For
3.11	Elect Director Watanabe, Hajime	G	Mgmt	For	For
3.12	Elect Director Fujita, Hirokazu	G	Mgmt	For	For
3.13	Elect Director Sakakibara, Kazuo	G	Mgmt	For	For

Sumitomo Pharma Co., Ltd.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 4506

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Abolish Board Structure with Statutory Auditors - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Indemnify Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Sumitomo Pharma Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Director Kimura, Toru	G	Mgmt	For	For
2.2	Elect Director Sakai, Motoyuki	G	Mgmt	For	For
2.3	Elect Director Nakagawa, Tsutomu	G	Mgmt	For	For
2.4	Elect Director Niinuma, Hiroshi	G	Mgmt	For	For
2.5	Elect Director Usui, Minoru	G	Mgmt	For	For
2.6	Elect Director Fujimoto, Koji	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Kashima, Hisayoshi	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Iteya, Yoshio	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Mochizuki, Mayumi	G	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Michimori, Daishiro	G	Mgmt	For	For
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For

Sumitomo Realty & Development Co., Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 8830

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 35	G	Mgmt	For	For
2	Amend Articles to Amend Provisions on Number of Directors - Reduce Directors' Term - Amend Provisions on Director Titles	G	Mgmt	For	For
3.1	Elect Director Onodera, Kenichi	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
3.2	Elect Director Nishima, Kojun	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				

Sumitomo Realty & Development Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.3	Elect Director Kobayashi, Masato	G	Mgmt	For	For
3.4	Elect Director Odai, Yoshiyuki	G	Mgmt	For	For
3.5	Elect Director Katayama, Hisatoshi	G	Mgmt	For	For
3.6	Elect Director Kemori, Nobumasa	G	Mgmt	For	For
3.7	Elect Director Terada, Chiyono	G	Mgmt	For	For
3.8	Elect Director Tamura, Hakaru	G	Mgmt	For	Against

Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.

4	Appoint Alternate Statutory Auditor Nakamura, Setsuya	G	Mgmt	For	For
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Sumitomo Riko Co. Ltd.

Meeting Date: 19/06/2025

Country: Japan

Ticker: 5191

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 42	G	Mgmt	For	For
2.1	Elect Director Shimizu, Kazushi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-024] AGAINST directors responsible as the board is less than 1/3 independent in face of major blockholders. [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>					
2.2	Elect Director Waku, Shinichi	G	Mgmt	For	For
2.3	Elect Director Yamane, Hideo	G	Mgmt	For	For
2.4	Elect Director Yasuda, Hideyoshi	G	Mgmt	For	For
2.5	Elect Director Yano, Katsuhisa	G	Mgmt	For	For
2.6	Elect Director Iritani, Masaaki	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
2.7	Elect Director Miyagi, Mariko	G	Mgmt	For	For
2.8	Elect Director Ise, Kiyotaka	G	Mgmt	For	For
3	Approve Compensation Ceiling for Directors	G	Mgmt	For	For
4	Approve Compensation Ceiling for Statutory Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Sumitomo Riko Co. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Annual Bonus	G	Mgmt	For	For

Sumitomo Warehouse Co., Ltd.

Meeting Date: 26/06/2025 **Country:** Japan **Ticker:** 9303
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 52.5	G	Mgmt	For	For
2.1	Elect Director Ono, Takanori	G	Mgmt	For	For
2.2	Elect Director Nagata, Akihito	G	Mgmt	For	For
2.3	Elect Director So, Katsunori	G	Mgmt	For	For
2.4	Elect Director Hoshino, Akihiko	G	Mgmt	For	For
2.5	Elect Director Kuroki, Ikuo	G	Mgmt	For	For
2.6	Elect Director Yamaguchi, Shuji	G	Mgmt	For	For
2.7	Elect Director Kawai, Hideaki	G	Mgmt	For	For
2.8	Elect Director Iga, Mari	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Sakaguchi, Akira	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Nishibashi, Kuniko	G	Mgmt	For	For

Summerset Group Holdings Limited

Meeting Date: 22/04/2025 **Country:** New Zealand **Ticker:** SUM
Record Date: 17/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Mark Verbiest as Director	G	Mgmt	For	For
2	Elect Stephen Bull as Director	G	Mgmt	For	For
3	Elect Grainne Troute as Director	G	Mgmt	For	For

Summit Hotel Properties, Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: INN

Record Date: 05/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Bjorn R. L. Hanson	G	Mgmt	For	For
1b	Elect Director Jeffrey W. Jones	G	Mgmt	For	For
1c	Elect Director Kenneth J. Kay	G	Mgmt	For	For
1d	Elect Director Mehulkumar B. Patel	G	Mgmt	For	For
1e	Elect Director Amina Belouizdad Porter	G	Mgmt	For	For
1f	Elect Director Jonathan P. Stanner	G	Mgmt	For	For
1g	Elect Director Thomas W. Storey	G	Mgmt	For	For
1h	Elect Director Hope S. Taitz	G	Mgmt	For	For
2	Ratify Ernst & Young, LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Sun Communities, Inc.

Meeting Date: 13/05/2025

Country: USA

Ticker: SUI

Record Date: 18/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Gary A. Shiffman	G	Mgmt	For	For
1b	Elect Director Tonya Allen	G	Mgmt	For	For
1c	Elect Director Meghan G. Baivier	G	Mgmt	For	For
1d	Elect Director Jeff T. Blau	G	Mgmt	For	For
1e	Elect Director Mark A. Denien	G	Mgmt	For	For
1f	Elect Director Jerome W. Ehlinger	G	Mgmt	For	For
1g	Elect Director Brian M. Hermelin	G	Mgmt	For	For
1h	Elect Director Craig A. Leupold	G	Mgmt	For	For
1i	Elect Director Clunet R. Lewis	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Sun Communities, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Sun Frontier Fudousan Co., Ltd.

Meeting Date: 24/06/2025 Country: Japan Ticker: 8934
 Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Horiguchi, Tomoaki	G	Mgmt	For	For
1.2	Elect Director Saito, Seiichi	G	Mgmt	For	For
1.3	Elect Director Nakamura, Izumi	G	Mgmt	For	For
1.4	Elect Director Ninomiya, Mitsuhiro	G	Mgmt	For	For
1.5	Elect Director Kawanishi, Kentaro	G	Mgmt	For	For
1.6	Elect Director Asai, Keichi	G	Mgmt	For	For
1.7	Elect Director Ishimizu, Koichi	G	Mgmt	For	For

Sun Hung Kai & Co. Limited

Meeting Date: 27/05/2025 Country: Hong Kong Ticker: 86
 Record Date: 21/05/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2a	Elect Antony James Edwards as Director	G	Mgmt	For	For
2b	Elect William Thomas Royan as Director	G	Mgmt	For	For
2c	Elect Peter Anthony Curry as Director	G	Mgmt	For	Against

Blended Rationale: [HK-M0201-008] Audit Committee without majority independence

Sun Hung Kai & Co. Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2d	Elect Evan Au Yang Chi Chun as Director	G	Mgmt	For	For
2e	Elect David Craig Bartlett as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent.</i>					
2f	Elect Alan Stephen Jones as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence[HK-M0201-013] Remuneration Committee without majority independence[SF-M0201-025] The nomination committee is not majority independent. [HK-M0201-007] Chair of Audit Committee not independent</i>					
3	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
4B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
4C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Sun Life Financial Inc.

Meeting Date: 08/05/2025

Country: Canada

Ticker: SLF

Record Date: 14/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Deepak Chopra	G	Mgmt	For	For
1.2	Elect Director Stephanie L. Coyles	G	Mgmt	For	For
1.3	Elect Director Patrick P. F. Cronin	G	Mgmt	For	For
1.4	Elect Director Ashok K. Gupta	G	Mgmt	For	For
1.5	Elect Director David H. Y. Ho	G	Mgmt	For	For
1.6	Elect Director Laurie G. Hylton	G	Mgmt	For	For
1.7	Elect Director Stacey A. Madge	G	Mgmt	For	For
1.8	Elect Director Helen M. Mallovy Hicks	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Sun Life Financial Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.9	Elect Director Marie-Lucie Morin	G	Mgmt	For	For
1.10	Elect Director Joseph M. Natale	G	Mgmt	For	For
1.11	Elect Director Scott F. Powers	G	Mgmt	For	For
1.12	Elect Director Kevin D. Strain	G	Mgmt	For	For
2	Ratify Deloitte LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Sungrow Power Supply Co., Ltd.

Meeting Date: 28/05/2025

Country: China

Ticker: 300274

Record Date: 21/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Profit Distribution	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Provision of Guarantees	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
6	Approve Foreign Exchange Hedging Business and Feasibility Analysis	G	Mgmt	For	For
7	Approve Issuing of Letter of Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [HF-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
8	Approve to Appoint Auditor	G	Mgmt	For	For
9	Approve Remuneration of Directors	G	Mgmt	For	For
10	Approve Remuneration of Supervisors	G	Mgmt	For	For
	AMEND ARTICLES OF ASSOCIATION AND OTHER RELATED SYSTEMS		Mgmt		
11.1	Approve Amendments to Articles of Association	G	Mgmt	For	For

Sungrow Power Supply Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11.2	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
11.3	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
11.4	Amend Working System for Independent Directors	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
11.5	Amend Information Disclosure Management System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				

Sunlight Real Estate Investment Trust

Meeting Date: 29/05/2025 **Country:** Hong Kong **Ticker:** 435
Record Date: 23/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Grant of General Mandate in Relation to the Buy-Back of Units	G	Mgmt	For	For

Sunny Optical Technology (Group) Company Limited

Meeting Date: 27/05/2025 **Country:** Cayman Islands **Ticker:** 2382
Record Date: 21/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Wang Wenjie as Director	G	Mgmt	For	For
3b	Elect Wang Wenjian as Director	G	Mgmt	For	For
3c	Elect Wang Tan Jiong as Director	G	Mgmt	For	For
3d	Elect Chen Gang as Director	G	Mgmt	For	For

Sunny Optical Technology (Group) Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3e	Elect Thoeng Wai Yee Cheryl as Director	G	Mgmt	For	For
3f	Elect Feng Hua Jun as Director	G	Mgmt	For	For
3g	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Sunrun Inc.

Meeting Date: 11/06/2025 **Country:** USA **Ticker:** RUN
Record Date: 15/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Lynn Jurich	G	Mgmt	For	For
1.2	Elect Director Alan Ferber	G	Mgmt	For	For
1.3	Elect Director John Trinta	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Sunstone Hotel Investors, Inc.

Meeting Date: 01/05/2025 **Country:** USA **Ticker:** SHO
Record Date: 05/03/2025 **Meeting Type:** Annual

Sunstone Hotel Investors, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director W. Blake Baird	G	Mgmt	For	For
1b	Elect Director Andrew Batinovich	G	Mgmt	For	For
1c	Elect Director Monica S. Digilio	G	Mgmt	For	For
1d	Elect Director Bryan A. Giglia	G	Mgmt	For	For
1e	Elect Director Kristina M. Leslie	G	Mgmt	For	For
1f	Elect Director Murray J. McCabe	G	Mgmt	For	For
1g	Elect Director Verett Mims	G	Mgmt	For	For
1h	Elect Director Douglas M. Pasquale	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Suntec Real Estate Investment Trust

Meeting Date: 17/04/2025

Country: Singapore

Ticker: T82U

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Report of the Trustee, the Statement by the Manager, Financial Statements and Directors' and Auditors' Reports	G	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Manager to Fix Their Remuneration	G	Mgmt	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For
4	Authorize Unit Repurchase Program	G	Mgmt	For	For

Sunway Berhad

Meeting Date: 30/06/2025

Country: Malaysia

Ticker: 5211

Record Date: 23/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Directors' and Board Committees' Fees	G	Mgmt	For	For
2	Approve Directors' Benefits	G	Mgmt	For	For
3	Elect Chew Chee Kin as Director	G	Mgmt	For	For
4	Elect Sarena Cheah Yean Tih as Director	G	Mgmt	For	For
5	Elect Zaiton binti Mohd Hassan as Director	G	Mgmt	For	For
6	Approve BDO PLT as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
8	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions	G	Mgmt	For	For
9	Approve Share Repurchase Program	G	Mgmt	For	For
10	Approve Issuance of Shares Under the Dividend Reinvestment Scheme	G	Mgmt	For	For

Super Micro Computer, Inc.

Meeting Date: 04/06/2025

Country: USA

Ticker: SMCI

Record Date: 07/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Robert Blair	G	Mgmt	For	For
1b	Elect Director Susan Mogensen (Susie Giordano)	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify BDO USA, P.C. as Auditors	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Superior Plus Corp.

Meeting Date: 13/05/2025

Country: Canada

Ticker: SPB

Record Date: 03/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Catherine M. Best	G	Mgmt	For	For
1.2	Elect Director Jean Paul (J.P.) Gladu	G	Mgmt	For	For
1.3	Elect Director Patrick E. Gottschalk	G	Mgmt	For	For
1.4	Elect Director Jennifer M. Grigsby	G	Mgmt	For	For
1.5	Elect Director Michael J. Horowitz	G	Mgmt	For	For
1.6	Elect Director Calvin B. Jacober	G	Mgmt	For	For
1.7	Elect Director Allan A. MacDonald	G	Mgmt	For	For
1.8	Elect Director Laura L. Schwinn	G	Mgmt	For	For
1.9	Elect Director David P. Smith	G	Mgmt	For	For
1.10	Elect Director William T. Yardley	G	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Approve Stock Option Plan	G	Mgmt	For	For
4	Approve Reduction in Stated Capital	G	Mgmt	For	For
5	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Supermarket Income REIT PLC

Meeting Date: 17/06/2025

Country: United Kingdom

Ticker: SUPR

Record Date: 13/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Transfer of the Company's Category of Listing from the Closed-Ended Investment Funds Category to the Equity Shares (Commercial Companies) Category	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Supernus Pharmaceuticals, Inc.

Meeting Date: 16/06/2025

Country: USA

Ticker: SUPN

Record Date: 22/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Carrolee Barlow	G	Mgmt	For	For
1.2	Elect Director Jack A. Khattar	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Surge Energy Inc.

Meeting Date: 14/05/2025

Country: Canada

Ticker: SGY

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Directors at Seven	G	Mgmt	For	For
2a	Elect Director James Pasioka	G	Mgmt	For	For
2b	Elect Director Marion Burnyeat	G	Mgmt	For	For
2c	Elect Director Paul Colborne	G	Mgmt	For	For
2d	Elect Director Daryl Gilbert	G	Mgmt	For	For
2e	Elect Director Michelle Gramatke	G	Mgmt	For	For
2f	Elect Director Robert Leach	G	Mgmt	For	For
2g	Elect Director Allison Maher	G	Mgmt	For	For
3	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Surgery Partners, Inc.

Meeting Date: 06/06/2025

Country: USA

Ticker: SGRY

Record Date: 08/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director John A. Deane	G	Mgmt	For	For
1.2	Elect Director Teresa DeLuca	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.3	Elect Director Wayne S. DeVeydt	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Suzano SA

Meeting Date: 25/04/2025 **Country:** Brazil **Ticker:** SUZB3
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Management Statements for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
3	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	G	Mgmt	None	For
4	Fix Number of Fiscal Council Members at Three	G	Mgmt	For	For
5.1	Elect Luiz Augusto Marques Paes as Fiscal Council Member and Luciano Douglas Colauto as Alternate	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					

Suzano SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.2	Elect Rubens Barletta as Fiscal Council Member and Roberto Figueiredo Mello as Alternate	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>					
6	Elect Eraldo Soares Pecanha as Fiscal Council Member and Kurt Janos Toth as Alternate Appointed by Minority Shareholder	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					
7	Approve Remuneration of Company's Management and Fiscal Council	G	Mgmt	For	For

Suzhou Maxwell Technologies Co., Ltd.

Meeting Date: 19/05/2025 **Country:** China **Ticker:** 300751
Record Date: 13/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Supervisors	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve to Appoint Auditor	G	Mgmt	For	For
	APPROVE TO FORMULATE AND AMEND COMPANY SYSTEMS		Mgmt		
7.1	Amend Raised Funds Management System	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
7.2	Amend Investor Relations Management System	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
8	Approve Completion of Raised Funds Investment Projects and Use of Excess Raised Funds to Replenish Working Capital	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Suzhou Maxwell Technologies Co., Ltd.

Meeting Date: 16/06/2025

Country: China

Ticker: 300751

Record Date: 10/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Company's Eligibility for Issuance of Convertible Bonds	G	Mgmt	For	For
	APPROVE ISSUANCE OF CONVERTIBLE BONDS		Mgmt		
2.1	Approve Issue Type	G	Mgmt	For	For
2.2	Approve Issue Size	G	Mgmt	For	For
2.3	Approve Par Value and Issue Price	G	Mgmt	For	For
2.4	Approve Bond Maturity	G	Mgmt	For	For
2.5	Approve Bond Interest Rate	G	Mgmt	For	For
2.6	Approve Repayment Period and Manner	G	Mgmt	For	For
2.7	Approve Conversion Period	G	Mgmt	For	For
2.8	Approve Determination and Adjustment of Conversion Price	G	Mgmt	For	For
2.9	Approve Terms for Downward Adjustment of Conversion Price	G	Mgmt	For	For
2.10	Approve Method of Determining the Number of Conversion Shares and Method on Handling Fractional Shares Upon Conversion	G	Mgmt	For	For
2.11	Approve Terms of Redemption	G	Mgmt	For	For
2.12	Approve Terms of Sell-Back	G	Mgmt	For	For
2.13	Approve Dividend Distribution Post Conversion	G	Mgmt	For	For
2.14	Approve Issue Manner and Target Parties	G	Mgmt	For	For
2.15	Approve Placing Arrangement for Shareholders	G	Mgmt	For	For
2.16	Approve Matters Related to Bondholders Meeting	G	Mgmt	For	For
2.17	Approve Usage of Raised Funds	G	Mgmt	For	For
2.18	Approve Guarantee Matters	G	Mgmt	For	For
2.19	Approve Rating Matters	G	Mgmt	For	For
2.20	Approve Raised Funds Depository	G	Mgmt	For	For
2.21	Approve Validity Period	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Suzhou Maxwell Technologies Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Plan on Convertible Bond Issuance	G	Mgmt	For	For
4	Approve Demonstration Analysis Report in Connection to Convertible Bond Issuance	G	Mgmt	For	For
5	Approve Feasibility Analysis Report on the Use of Proceeds	G	Mgmt	For	For
6	Approve Report on the Usage of Previously Raised Funds	G	Mgmt	For	For
7	Approve to Formulate the Rules for Convertible Corporate Bondholders Meeting	G	Mgmt	For	For
8	Approve Impact of Dilution of Current Returns on Major Financial Indicators, the Relevant Measures to be Taken and Commitment from Relevant Parties	G	Mgmt	For	For
9	Approve Authorization of Board to Handle All Related Matters	G	Mgmt	For	For

Suzuki Motor Corp.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 7269

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 21	G	Mgmt	For	For
2.1	Elect Director Suzuki, Toshihiro	G	Mgmt	For	For
2.2	Elect Director Ishii, Naomi	G	Mgmt	For	For
2.3	Elect Director Kato, Katsuhiro	G	Mgmt	For	For
2.4	Elect Director Okajima, Aritaka	G	Mgmt	For	For
2.5	Elect Director Muramatsu, Eiichi	G	Mgmt	For	For
2.6	Elect Director Domichi, Hideaki	G	Mgmt	For	For
2.7	Elect Director Egusa, Shun	G	Mgmt	For	For
2.8	Elect Director Takahashi, Naoko	G	Mgmt	For	For
2.9	Elect Director Aoyama, Asako	G	Mgmt	For	For
3	Approve Compensation Ceiling for Directors	G	Mgmt	For	For
4	Approve Restricted Stock Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Suzuki Motor Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Compensation Ceiling for Statutory Auditors	G	Mgmt	For	For
6	Appoint PricewaterhouseCoopers Japan LLC as New External Audit Firm	G	Mgmt	For	For

Svenska Cellulosa AB SCA

Meeting Date: 04/04/2025

Country: Sweden

Ticker: SCA.B

Record Date: 27/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	G	Mgmt	For	For
2	Prepare and Approve List of Shareholders	G	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
5	Approve Agenda of Meeting	G	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Receive President's Report	G	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8.b	Approve Allocation of Income and Dividends of SEK 3.00 Per Share	G	Mgmt	For	For
8c.1	Approve Discharge of Asa Bergman	G	Mgmt	For	For
8c.2	Approve Discharge of Par Boman	G	Mgmt	For	For
8c.3	Approve Discharge of Lennart Evrell	G	Mgmt	For	For
8c.4	Approve Discharge of Annemarie Gardshol	G	Mgmt	For	For
8c.5	Approve Discharge of Carina Hakansson	G	Mgmt	For	For
8c.6	Approve Discharge of Ulf Larsson (as Board Member)	G	Mgmt	For	For
8c.7	Approve Discharge of Martin Lindqvist	G	Mgmt	For	For
8c.8	Approve Discharge of Helena Stjernholm	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8c.9	Approve Discharge of Anders Sundstrom	G	Mgmt	For	For
8c.10	Approve Discharge of Barbara M. Thoralfsson	G	Mgmt	For	For
8c.11	Approve Discharge of Karl Aberg	G	Mgmt	For	For
8c.12	Approve Discharge of Employee Representative Niclas Andersson	G	Mgmt	For	For
8c.13	Approve Discharge of Employee Representative Roger Bostrom	G	Mgmt	For	For
8c.14	Approve Discharge of Employee Representative Maria Jonsson	G	Mgmt	For	For
8c.15	Approve Discharge of Deputy Employee Representative Stefan Lundkvist	G	Mgmt	For	For
8c.16	Approve Discharge of Deputy Employee Representative Malin Marklund	G	Mgmt	For	For
8c.17	Approve Discharge of Deputy Employee Representative Peter Olsson	G	Mgmt	For	For
8c.18	Approve Discharge of CEO Ulf Larsson	G	Mgmt	For	For
9	Determine Number of Directors (9) and Deputy Directors (0) of Board	G	Mgmt	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
11.1	Approve Remuneration of Directors in the Amount of SEK 2.2 Million for Chair and SEK 740,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
11.2	Approve Remuneration of Auditors	G	Mgmt	For	For
12.1	Reelect Asa Bergman as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
12.2	Reelect Lennart Evrel as Director	G	Mgmt	For	For
12.3	Reelect Annemarie Gardshol as Director	G	Mgmt	For	For
12.4	Reelect Carina Hakansson as Director	G	Mgmt	For	For
12.5	Reelect Ulf Larsson as Director	G	Mgmt	For	For

Svenska Cellulosa AB SCA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12.6	Reelect Martin Lindqvist as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
12.7	Reelect Helena Stjernholm as Director	G	Mgmt	For	For
12.8	Reelect Anders Sundstrom as Director	G	Mgmt	For	For
12.9	Reelect Barbara M. Thoralfsson as Director	G	Mgmt	For	For
13	Elect Helena Stjernholm as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
14	Ratify Ernst & Young as Auditor	G	Mgmt	For	For
15	Approve Remuneration Report	G	Mgmt	For	For
16	Approve Cash-Based Incentive Program (Program 2025-2027) for Key Employees	G	Mgmt	For	For
17	Close Meeting	G	Mgmt		

Sweco AB

Meeting Date: 29/04/2025

Country: Sweden

Ticker: SWEC.B

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
4	Prepare and Approve List of Shareholders	G	Mgmt	For	For
5	Approve Agenda of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive CEO's Report	G	Mgmt		
8	Receive Financial Statements and Statutory Reports	G	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.b	Approve Allocation of Income and Dividends of SEK 3.30 Share	G	Mgmt	For	For
9.c	Approve Discharge of Board and President	G	Mgmt	For	For
10	Determine Number of Members (8) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of SEK 1.5 Million for Chair and SEK 750,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Auditors	G	Mgmt	For	For
12	Reelect Asa Bergman, Alf Goransson, Johan Hjertonsson, Johan Nordstrom (Chair), Susanne Pahlen Aklundh and Johan Wall as Directors; Elect Katrien Beuls and Constanze Hufenbecher as New Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>					
13	Ratify Ernst & Young AB as Auditors	G	Mgmt	For	For
14	Approve Remuneration Report	G	Mgmt	For	For
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
16	Approve Share Bonus Scheme 2025; Approve Transfer of Shares to Participants	G	Mgmt	For	For
17	Approve 2025 Performance Based Share Savings Scheme for Key Employees; Approve Transfer of Shares to Participants	G	Mgmt	For	For
18.a	Authorize Share Repurchase Program	G	Mgmt	For	For
18.b	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	For
19	Close Meeting	G	Mgmt		

Swedish Orphan Biovitrum AB

Meeting Date: 08/05/2025

Country: Sweden

Ticker: SOBI

Record Date: 29/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8	Receive President's Report	G	Mgmt		
9	Receive Report on Work of Board and Committees	G	Mgmt		
10	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
11	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
12.1	Approve Discharge of Christophe Bourdon	G	Mgmt	For	For
12.2	Approve Discharge of Annette Clancy	G	Mgmt	For	For
12.3	Approve Discharge of Bo Jesper Hansen	G	Mgmt	For	For
12.4	Approve Discharge of David Meek	G	Mgmt	For	For
12.5	Approve Discharge of Zlatko Rihter	G	Mgmt	For	For
12.6	Approve Discharge of Helena Saxon	G	Mgmt	For	For
12.7	Approve Discharge of Staffan Schuberg	G	Mgmt	For	For
12.8	Approve Discharge of Filippa Stenberg	G	Mgmt	For	For
12.9	Approve Discharge of Anders Ullman	G	Mgmt	For	For
12.10	Approve Discharge of Mats Lek	G	Mgmt	For	For
12.11	Approve Discharge of Katy Mazibuko	G	Mgmt	For	For
12.12	Approve Discharge of Sara Carlsson	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Swedish Orphan Biovitrum AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12.13	Approve Discharge of Asa Kjellstrom	G	Mgmt	For	For
12.14	Approve Discharge of Susanna Ronnback	G	Mgmt	For	For
12.15	Approve Discharge of CEO Guido Oelkers	G	Mgmt	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 2.2 Million for Chair and SEK 720,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	G	Mgmt	For	For
13.2	Approve Remuneration of Auditors	G	Mgmt	For	For
14.1	Determine Number of Members (8) and Deputy Members (0) of Board	G	Mgmt	For	For
14.2	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
15.a	Reelect Christophe Bourdon as Director	G	Mgmt	For	For
15.b	Reelect David Meek as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
15.c	Reelect Zlatko Rihter as Director	G	Mgmt	For	For
15.d	Reelect Helena Saxon as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
15.e	Reelect Staffan Schuberg as Director	G	Mgmt	For	For
15.f	Reelect Filippa Stenberg as Director	G	Mgmt	For	For
15.g	Reelect Anders Ullman as Director	G	Mgmt	For	For
15.h	Elect Iris Loew-Friedrich as New Director	G	Mgmt	For	For
15.i	Elect David Meek as Board Chair	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
15.j	Ratify Ernst & Young AB as Auditors	G	Mgmt	For	For
16	Approve Remuneration Report	G	Mgmt	For	For
17.A1	Approve Long Term Incentive Program (Management Program)	G	Mgmt	For	For

Swedish Orphan Biovitrum AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
17.A2	Approve Long Term Incentive Program (All Employee Program)	G	Mgmt	For	For
17.B1	Approve Equity Plan Financing (Management Program)	G	Mgmt	For	For
17.B2	Approve Equity Plan Financing (All Employee Program)	G	Mgmt	For	For
17.C	Approve Alternative Equity Plan Financing	G	Mgmt	For	For
18	Approve Creation of Pool of Capital without Preemptive Rights	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
19	Approve Transfer of Shares in Connection with Previous Share Programs	G	Mgmt	For	For
20	Close Meeting	G	Mgmt		

Sweetgreen, Inc.

Meeting Date: 12/06/2025 Country: USA Ticker: SG
Record Date: 14/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Neil Blumenthal	G	Mgmt	For	For
1.2	Elect Director Julie Bornstein	G	Mgmt	For	For
1.3	Elect Director Cliff Burrows	G	Mgmt	For	For
1.4	Elect Director Nicolas Jammet	G	Mgmt	For	For
1.5	Elect Director Montgomery Moran	G	Mgmt	For	For
1.6	Elect Director Jonathan Neman	G	Mgmt	For	For
1.7	Elect Director Dawn Ostroff	G	Mgmt	For	For
1.8	Elect Director Nathaniel Ru	G	Mgmt	For	For
1.9	Elect Director Bradley Singer	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Swire Pacific Limited

Meeting Date: 15/05/2025

Country: Hong Kong

Ticker: 19

Record Date: 09/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Bradley, Guy Martin Coutts as Director	G	Mgmt	For	For
1b	Elect Healy, Patrick as Director	G	Mgmt	For	For
1c	Elect Orr, Gordon Robert Halyburton as Director	G	Mgmt	For	For
1d	Elect Xu, Ying as Director	G	Mgmt	For	For
2	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against

Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion

Swire Properties Limited

Meeting Date: 13/05/2025

Country: Hong Kong

Ticker: 1972

Record Date: 07/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Bradley, Guy Martin Coutts as Director	G	Mgmt	For	For
1b	Elect Blackburn, Timothy Joseph as Director	G	Mgmt	For	For
1c	Elect Fenwick, Nicholas Adam Hodnett as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence</i>					
1d	Elect FUNG, Spencer Theodore as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification[HK-M0201-008] Audit Committee without majority independence[HK-M0201-013] Remuneration Committee without majority independence[HK-M0201-012] Chair of Remuneration Committee not independent</i>					
1e	Elect Ma, Suk Ching Mabelle as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Swire Properties Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Swire, Merlin Bingham as Director	G	Mgmt	For	For
1g	Elect Yan, Yan as Director	G	Mgmt	For	For
2	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against

Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion

Swiss Life Holding AG

Meeting Date: 14/05/2025

Country: Switzerland

Ticker: SLHN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Remuneration Report	G	Mgmt	For	For
1.3	Approve Non-Financial Report	E, S	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 35.00 per Share	G	Mgmt	For	For
3	Approve Discharge of Board of Directors	G	Mgmt	For	For
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.6 Million	G	Mgmt	For	For
4.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4 Million	G	Mgmt	For	For
4.3	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 13.8 Million	G	Mgmt	For	For
5.1	Reelect Rolf Doerig as Director and Board Chair	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
5.2	Reelect Thomas Buess as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Swiss Life Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.3	Reelect Monika Buetler as Director	G	Mgmt	For	For
5.4	Reelect Philomena Colatrella as Director	G	Mgmt	For	For
5.5	Reelect Adrienne Fumagalli as Director	G	Mgmt	For	For
5.6	Reelect Damir Filipovic as Director	G	Mgmt	For	For
5.7	Reelect Stefan Loacker as Director	G	Mgmt	For	For
5.8	Reelect Severin Moser as Director	G	Mgmt	For	For
5.9	Reelect Henry Peter as Director	G	Mgmt	For	For
5.10	Reelect Martin Schmid as Director	G	Mgmt	For	For
5.11	Reelect Franziska Sauber as Director	G	Mgmt	For	For
5.12	Reelect Klaus Tschuetscher as Director	G	Mgmt	For	For
5.13	Appoint Monika Buetler as Member of the Compensation Committee	G	Mgmt	For	For
5.14	Reappoint Martin Schmid as Member of the Compensation Committee	G	Mgmt	For	For
5.15	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	G	Mgmt	For	For
6	Designate Zuercher Rechtsanwaelte AG as Independent Proxy	G	Mgmt	For	For
7	Ratify PricewaterhouseCoopers AG as Auditors	G	Mgmt	For	For
8	Approve CHF 19,453.70 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	G	Mgmt	For	For
9	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Swiss Re AG

Meeting Date: 11/04/2025

Country: Switzerland

Ticker: SREN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	For
1.3	Approve Sustainability Report (Non-Binding)	E, S	Mgmt	For	For
2	Approve Allocation of Income and Dividends of USD 7.35 per Share	G	Mgmt	For	For
3	Approve Discharge of Board of Directors	G	Mgmt	For	For
4.1.a	Reelect Jacques de Vaucleroy as Director and Board Chair	G	Mgmt	For	For
4.1.b	Reelect Karen Gavan as Director	G	Mgmt	For	For
4.1.c	Reelect Vanessa Lau as Director	G	Mgmt	For	For
4.1.d	Reelect Geraldine Matchett as Director	G	Mgmt	For	For
4.1.e	Reelect Joachim Oechslin as Director	G	Mgmt	For	For
4.1.f	Reelect Deanna Ong as Director	G	Mgmt	For	For
4.1.g	Reelect Jay Ralph as Director	G	Mgmt	For	For
4.1.h	Reelect Joerg Reinhardt as Director	G	Mgmt	For	For
4.1.i	Reelect Pia Tischhauser as Director	G	Mgmt	For	For
4.1.j	Reelect Larry Zimpleman as Director	G	Mgmt	For	For
4.1.k	Elect Morten Huebbe as Director	G	Mgmt	For	For
4.1.l	Elect George Quinn as Director	G	Mgmt	For	For
4.2.1	Reappoint Deanna Ong as Member of the Compensation Committee	G	Mgmt	For	For
4.2.2	Reappoint Jay Ralph as Member of the Compensation Committee	G	Mgmt	For	For
4.2.3	Reappoint Joerg Reinhardt as Member of the Compensation Committee	G	Mgmt	For	For
4.2.4	Appoint Morten Huebbe as Member of the Compensation Committee	G	Mgmt	For	For

Swiss Re AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.3	Designate Proxy Voting Services GmbH as Independent Proxy	G	Mgmt	For	For
4.4	Ratify KPMG AG as Auditors	G	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 9 Million	G	Mgmt	For	For
5.2	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 12.5 Million	G	Mgmt	For	For
5.3	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 31 Million	G	Mgmt	For	For
6	Approve Creation of Capital Band within the Upper Limit of CHF 40.2 Million and the Lower Limit of CHF 28.6 Million with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
7	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Swissquote Group Holding Ltd.

Meeting Date: 08/05/2025

Country: Switzerland

Ticker: SQN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	For
3	Approve Sustainability Report	E, S	Mgmt	For	For
4	Approve Allocation of Income and Dividends of CHF 6.00 per Share	G	Mgmt	For	For
5	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
6.1.a	Reelect Markus Dennler as Director and Board Chair	G	Mgmt	For	For
6.1.b	Reelect Jean-Christophe Pernellet as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Swissquote Group Holding Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.1.c	Reelect Monica Dell'Anna as Director	G	Mgmt	For	For
6.1.d	Reelect Michael Ploog as Director	G	Mgmt	For	For
6.1.e	Reelect Paolo Buzzi as Director	G	Mgmt	For	For
6.1.f	Reelect Demetra Kalogerou as Director	G	Mgmt	For	For
6.1.g	Reelect Esther Finidori as Director	G	Mgmt	For	For
6.1.h	Elect Hans-Rudolf Koeng as Director	G	Mgmt	For	For
6.2.a	Reappoint Monica Dell'Anna as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
6.2.b	Reappoint Paolo Buzzi as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
6.2.c	Appoint Hans-Rudolf Koeng as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
6.3	Ratify PricewaterhouseCoopers Ltd as Auditors	G	Mgmt	For	For
6.4	Designate Juan Gil as Independent Proxy	G	Mgmt	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 1.5 Million	G	Mgmt	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 9.6 Million	G	Mgmt	For	For
8	Approve Creation of Capital Band within the Upper Limit of CHF 3.4 Million and the Lower Limit of CHF 3.1 Million with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
9	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Syensqo NV

Meeting Date: 06/05/2025

Country: Belgium

Ticker: SYENS

Record Date: 22/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Receive Directors' Reports (Non-Voting)	G	Mgmt		
2	Receive Auditors' Reports (Non-Voting)	G	Mgmt		
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	G	Mgmt		
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.62 per Share	G	Mgmt	For	For
5	Approve Discharge of Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i></p>					
6	Approve Discharge of Auditors	G	Mgmt	For	For
7	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
8	Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
9	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	G	Mgmt	For	For
10	Transact Other Business	G	Mgmt		

Symrise AG

Meeting Date: 20/05/2025 **Country:** Germany **Ticker:** SY1
Record Date: 28/04/2025 **Meeting Type:** Annual

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

Symrise AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 1.20 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025 and as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7.1	Reelect Michael Koenig to the Supervisory Board	G	Mgmt	For	For
7.2	Reelect Ursula Buck to the Supervisory Board	G	Mgmt	For	For
7.3	Reelect Bernd Hirsch to the Supervisory Board	G	Mgmt	For	For
7.4	Reelect Andrea Pfeifer to the Supervisory Board	G	Mgmt	For	For
7.5	Reelect Peter Vanacker to the Supervisory Board	G	Mgmt	For	For
7.6	Reelect Jan Zijderveld to the Supervisory Board	G	Mgmt	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For
9	Approve Supervisory Board Remuneration Policy	G	Mgmt	For	For

Synchrony Financial

Meeting Date: 17/06/2025 **Country:** USA **Ticker:** SYF
Record Date: 22/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Brian D. Doubles	G	Mgmt	For	For
1b	Elect Director Fernando Aguirre	G	Mgmt	For	For
1c	Elect Director Paget L. Alves	G	Mgmt	For	For

Synchrony Financial

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Kamila Chytil	G	Mgmt	For	For
1e	Elect Director Daniel Colao	G	Mgmt	For	For
1f	Elect Director Arthur W. Coviello, Jr.	G	Mgmt	For	For
1g	Elect Director Roy A. Guthrie	G	Mgmt	For	For
1h	Elect Director Jeffrey G. Naylor	G	Mgmt	For	For
1i	Elect Director P.W. "Bill" Parker	G	Mgmt	For	For
1j	Elect Director Laurel J. Richie	G	Mgmt	For	For
1k	Elect Director Ellen M. Zane	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Synnex Technology International Corp.

Meeting Date: 29/05/2025 **Country:** Taiwan **Ticker:** 2347
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For

Synopsys, Inc.

Meeting Date: 10/04/2025 **Country:** USA **Ticker:** SNPS
Record Date: 10/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Aart J. de Geus	G	Mgmt	For	For
1b	Elect Director John G. Schwarz	G	Mgmt	For	For
1c	Elect Director Sassine Ghazi	G	Mgmt	For	For
1d	Elect Director Luis Borgen	G	Mgmt	For	For

Synopsys, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1e	Elect Director Janice D. Chaffin	G	Mgmt	For	For
1f	Elect Director Bruce R. Chizen	G	Mgmt	For	For
1g	Elect Director Mercedes Johnson	G	Mgmt	For	For
1h	Elect Director Robert G. Painter	G	Mgmt	For	For
1i	Elect Director Jeannine P. Sargent	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
5	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
6	Submit Severance Agreement to Shareholder Vote	G	SH	Against	Against

Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.

Synovus Financial Corp.

Meeting Date: 24/04/2025

Country: USA

Ticker: SNV

Record Date: 20/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Stacy Apter	G	Mgmt	For	For
1b	Elect Director Tim E. Bentsen	G	Mgmt	For	For
1c	Elect Director Kevin S. Blair	G	Mgmt	For	For
1d	Elect Director Pedro Cherry	G	Mgmt	For	For
1e	Elect Director John H. Irby	G	Mgmt	For	For
1f	Elect Director Gregory Montana	G	Mgmt	For	For
1g	Elect Director Diana M. Murphy	G	Mgmt	For	For
1h	Elect Director Harris Pastides	G	Mgmt	For	For
1i	Elect Director Barry L. Storey	G	Mgmt	For	For
1j	Elect Director Alexandra Villoch	G	Mgmt	For	For
1k	Elect Director Teresa White	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Synovus Financial Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Synthomer Plc

Meeting Date: 01/05/2025 **Country:** United Kingdom **Ticker:** SYNT
Record Date: 29/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Elect Peter Hill as Director	G	Mgmt	For	For
4	Re-elect Michael Willome as Director	G	Mgmt	For	For
5	Re-elect Lily Liu as Director	G	Mgmt	For	For
6	Re-elect Martina Floel as Director	G	Mgmt	For	For
7	Re-elect Roberto Gualdoni as Director	G	Mgmt	For	For
8	Elect Uwe Halder as Director	G	Mgmt	For	For
9	Re-elect Dato' Lee Hau Hian as Director	G	Mgmt	For	For
10	Re-elect Ian Tyler as Director	G	Mgmt	For	For
11	Re-elect Holly Van Deursen as Director	G	Mgmt	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
14	Authorise Issue of Equity	G	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
17	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Systemx Corp.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 6869

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 17	G	Mgmt	For	For
2.1	Elect Director Ietsugu, Hisashi	G	Mgmt	For	For
2.2	Elect Director Asano, Kaoru	G	Mgmt	For	For
2.3	Elect Director Tachibana, Kenji	G	Mgmt	For	For
2.4	Elect Director Matsui, Iwane	G	Mgmt	For	For
2.5	Elect Director Yoshida, Tomokazu	G	Mgmt	For	For
2.6	Elect Director Ono, Takashi	G	Mgmt	For	For
2.7	Elect Director Ota, Kazuo	G	Mgmt	For	For
2.8	Elect Director Inoue, Haruo	G	Mgmt	For	For
2.9	Elect Director Fujioka, Yuka	G	Mgmt	For	For
2.10	Elect Director Oshima, Mari	G	Mgmt	For	For
3	Elect Alternate Director and Audit Committee Member Fukumoto, Hidekazu	G	Mgmt	For	For
4	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

T&D Holdings, Inc.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 8795

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	G	Mgmt	For	For
2.1	Elect Director Uehara, Hirohisa	G	Mgmt	For	For
2.2	Elect Director Moriyama, Masahiko	G	Mgmt	For	For
2.3	Elect Director Nagai, Hotaka	G	Mgmt	For	For
2.4	Elect Director Futami, Yoko	G	Mgmt	For	For
2.5	Elect Director Watanabe, Kensaku	G	Mgmt	For	For
2.6	Elect Director Kato, Masazumi	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

T&D Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.7	Elect Director Fuma, Kenji	G	Mgmt	For	For
2.8	Elect Director Tamura, Yasuro	G	Mgmt	For	For
2.9	Elect Director Kitahara, Mutsuro	G	Mgmt	For	For
3.1	Appoint Shareholder Director Nominee Ken Mohan	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0250-002] AGAINST shareholder proposal as the proposed candidate is not likely to contribute to improvement of corporate governance of the company.</i>					
3.2	Appoint Shareholder Director Nominee Ina Kegler	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0250-002] AGAINST shareholder proposal as the proposed candidate is not likely to contribute to improvement of corporate governance of the company.</i>					

T. Rowe Price Group, Inc.

Meeting Date: 08/05/2025 **Country:** USA **Ticker:** TROW
Record Date: 03/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Glenn R. August	G	Mgmt	For	For
1b	Elect Director Mark S. Bartlett	G	Mgmt	For	For
1c	Elect Director William P. Donnelly	G	Mgmt	For	For
1d	Elect Director Dina Dublon	G	Mgmt	For	For
1e	Elect Director Robert F. MacLellan	G	Mgmt	For	For
1f	Elect Director Eileen P. Rominger	G	Mgmt	For	For
1g	Elect Director Robert W. Sharps	G	Mgmt	For	For
1h	Elect Director Cynthia F. Smith	G	Mgmt	For	For
1i	Elect Director Robert J. Stevens	G	Mgmt	For	For
1j	Elect Director Sandra S. Wijnberg	G	Mgmt	For	For
1k	Elect Director Alan D. Wilson	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

T. Rowe Price Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Submit Severance Agreement to Shareholder Vote	G	SH	Against	Against

Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.

Ta Chen Stainless Pipe Co., Ltd.

Meeting Date: 11/06/2025 **Country:** Taiwan **Ticker:** 2027
Record Date: 11/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For

Tactile Systems Technology, Inc.

Meeting Date: 07/05/2025 **Country:** USA **Ticker:** TCMD
Record Date: 13/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director William W. Burke	G	Mgmt	For	For
1.2	Elect Director Valerie L. Asbury	G	Mgmt	For	For
1.3	Elect Director Sheri L. Dodd	G	Mgmt	For	For
1.4	Elect Director Raymond O. Huggenberger	G	Mgmt	For	For
1.5	Elect Director Laura G. King	G	Mgmt	For	For
1.6	Elect Director D. Brent Shafer	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.7	Elect Director Carmen B. Volkart	G	Mgmt	For	For
1.8	Elect Director B. Vindell Washington	G	Mgmt	For	For
2	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Tactile Systems Technology, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
<i>Blended Rationale: [SF-M0552-002] We believe that it is in the best interests of shareholders for issuers to hold votes on executive compensation every year.</i>					
5	Approve Omnibus Stock Plan	G	Mgmt	For	For

TAG Immobilien AG

Meeting Date: 16/05/2025 **Country:** Germany **Ticker:** TEG
Record Date: 24/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.40 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
5	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	G	Mgmt	For	For
6	Ratify Deloitte GmbH as Auditor for the Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
7	Approve Remuneration Report	G	Mgmt	For	For
8	Approve Management Board Remuneration Policy	G	Mgmt	For	For
9	Approve Supervisory Board Remuneration Policy	G	Mgmt	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For
11	Approve Creation of EUR 35 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	G	Mgmt	For	For

TAG Immobilien AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.4 Billion; Approve Creation of EUR 35 Million Pool of Capital to Guarantee Conversion Rights	G	Mgmt	For	For
13	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For

Taihei Dengyo Kaisha, Ltd.

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 1968
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nojiri, Jo	G	Mgmt	For	For
1.2	Elect Director Ito, Hiroaki	G	Mgmt	For	For
1.3	Elect Director Kusaka, Shinya	G	Mgmt	For	For
1.4	Elect Director Okamoto, Shingo	G	Mgmt	For	For
1.5	Elect Director Kotoguchi, Satoru	G	Mgmt	For	For
1.6	Elect Director Taguchi, Ryoichi	G	Mgmt	For	For
1.7	Elect Director Kojima, Fuyuki	G	Mgmt	For	For
1.8	Elect Director Yamada, Setsuko	G	Mgmt	For	For
1.9	Elect Director Shirayori, Mayumi	G	Mgmt	For	For
1.10	Elect Director Igarashi, Daizo	G	Mgmt	For	For
2.1	Appoint Statutory Auditor Takeshita, Yasushi	G	Mgmt	For	For
2.2	Appoint Statutory Auditor Hayakawa, Koji	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Ono, Toshiyuki	G	Mgmt	For	For

Taiheiyu Cement Corp.

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 5233
Record Date: 31/03/2025 **Meeting Type:** Annual

Taiheiyo Cement Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	G	Mgmt	For	For
2.1	Elect Director Fushihara, Masafumi	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.2	Elect Director Taura, Yoshifumi	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.3	Elect Director Asakura, Hideaki	G	Mgmt	For	For
2.4	Elect Director Fukami, Shinji	G	Mgmt	For	For
2.5	Elect Director Matsui, Isao	G	Mgmt	For	For
2.6	Elect Director Kira, Naoyuki	G	Mgmt	For	For
2.7	Elect Director Koizumi, Yoshiko	G	Mgmt	For	For
2.8	Elect Director Furikado, Hideyuki	G	Mgmt	For	For
2.9	Elect Director Tsutsumi, Shingo	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3.1	Appoint Statutory Auditor Nemoto, Yusuke	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Mitani, Wakako	G	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Ino, Shigeru	G	Mgmt	For	For

TAISEI Corp.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 1801

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 145	G	Mgmt	For	For
2.1	Elect Director Tanaka, Shigeyoshi	G	Mgmt	For	For
2.2	Elect Director Aikawa, Yoshiro	G	Mgmt	For	For
2.3	Elect Director Okada, Masahiko	G	Mgmt	For	For
2.4	Elect Director Shirakawa, Kenji	G	Mgmt	For	For

TAISEI Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.5	Elect Director Kasahara, Junichi	G	Mgmt	For	For
2.6	Elect Director Yamaura, Mayuki	G	Mgmt	For	For
2.7	Elect Director Yoshino, Yuichiro	G	Mgmt	For	For
2.8	Elect Director Nishimura, Atsuko	G	Mgmt	For	For
2.9	Elect Director Otsuka, Norio	G	Mgmt	For	For
2.10	Elect Director Kokubu, Fumiya	G	Mgmt	For	For
2.11	Elect Director Kamijo, Tsutomu	G	Mgmt	For	For
2.12	Elect Director Koide, Hiroko	G	Mgmt	For	For
3	Appoint Statutory Auditor Ogata, Yoshimi	G	Mgmt	For	For

Taishin Financial Holdings Co., Ltd.

Meeting Date: 23/06/2025 **Country:** Taiwan **Ticker:** 2887
Record Date: 24/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For

Taiwan Business Bank

Meeting Date: 20/06/2025 **Country:** Taiwan **Ticker:** 2834
Record Date: 21/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For

Taiwan Business Bank

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Capital Increase via Transferred Earnings in Accordance with Earnings Distribution of Stock Dividends	G	Mgmt	For	For
4	Approve Amendments to Articles of Association	G	Mgmt	For	For
5	Approve Release of Restrictions of Competitive Activities of Director Deng-Ran Wu	G	Mgmt	For	For
6	Approve Release of Restrictions of Competitive Activities of Director Mei-Ling Liang	G	Mgmt	For	For

Taiwan Cooperative Financial Holding Co., Ltd.

Meeting Date: 20/06/2025 **Country:** Taiwan **Ticker:** 5880
Record Date: 21/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve the Issuance of New Shares by Capitalization of Profit	G	Mgmt	For	For
4	Approve Amendments to Articles of Association	G	Mgmt	For	For
5	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	G	Mgmt	For	For
6	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	For

Taiwan High Speed Rail Corp.

Meeting Date: 22/05/2025 **Country:** Taiwan **Ticker:** 2633
Record Date: 21/03/2025 **Meeting Type:** Annual

Taiwan High Speed Rail Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For

Taiwan Mobile Co., Ltd.

Meeting Date: 29/05/2025 **Country:** Taiwan **Ticker:** 3045
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Cash Distribution from Capital Reserve	G	Mgmt	For	For
4	Approve Amendments to Articles of Association	G	Mgmt	For	For
5	Approve Release of Restrictions of Competitive Activities of Director JAMIE LIN	G	Mgmt	For	For

Taiwan Semiconductor Manufacturing Co., Ltd.

Meeting Date: 03/06/2025 **Country:** Taiwan **Ticker:** 2330
Record Date: 02/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Amendments to Articles of Association	G	Mgmt	For	For

Takamatsu Construction Group Co. Ltd.

Meeting Date: 18/06/2025

Country: Japan

Ticker: 1762

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Takamatsu, Takayuki	G	Mgmt	For	For
1.2	Elect Director Takamatsu, Takayoshi	G	Mgmt	For	For
1.3	Elect Director Takamatsu, Hirotaka	G	Mgmt	For	For
1.4	Elect Director Takamatsu, Takatoshi	G	Mgmt	For	For
1.5	Elect Director Asai, Tetsu	G	Mgmt	For	For
1.6	Elect Director Takamatsu, Hideyuki	G	Mgmt	For	For
1.7	Elect Director Aoyama, Shigehiro	G	Mgmt	For	For
1.8	Elect Director Nakahara, Hideto	G	Mgmt	For	For
1.9	Elect Director Ishibashi, Nobuko	G	Mgmt	For	For
1.10	Elect Director Hamashima, Kenji	G	Mgmt	For	For
1.11	Elect Director Mochizuki, Naoyuki	G	Mgmt	For	For
2	Approve Stock Appreciation Rights Plan for Directors	G	Mgmt	For	For

Takara Bio, Inc.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 4974

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 17	G	Mgmt	For	For
2.1	Elect Director Nakao, Koichi	G	Mgmt	For	For
2.2	Elect Director Miyamura, Tsuyoshi	G	Mgmt	For	For
2.3	Elect Director Mineno, Junichi	G	Mgmt	For	For
2.4	Elect Director Kusakabe, Katsuhiko	G	Mgmt	For	For
2.5	Elect Director Hamaoka, Yo	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Takara Bio, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.6	Elect Director Kimura, Mutsumi	G	Mgmt	For	For
2.7	Elect Director Kawashima, Nobuko	G	Mgmt	For	For
2.8	Elect Director Kimura, Kazuko	G	Mgmt	For	For
2.9	Elect Director Matsumura, Noriomi	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Kakemi, Takuya	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Kumo, Satoshi	G	Mgmt	For	For
3.3	Appoint Statutory Auditor Makikawa, Masaaki	G	Mgmt	For	For

Takara Holdings, Inc.

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 2531
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 31	G	Mgmt	For	For
2.1	Elect Director Kimura, Mutsumi	G	Mgmt	For	For
2.2	Elect Director Suzuki, Masanao	G	Mgmt	For	For
2.3	Elect Director Sato, Kei	G	Mgmt	For	For
2.4	Elect Director Tomotsune, Masako	G	Mgmt	For	For
2.5	Elect Director Kawakami, Tomoko	G	Mgmt	For	For
2.6	Elect Director Motomiya, Takao	G	Mgmt	For	For
2.7	Elect Director Shirahata, Seiichiro	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Mori, Keisuke	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Yakura, Akiko	G	Mgmt	For	For
3.3	Appoint Statutory Auditor Miyaguchi, Aki	G	Mgmt	For	For
4	Approve Compensation Ceiling for Directors	G	Mgmt	For	For

Takara Standard Co., Ltd.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 7981

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	G	Mgmt	For	For
2	Amend Articles to Amend Provisions on Number of Directors - Indemnify Directors - Clarify Provisions on Alternate Statutory Auditors - Indemnify Statutory Auditors	G	Mgmt	For	For
3.1	Elect Director Watanabe, Takeo	G	Mgmt	For	For
3.2	Elect Director Komori, Masaru	G	Mgmt	For	For
3.3	Elect Director Ito, Yoji	G	Mgmt	For	For
3.4	Elect Director Maeda, Kazumi	G	Mgmt	For	For
3.5	Elect Director Iimura, Yukio	G	Mgmt	For	For
4	Appoint Statutory Auditor Fujita, Saeko	G	Mgmt	For	For
5	Appoint Alternate Statutory Auditor Kawaguchi, Akio	G	Mgmt	For	For

Takasago International Corp.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 4914

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 160	G	Mgmt	For	For
2.1	Elect Director Masumura, Satoshi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>					
2.2	Elect Director Noyori, Ryoji	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
2.3	Elect Director Yamagata, Tatsuya	G	Mgmt	For	For
2.4	Elect Director Somekawa, Kenichi	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Takasago International Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.5	Elect Director Yanaka, Fumihiro	G	Mgmt	For	For
2.6	Elect Director Matsuda, Komei	G	Mgmt	For	For
2.7	Elect Director Mizuno, Naoki	G	Mgmt	For	For
2.8	Elect Director Kawabata, Shigeki	G	Mgmt	For	For
2.9	Elect Director Tsukamoto, Megumi	G	Mgmt	For	For
2.10	Elect Director Tsuji, Atsuko	G	Mgmt	For	For
3	Appoint Statutory Auditor Isono, Hirokazu	G	Mgmt	For	For

Takashimaya Co., Ltd.

Meeting Date: 20/05/2025

Country: Japan

Ticker: 8233

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 13	G	Mgmt	For	For
2.1	Elect Director Murata, Yoshio	G	Mgmt	For	For
2.2	Elect Director Yokoyama, Kazuhisa	G	Mgmt	For	For
2.3	Elect Director Sonoda, Atsuhiko	G	Mgmt	For	For
2.4	Elect Director Sugiyama, Tomoko	G	Mgmt	For	For
2.5	Elect Director Makino, Koichi	G	Mgmt	For	For
2.6	Elect Director Namba, Hitoshi	G	Mgmt	For	For
2.7	Elect Director Aoki, Kazuhiro	G	Mgmt	For	For
2.8	Elect Director Kiyose, Masayuki	G	Mgmt	For	For
2.9	Elect Director Goto, Akira	G	Mgmt	For	For
2.10	Elect Director Yoko, Keisuke	G	Mgmt	For	For
2.11	Elect Director Arima, Atsumi	G	Mgmt	For	For
2.12	Elect Director Ebisawa, Miyuki	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Onishi, Yuko	G	Mgmt	For	For
4	Approve Annual Bonus	G	Mgmt	For	For

Takeda Pharmaceutical Co., Ltd.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 4502

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 98	G	Mgmt	For	For
2.1	Elect Director Christophe Weber	G	Mgmt	For	For
2.2	Elect Director Furuta, Mirano	G	Mgmt	For	For
2.3	Elect Director Andrew Plump	G	Mgmt	For	For
2.4	Elect Director Iijima, Masami	G	Mgmt	For	For
2.5	Elect Director Ian Clark	G	Mgmt	For	For
2.6	Elect Director Steven Gillis	G	Mgmt	For	For
2.7	Elect Director Higashi, Emiko	G	Mgmt	For	Against
<i>Blended Rationale: [TK-M0201-025] AGAINST directors responsible for compensation due to issues with compensation-related disclosure and governance.</i>					
2.8	Elect Director John Maraganore	G	Mgmt	For	For
2.9	Elect Director Michel Orsinger	G	Mgmt	For	For
2.10	Elect Director Tsusaka, Miki	G	Mgmt	For	For
3	Approve Annual Bonus	G	Mgmt	For	Against

Blended Rationale: [TK-M0201-025] AGAINST due to issues with compensation-related disclosure and governance.

TAKUMA CO., LTD.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 6013

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 39	G	Mgmt	For	For
2.1	Elect Director Hamada, Kunio	G	Mgmt	For	For
2.2	Elect Director Nanjo, Hiroaki	G	Mgmt	For	For
2.3	Elect Director Nishiyama, Tsuyohito	G	Mgmt	For	For
2.4	Elect Director Takeguchi, Hideki	G	Mgmt	For	For
2.5	Elect Director Tanaka, Koji	G	Mgmt	For	For
2.6	Elect Director Oishi, Hiroshi	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

TAKUMA CO., LTD.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.1	Elect Director and Audit Committee Member Masugi, Keizo	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Fujita, Tomomi	G	Mgmt	For	For

Talen Energy Corporation

Meeting Date: 07/05/2025 **Country:** USA **Ticker:** TLN
Record Date: 19/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Stephen Schaefer	G	Mgmt	For	For
1.2	Elect Director Mark "Mac" McFarland	G	Mgmt	For	For
1.3	Elect Director Gizman Abbas	G	Mgmt	For	For
1.4	Elect Director Anthony Horton	G	Mgmt	For	For
1.5	Elect Director Karen Hyde	G	Mgmt	For	For
1.6	Elect Director Joseph Nigro	G	Mgmt	For	For
1.7	Elect Director Christine Benson Schwartzstein	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Approve Qualified Employee Stock Purchase Plan	G	Mgmt	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Tanger Inc.

Meeting Date: 09/05/2025 **Country:** USA **Ticker:** SKT
Record Date: 13/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jeffrey B. Citrin	G	Mgmt	For	For

Tanger Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Sandeep L. Mathrani	G	Mgmt	For	For
1.3	Elect Director Thomas J. Reddin	G	Mgmt	For	For
1.4	Elect Director Bridget M. Ryan-Berman	G	Mgmt	For	For
1.5	Elect Director Susan E. Skerritt	G	Mgmt	For	For
1.6	Elect Director Sonia Syngal	G	Mgmt	For	For
1.7	Elect Director Steven B. Tanger	G	Mgmt	For	For
1.8	Elect Director Luis A. Ubinas	G	Mgmt	For	For
1.9	Elect Director Stephen Yalof	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Targa Resources Corp.

Meeting Date: 20/05/2025 **Country:** USA **Ticker:** TRGP
Record Date: 25/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Waters S. Davis, IV	G	Mgmt	For	For
1.2	Elect Director Rene R. Joyce	G	Mgmt	For	For
1.3	Elect Director Caron A. Lawhorn	G	Mgmt	For	For
1.4	Elect Director Matthew J. Meloy	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Target Corporation

Meeting Date: 11/06/2025 **Country:** USA **Ticker:** TGT
Record Date: 14/04/2025 **Meeting Type:** Annual

Target Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director David P. Abney	G	Mgmt	For	For
1b	Elect Director Douglas M. Baker, Jr.	G	Mgmt	For	For
1c	Elect Director George S. Barrett	G	Mgmt	For	For
1d	Elect Director Gail K. Boudreaux	G	Mgmt	For	For
1e	Elect Director Brian C. Cornell	G	Mgmt	For	For
1f	Elect Director Robert L. Edwards	G	Mgmt	For	For
1g	Elect Director Donald R. Knauss	G	Mgmt	For	For
1h	Elect Director Christine A. Leahy	G	Mgmt	For	For
1i	Elect Director Monica C. Lozano	G	Mgmt	For	For
1j	Elect Director Grace Puma	G	Mgmt	For	For
1k	Elect Director Derica W. Rice	G	Mgmt	For	For
1l	Elect Director Dmitri L. Stockton	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Report on Discrimination Risks of Affirmative Action Initiatives	E, S	SH	Against	Against

Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.

Taseko Mines Limited

Meeting Date: 12/06/2025

Country: Canada

Ticker: TKO

Record Date: 25/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Directors at Nine	G	Mgmt	For	For
2.1	Elect Director Anu Dhir	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Taseko Mines Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.2	Elect Director Robert A. Dickinson	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
2.3	Elect Director Russell E. Hallbauer	G	Mgmt	For	For
2.4	Elect Director Rita P. Maguire	G	Mgmt	For	For
2.5	Elect Director Stuart McDonald	G	Mgmt	For	For
2.6	Elect Director Peter C. Mitchell	G	Mgmt	For	For
2.7	Elect Director Kenneth W. Pickering	G	Mgmt	For	For
2.8	Elect Director Ronald W. Thiessen	G	Mgmt	For	For
2.9	Elect Director Crystal D. Smith	G	Mgmt	For	For
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Re-approve Shareholder Rights Plan	G	Mgmt	For	For
5	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Tatung Co.

Meeting Date: 27/05/2025 **Country:** Taiwan **Ticker:** 2371
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For

Taylor Morrison Home Corporation

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** TMHC
Record Date: 31/03/2025 **Meeting Type:** Annual

Taylor Morrison Home Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Peter Lane	G	Mgmt	For	For
1b	Elect Director Anne L. Mariucci	G	Mgmt	For	For
1c	Elect Director David C. Merritt	G	Mgmt	For	For
1d	Elect Director Heather C. Ostis	G	Mgmt	For	For
1e	Elect Director Andrea (Andi) Owen	G	Mgmt	For	For
1f	Elect Director Sheryl D. Palmer	G	Mgmt	For	For
1g	Elect Director Fletcher F. Previn	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
1h	Elect Director Denise F. Warren	G	Mgmt	For	For
1i	Elect Director Christopher Yip	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Taylor Wimpey Plc

Meeting Date: 30/04/2025 **Country:** United Kingdom **Ticker:** TW
Record Date: 28/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Re-elect Robert Noel as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
4	Re-elect Jennie Daly as Director	G	Mgmt	For	For
5	Re-elect Chris Carney as Director	G	Mgmt	For	For
6	Re-elect Lord Jitesh Gadhia as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

Taylor Wimpey Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Re-elect Irene Dorner as Director	G	Mgmt	For	For
8	Re-elect Scilla Grimble as Director	G	Mgmt	For	For
9	Re-elect Mark Castle as Director	G	Mgmt	For	For
<i>Blended Rationale:</i> .					
10	Re-elect Clodagh Moriarty as Director	G	Mgmt	For	For
<i>Blended Rationale:</i> .					
11	Elect Martyn Coffey as Director	G	Mgmt	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
14	Authorise Issue of Equity	G	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
17	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
18	Approve Remuneration Report	G	Mgmt	For	For
<i>Blended Rationale:</i> .					
19	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

TBC Bank Group Plc

Meeting Date: 20/05/2025

Country: United Kingdom

Ticker: TBCG

Record Date: 16/05/2025

Meeting Type: Annual

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

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

TBC Bank Group Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Increase in the Maximum Aggregate Fees Payable to Directors	G	Mgmt	For	For
4	Re-elect Arne Berggren as Director	G	Mgmt	For	For
5	Re-elect Vakhtang Butskhrikidze as Director	G	Mgmt	For	For
6	Re-elect Tsira Kemularia as Director	G	Mgmt	For	For
7	Re-elect Per Anders Fasth as Director	G	Mgmt	For	For
8	Re-elect Thymios Kyriakopoulos as Director	G	Mgmt	For	For
9	Re-elect Eran Klein as Director	G	Mgmt	For	For
10	Re-elect Venera Suknidze as Director	G	Mgmt	For	For
11	Re-elect Rajeev Sawhney as Director	G	Mgmt	For	For
12	Re-elect Janet Heckman as Director	G	Mgmt	For	For
13	Approve Final Dividend	G	Mgmt	For	For
14	Appoint Ernst & Young LLP as Auditors	G	Mgmt	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
16	Authorise Board to Offer Scrip Dividend	G	Mgmt	For	For
17	Authorise Issue of Equity	G	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

TC Energy Corporation

Meeting Date: 08/05/2025

Country: Canada

Ticker: TRP

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Scott Bonham	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

TC Energy Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Cheryl F. Campbell	G	Mgmt	For	For
1.3	Elect Director Michael R. Culbert	G	Mgmt	For	For
1.4	Elect Director William D. Johnson	G	Mgmt	For	For
1.5	Elect Director Susan C. Jones	G	Mgmt	For	For
1.6	Elect Director John E. Lowe	G	Mgmt	For	For
1.7	Elect Director Dawn Madahbee Leach	G	Mgmt	For	For
1.8	Elect Director Francois L. Poirier	G	Mgmt	For	For
1.9	Elect Director Una Power	G	Mgmt	For	For
1.10	Elect Director Mary Pat Salomone	G	Mgmt	For	For
1.11	Elect Director Siim A. Vanaselja	G	Mgmt	For	For
1.12	Elect Director Thierry Vandal	G	Mgmt	For	For
1.13	Elect Director Dheeraj "D" Verma	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
4	Amend Shareholder Rights Plan	G	Mgmt	For	For

TCC Group Holdings CO., LTD.

Meeting Date: 27/05/2025

Country: Taiwan

Ticker: 1101

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTOR VIA CUMULATIVE VOTING		Mgmt		

TCC Group Holdings CO., LTD.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.1	Elect Chan Man Jung, with SHAREHOLDER NO. A203973XXX as Independent Director	G	Mgmt	For	For

TCL Technology Group Corp.

Meeting Date: 20/05/2025 Country: China Ticker: 000100
Record Date: 13/05/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Report	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve to Appoint Auditor	G	Mgmt	For	For
7	Approve Remuneration of Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
8	Approve Daily Related Party Transactions	G	Mgmt	For	For
9	Approve Financial Services Agreement	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks</i>					
10	Approve Accounts Receivable Factoring Business	G	Mgmt	For	For
11	Approve Feasibility Analysis of Financial Derivatives for Hedging and Trading Quota	G	Mgmt	For	For
12	Approve Provision of Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
13	Approve Securities Investment and Financial Management	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks</i>					

TCL Zhonghuan Renewable Energy Technology Co., Ltd.

Meeting Date: 16/05/2025

Country: China

Ticker: 002129

Record Date: 09/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Remuneration of Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
6	Approve Profit Distribution	G	Mgmt	For	For
7	Approve to Appoint Auditor	G	Mgmt	For	For
8	Approve Provision of Guarantee	G	Mgmt	For	Against

Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.

TD SYNEX Corporation

Meeting Date: 02/04/2025

Country: USA

Ticker: SNX

Record Date: 03/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ann Vezina	G	Mgmt	For	For
1.2	Elect Director Patrick Zammit	G	Mgmt	For	For
1.3	Elect Director Kathleen Crusco	G	Mgmt	For	For
1.4	Elect Director Ting Herh	G	Mgmt	For	For
1.5	Elect Director Richard Hume	G	Mgmt	For	For
1.6	Elect Director Kenneth Lamneck	G	Mgmt	For	For
1.7	Elect Director Nayaki Nayyar	G	Mgmt	For	For
1.8	Elect Director Dennis Polk	G	Mgmt	For	For
1.9	Elect Director Claude Pumilia	G	Mgmt	For	For
1.10	Elect Director Merline Saintil	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

TD SYNnex Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Eliminate Supermajority Vote Requirement	G	Mgmt	For	For
5	Eliminate Obsolete Corporate Opportunity Waiver Provision	G	Mgmt	For	For
6	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For
7	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	G	Mgmt	For	For
8	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

TDK Corp.

Meeting Date: 20/06/2025

Country: Japan

Ticker: 6762

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 16	G	Mgmt	For	For
2.1	Elect Director Saito, Noboru	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.2	Elect Director Yamanishi, Tetsuji	G	Mgmt	For	For
2.3	Elect Director Hashiyama, Shuichi	G	Mgmt	For	For
2.4	Elect Director Nakayama, Kozue	G	Mgmt	For	For
2.5	Elect Director Iwai, Mutsuo	G	Mgmt	For	For
2.6	Elect Director Yamana, Shoei	G	Mgmt	For	For
2.7	Elect Director Katsumoto, Toru	G	Mgmt	For	For

TeamViewer SE

Meeting Date: 28/05/2025

Country: Germany

Ticker: TMV

Record Date: 06/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
4.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2025 and for the Review of Interim Financial Statements Until 2026 AGM	G	Mgmt	For	For
4.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
5	Approve Remuneration Report	G	Mgmt	For	For
6	Approve Remuneration of Supervisory Board	G	Mgmt	For	For
7	Elect James Kinder to the Supervisory Board	G	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For

Tecan Group AG

Meeting Date: 10/04/2025

Country: Switzerland

Ticker: TECN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Non-Financial Report	E, S	Mgmt	For	For
3.a	Approve Allocation of Income and Dividends of CHF 1.50 per Share	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Tecan Group AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.b	Approve Dividends of CHF 1.50 per Share from Capital Contribution Reserves	G	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
5.a	Reelect Lukas Braunschweiler as Director	G	Mgmt	For	For
5.b	Reelect Myra Eskes as Director	G	Mgmt	For	For
5.c	Reelect Oliver Fetzler as Director	G	Mgmt	For	For
5.d	Reelect Matthias Gillner as Director	G	Mgmt	For	For
5.e	Reelect Christa Kreuzburg as Director	G	Mgmt	For	For
5.f	Reelect Monica Manotas as Director	G	Mgmt	For	For
5.g	Reelect Daniel Marshak as Director	G	Mgmt	For	For
6	Reelect Lukas Braunschweiler as Board Chair	G	Mgmt	For	For
7.a	Reappoint Myra Eskes as Member of the Compensation Committee	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
7.b	Reappoint Christa Kreuzburg as Member of the Compensation Committee	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
7.c	Reappoint Daniel Marshak as Member of the Compensation Committee	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
8	Ratify Ernst & Young AG as Auditors	G	Mgmt	For	For
9	Designate Proxy Voting Services GmbH as Independent Proxy	G	Mgmt	For	For
10.1	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
10.2	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	G	Mgmt	For	For
10.3	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	G	Mgmt	For	For

Tecan Group AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

TechMatrix Corp.

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 3762
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Yai, Takaharu	G	Mgmt	For	For
1.2	Elect Director Yoda, Yoshihisa	G	Mgmt	For	For
1.3	Elect Director Suzuki, Takeshi	G	Mgmt	For	For
1.4	Elect Director Shiga, Takeya	G	Mgmt	For	For
1.5	Elect Director Yasutake, Hiroaki	G	Mgmt	For	Against

Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.

1.6	Elect Director Kaifu, Michi	G	Mgmt	For	For
1.7	Elect Director Horie, Ari	G	Mgmt	For	For
1.8	Elect Director Kubo, Masato	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Sasaki, Hideyuki	G	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Ebata, Naho	G	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Taira, Koji	G	Mgmt	For	For

Technip Energies NV

Meeting Date: 06/05/2025 **Country:** Netherlands **Ticker:** TE
Record Date: 08/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		

Technip Energies NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Presentation by the CEO	G	Mgmt		
3	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
4	Approve Dividends	G	Mgmt	For	For
5	Approve Remuneration Report	G	Mgmt	For	For
6	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	G	Mgmt	For	For
7	Appoint PricewaterhouseCoopers Accountants N.V. as Auditor for Sustainability Reporting	G	Mgmt	For	For
8a	Approve Discharge of Executive Directors	G	Mgmt	For	For
8b	Approve Discharge of Non-Executive Directors	G	Mgmt	For	For
9a	Reelect Arnaud Pieton as Executive Director	G	Mgmt	For	For
9b	Reelect Joseph Rinaldi as Non-Executive Director	G	Mgmt	For	For
9c	Reelect Arnaud Caudoux as Non-Executive Director	G	Mgmt	For	For
9d	Reelect Colette Cohen as Non-Executive Director	G	Mgmt	For	For
9e	Reelect Stephanie Cox as Non-Executive Director	G	Mgmt	For	For
9f	Reelect Simon Eysers as Non-Executive Director	G	Mgmt	For	For
9g	Reelect Maelle Gavet as Non-Executive Director	G	Mgmt	For	For
9h	Reelect Alison Goligher as Non-Executive Director	G	Mgmt	For	For
9i	Elect Matthieu Malige as Non-Executive Director	G	Mgmt	For	For
9j	Reelect Francesco Venturini as Non-Executive Director	G	Mgmt	For	For
10	Authorize Repurchase of Shares	G	Mgmt	For	For
11	Approve Cancellation of Shares	G	Mgmt	For	For
12	Grant Board Authority to Issue Shares	G	Mgmt	For	For
13	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
14	Close Meeting	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

TechnipFMC plc

Meeting Date: 25/04/2025

Country: United Kingdom

Ticker: FTI

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Douglas J. Pferdehirt	G	Mgmt	For	For
1b	Elect Director Claire S. Farley	G	Mgmt	For	For
1c	Elect Director Eleazar de Carvalho Filho	G	Mgmt	For	For
1d	Elect Director Robert G. Gwin	G	Mgmt	For	For
1e	Elect Director John O'Leary	G	Mgmt	For	For
1f	Elect Director Margareth Øvrum	G	Mgmt	For	For
1g	Elect Director Kay G. Priestly	G	Mgmt	For	For
1h	Elect Director John Yearwood	G	Mgmt	For	For
1i	Elect Director Sophie Zurquiyah	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Approve Directors' Remuneration Report	G	Mgmt	For	For
5	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: LN-M0550-001] Proposed remuneration arrangements are poorly structured.</i>					
6	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
7	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
8	Reappoint PricewaterhouseCoopers LLP as U.K. Statutory Auditors	G	Mgmt	For	For
9	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
10	Authorise Issue of Equity	G	Mgmt	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For

Technogym SpA

Meeting Date: 07/05/2025

Country: Italy

Ticker: TGYM

Record Date: 25/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
	Management Proposals		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3.1	Approve Remuneration Policy	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
3.2	Approve Second Section of the Remuneration Report	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates		Mgmt		
4.1.1	Slate Submitted by TGH Srl	G	SH	None	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.1.2	Slate Submitted by Institutional Investors (Assogestioni)	G	SH	None	For
	<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>				
4.2	Appoint Chairman of Internal Statutory Auditors	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
	Shareholder Proposal Submitted by TGH Srl		Mgmt		
4.3	Approve Internal Auditors' Remuneration	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
	Management Proposals		Mgmt		
5	Approve 2025-2027 Performance Shares Plan	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [SD-M0550-006] Vesting conditions and performance hurdles are unsatisfactory.</i>				
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
	Extraordinary Business		Mgmt		

Technogym SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Authorize Board to Increase Capital to Service 2025-2027 Performance Shares Plan	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [SD-M0550-006] Vesting conditions and performance hurdles are unsatisfactory.</i></p>					

Techtronic Industries Company Limited

Meeting Date: 09/05/2025 **Country:** Hong Kong **Ticker:** 669
Record Date: 06/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Steven Philip Richman as Director	G	Mgmt	For	For
3b	Elect Patrick Kin Wah Chan as Director	G	Mgmt	For	For
3c	Elect Frank Chi Chung Chan as Director	G	Mgmt	For	For
3d	Elect Camille Jojo as Director	G	Mgmt	For	For
3e	Elect Robert Hinman Getz as Director	G	Mgmt	For	For
3f	Elect Caroline Christina Kracht as Director	G	Mgmt	For	For
3g	Elect Karen Ka Fai Ng as Director	G	Mgmt	For	For
3h	Elect Stephen Tsi Chuen Wong as Director	G	Mgmt	For	For
3i	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
7	Amend Articles of Association	G	Mgmt	For	For

Teck Resources Limited

Meeting Date: 24/04/2025

Country: Canada

Ticker: TECK.B

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Arnoud J. Balhuizen	G	Mgmt	For	For
1.2	Elect Director James K. Gowans	G	Mgmt	For	For
1.3	Elect Director Norman B. Keevil, III	G	Mgmt	For	For
1.4	Elect Director Catherine E. McLeod-Seltzer	G	Mgmt	For	For
1.5	Elect Director Sheila A. Murray	G	Mgmt	For	For
1.6	Elect Director Una M. Power	G	Mgmt	For	For
1.7	Elect Director Jonathan H. Price	G	Mgmt	For	For
1.8	Elect Director Paul G. Schiodtz	G	Mgmt	For	For
1.9	Elect Director Timothy R. Snider	G	Mgmt	For	For
1.10	Elect Director Sarah A. Strunk	G	Mgmt	For	For
1.11	Elect Director Yu Yamato	G	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Tecnicas Reunidas SA

Meeting Date: 26/06/2025

Country: Spain

Ticker: TRE

Record Date: 20/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For
2	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
3	Approve Allocation of Income	G	Mgmt	For	For
4	Approve Discharge of Board	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Tecnicas Reunidas SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Renew Appointment of Deloitte as Auditor	G	Mgmt	For	For
6	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 200 Million with Exclusion of Preemptive Rights up to 20 Percent of Capital	G	Mgmt	For	For
7	Approve Remuneration Policy	G	Mgmt	For	For
8	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
9	Advisory Vote on Remuneration Report	G	Mgmt	For	For

TECO Electric & Machinery Co., Ltd.

Meeting Date: 03/06/2025

Country: Taiwan

Ticker: 1504

Record Date: 02/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks</i>					
5	Amend Procedures for Endorsement and Guarantees	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks</i>					

TEGNA Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: TGNA

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Gina L. Bianchini	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

TEGNA Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Catherine Dunleavy	G	Mgmt	For	For
1.3	Elect Director Howard D. Elias	G	Mgmt	For	For
1.4	Elect Director Stuart J. Epstein	G	Mgmt	For	For
1.5	Elect Director Scott K. McCune	G	Mgmt	For	For
1.6	Elect Director Henry W. McGee	G	Mgmt	For	For
1.7	Elect Director Neal B. Shapiro	G	Mgmt	For	For
1.8	Elect Director Michael Steib	G	Mgmt	For	For
1.9	Elect Director Denmark West	G	Mgmt	For	For
1.10	Elect Director Melinda C. Witmer	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Teijin Ltd.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 3401

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	G	Mgmt	For	For
2.1	Elect Director Uchikawa, Akimoto	G	Mgmt	For	For
2.2	Elect Director Moriyama, Naohiko	G	Mgmt	For	For
2.3	Elect Director Nakahara, Yuji	G	Mgmt	For	For
2.4	Elect Director Tsuya, Masaaki	G	Mgmt	For	For
2.5	Elect Director Kusunose, Reiko	G	Mgmt	For	For
2.6	Elect Director Maeda, Toichi	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Shimai, Masanori	G	Mgmt	For	For

Teijin Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.2	Elect Director and Audit Committee Member Torii, Tomoko	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Tsuji, Koichi	G	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Minami, Tamie	G	Mgmt	For	For
3.5	Elect Director and Audit Committee Member Takeoka, Yaeko	G	Mgmt	For	For
4	Elect Alternate Director and Audit Committee Member Kusunose, Reiko	G	Mgmt	For	For
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For
7	Approve Restricted Stock Plan and Performance Share Plan	G	Mgmt	For	For

Teladoc Health, Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: TDOC

Record Date: 27/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Charles Divita, III	G	Mgmt	For	For
1b	Elect Director J. Eric Evans	G	Mgmt	For	For
1c	Elect Director Sandra L. Fenwick	G	Mgmt	For	For
1d	Elect Director Catherine A. Jacobson	G	Mgmt	For	For
1e	Elect Director Thomas G. McKinley	G	Mgmt	For	For
1f	Elect Director Kenneth H. Paulus	G	Mgmt	For	For
1g	Elect Director David L. Shedlarz	G	Mgmt	For	For
1h	Elect Director Mark Douglas Smith	G	Mgmt	For	For

Teladoc Health, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director David B. Snow, Jr.	G	Mgmt	For	Against
<i>Blended Rationale: 1 - [SD-M0201-001] The Chairman of the board is not independent and a lead independent director has not been identified. 2- [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Tele2 AB

Meeting Date: 13/05/2025 **Country:** Sweden **Ticker:** TEL2.B
Record Date: 05/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Chair's Report	G	Mgmt		
8	Receive CEO's Report	G	Mgmt		
9	Receive Financial Statements and Statutory Reports	G	Mgmt		
10	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
11	Approve Allocation of Income and Ordinary Dividends of SEK 6.35 Per Share	G	Mgmt	For	For
12(a)	Approve Discharge of Thomas Reynaud	G	Mgmt	For	For
12(b)	Approve Discharge of Stina Bergfors	G	Mgmt	For	For
12(c)	Approve Discharge of Aude Durand	G	Mgmt	For	For
12(d)	Approve Discharge of CEO Jean Marc Harion	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12(e)	Approve Discharge of Nicholas Hogberg	G	Mgmt	For	For
12(f)	Approve Discharge of Sam Kini	G	Mgmt	For	For
12(g)	Approve Discharge of Eva Lindqvist	G	Mgmt	For	For
12(h)	Approve Discharge of Lars-Ake Norling	G	Mgmt	For	For
12(i)	Approve Discharge of Former CEO Kjell Johnsen	G	Mgmt	For	For
12(j)	Approve Discharge of Andrew Barron	G	Mgmt	For	For
12(k)	Approve Discharge of Georgi Ganev	G	Mgmt	For	For
13	Determine Number of Members (8) and Deputy Members (0) of Board	G	Mgmt	For	For
14(a)	Approve Remuneration of Directors in the Amount of SEK 1.4 Million for Chair and SEK 680,000 for Other Directors; Approve Remuneration of Committee Work	G	Mgmt	For	For
14(b)	Approve Remuneration of Auditors	G	Mgmt	For	For
15(a)	Reelect Thomas Reynaud as Director	G	Mgmt	For	For
15(b)	Reelect Stina Bergfors as Director	G	Mgmt	For	For
15(c)	Reelect Aude Durand as Director	G	Mgmt	For	For
15(d)	Reelect Jean Marc Harion as Director	G	Mgmt	For	For
15(e)	Reelect Nicholas Hogberg as Director	G	Mgmt	For	For
15(f)	Reelect Sam Kini as Director	G	Mgmt	For	For
15(g)	Elect Mathias Hermansson as New Director	G	Mgmt	For	For
15(h)	Elect Maxime Lombardini as New Director	G	Mgmt	For	For
16	Elect Thomas Reynaud as Board Chair	G	Mgmt	For	For
17	Determine Number of Auditors (1) and Deputy Auditors (0); Ratify KPMG AB as Auditors	G	Mgmt	For	For
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
19	Approve Remuneration Report	G	Mgmt	For	For

Tele2 AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
20(a)	Approve Performance Incentive Plan LTI 2025	G	Mgmt	For	For
20(b)	Approve Equity Plan Financing Through Issuance of Class C Shares	G	Mgmt	For	For
20(c)	Approve Equity Plan Financing Through Repurchase of Class C Shares	G	Mgmt	For	For
20(d)	Approve Equity Plan Financing Through Transfer of Class B Shares to Participants	G	Mgmt	For	For
20(e)	Approve Equity Plan Financing Through Reissuance of Class B Shares	G	Mgmt	For	For
20(f)	Authorize Share Swap Agreement	G	Mgmt	For	For
21	Authorize Share Repurchase Program	G	Mgmt	For	For
	Shareholder Proposals Submitted by Martin Green		Mgmt		
22(a)	Investigate if Current Board Members and Leadership Team Fulfil Relevant Legislative and Regulatory Requirements, as well as the Demands of the Public Opinions' Ethical Values	E, S, G	SH	None	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>					
22(b)	In the Event that the Investigation Clarifies that there is Need, Relevant Measures Shall be Taken to Ensure that the Requirements are Fulfilled	E, S, G	SH	None	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>					
22(c)	The Investigation and Any Measures Should be Presented as Soon as Possible, however Not Later than AGM 2026	E, S, G	SH	None	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>					
23	Close Meeting	G	Mgmt		

Telecom Italia SpA

Meeting Date: 24/06/2025

Country: Italy

Ticker: TIT

Record Date: 13/06/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements, Statutory Reports, and Treatment of Net Loss	G	Mgmt	For	For
2.1	Approve Remuneration Policy	G	Mgmt	For	For
2.2	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
3	Approve 2025-2027 LTI Performance Shares Plan	G	Mgmt	For	For
4	Amend 2022-2024 Stock Options Plan	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
5	Approve 2025-2027 Phantom Shares Plan	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
6.i	Amend Company Bylaws Re: Article 3	G	Mgmt	For	For
6.ii	Amend Company Bylaws Re: Article 9	G	Mgmt	For	For
<p><i>Blended Rationale: .</i></p>					
6.iii	Amend Company Bylaws Re: Article 13	G	Mgmt	For	For
6.iv	Amend Company Bylaws Re: Articles 17 and 22	G	Mgmt	For	For
<p><i>Blended Rationale: .</i></p>					
6.v	Amend Company Bylaws Re: Article 19	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws</i></p>					
7.i	Exemption from Obligation of Subsequent Replenishment in Relation to Legal Reserve Used to Cover 2024 Loss	G	Mgmt	For	For
7.ii	Exemption from Obligation of Subsequent Replenishment in Relation to Legal Reserve Used to Cover 2023 Loss	G	Mgmt	For	For

Teledyne Technologies Incorporated

Meeting Date: 23/04/2025

Country: USA

Ticker: TDY

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robert Mehrabian	G	Mgmt	For	For
1.2	Elect Director Jane C. Sherburne	G	Mgmt	For	For
1.3	Elect Director Michael T. Smith	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Eliminate Supermajority Vote Requirement	G	Mgmt	For	For
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Teleflex Incorporated

Meeting Date: 09/05/2025

Country: USA

Ticker: TFX

Record Date: 12/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Candace H. Duncan	G	Mgmt	For	For
1b	Elect Director Gretchen R. Haggerty	G	Mgmt	For	For
1c	Elect Director John C. Heinmiller	G	Mgmt	For	For
1d	Elect Director Liam J. Kelly	G	Mgmt	For	For
1e	Elect Director Stephen K. Klasko	G	Mgmt	For	For
1f	Elect Director Andrew A. Krakauer	G	Mgmt	For	For
1g	Elect Director Neena M. Patil	G	Mgmt	For	For
1h	Elect Director Stuart A. Randle	G	Mgmt	For	For
1i	Elect Director Jaewon Ryu	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Teleflex Incorporated

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Amend Right to Call Special Meeting	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Telefonica Brasil SA

Meeting Date: 25/04/2025

Country: Brazil

Ticker: VIVT3

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3	Fix Number of Directors at 12	G	Mgmt	For	For
4	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain

Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.

Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.

5.1	Elect Andrea Capelo Pinheiro as Independent Director	G	Mgmt	For	For
5.2	Elect Cesar Mascaraque Alonsoas Independent Director	G	Mgmt	For	For
5.3	Elect Christian Mauad Gebara as Director	G	Mgmt	For	For
5.4	Elect Cristina Presz Palmaka de Luca as Independent Director	G	Mgmt	For	For
5.5	Elect Denise Soares dos Santos as Independent Director	G	Mgmt	For	For
5.6	Elect Eduardo Navarro de Carvalho as Director	G	Mgmt	For	For

Telefonica Brasil SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.7	Elect Francisco Javier de Paz Mancho as Independent Director	G	Mgmt	For	For
5.8	Elect Gregorio Martinez Garrido as Independent Director	G	Mgmt	For	For
5.9	Elect Ignacio Maria Moreno Martinez as Independent Director	G	Mgmt	For	For
5.10	Elect Jordi Gual Sole as Independent Director	G	Mgmt	For	For
5.11	Elect Marc Xirau Trias as Independent Director	G	Mgmt	For	For
5.12	Elect Solange Sobral Targa as Independent Director	G	Mgmt	For	For
	If Voting FOR on Item 6, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.		Mgmt		
6	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
7.1	Percentage of Votes to Be Assigned - Elect Andrea Capelo Pinheiro as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
7.2	Percentage of Votes to Be Assigned - Elect Cesar Mascaraque Alonsoas Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
7.3	Percentage of Votes to Be Assigned - Elect Christian Mauad Gebara as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
7.4	Percentage of Votes to Be Assigned - Elect Cristina Presz Palmaka de Luca as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.5	Percentage of Votes to Be Assigned - Elect Denise Soares dos Santos as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
7.6	Percentage of Votes to Be Assigned - Elect Eduardo Navarro de Carvalho as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
7.7	Percentage of Votes to Be Assigned - Elect Francisco Javier de Paz Mancho as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
7.8	Percentage of Votes to Be Assigned - Elect Gregorio Martinez Garrido as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
7.9	Percentage of Votes to Be Assigned - Elect Ignacio Maria Moreno Martinez as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
7.10	Percentage of Votes to Be Assigned - Elect Jordi Gual Sole as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
7.11	Percentage of Votes to Be Assigned - Elect Marc Xirau Trias as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
7.12	Percentage of Votes to Be Assigned - Elect Solange Sobral Targa as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					

Telefonica Brasil SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
9.1	Elect Stael Prata Silva Filho as Fiscal Council Member and Cremenio Medola Netto as Alternate	G	Mgmt	For	For
9.2	Elect Luciana Doria Wilson as Fiscal Council Member and Charles Edwards Allen as Alternate	G	Mgmt	For	For
10	Re-Ratify Remuneration of Company's Management and Fiscal Council for 2024	G	Mgmt	For	For
11	Approve Remuneration of Company's Management	G	Mgmt	For	For

Telefonica SA

Meeting Date: 09/04/2025

Country: Spain

Ticker: TEF

Record Date: 04/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For
1.2	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
1.3	Approve Discharge of Board	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Approve Allocation of Income	G	Mgmt	For	For
3	Renew Appointment of PricewaterhouseCoopers as Auditor	G	Mgmt	For	For
4.1	Ratify Appointment of and Elect Marc Thomas Murtra Millar as Director	G	Mgmt	For	For
4.2	Ratify Appointment of and Elect Emilio Gayo Rodriguez as Director	G	Mgmt	For	For

Telefonica SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.3	Ratify Appointment of and Elect Carlos Ocana Orbis as Director	G	Mgmt	For	For
4.4	Ratify Appointment of and Elect Olayan M. Alwetaid as Director	G	Mgmt	For	For
4.5	Ratify Appointment of and Elect Ana Maria Sala Andres as Director	G	Mgmt	For	For
5	Approve Dividends Charged Against Unrestricted Reserves	G	Mgmt	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	G	Mgmt	For	For
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	G	Mgmt	For	For
8	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
9	Advisory Vote on Remuneration Report	G	Mgmt	For	For

Blended Rationale: .

Telekom Austria AG

Meeting Date: 03/06/2025

Country: Austria

Ticker: TKA

Record Date: 23/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.40 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For

Telekom Austria AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
5	Approve Remuneration of Supervisory Board Members	G	Mgmt	For	For
6.1	Reelect Daniela Torras as Supervisory Board Member	G	Mgmt	For	For
6.2	Reelect Alejandro Jimenez as Supervisory Board Member	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
6.3	Reelect Carlos Jarque as Supervisory Board Member	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
7	Ratify Deloitte Audit as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
8	Approve Remuneration Report	G	Mgmt	For	For

Telekom Malaysia Berhad

Meeting Date: 27/05/2025 **Country:** Malaysia **Ticker:** 4863
Record Date: 20/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Bazlan Osman as Director	G	Mgmt	For	For
2	Elect Yong Poh Kon as Director	G	Mgmt	For	For
3	Elect Mohamed Nasri Sallehuddin as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence.</i>					
4	Elect Muhammad Afhzal Abdul Rahman as Director	G	Mgmt	For	For
5	Approve Directors' Fees	G	Mgmt	For	For
6	Approve Directors' Benefits	G	Mgmt	For	For
7	Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Telekom Malaysia Berhad

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Renewal of Authority for Directors to Allot and Issue New Ordinary Shares in the Company in Relation to the Dividend Reinvestment Plan	G	Mgmt	For	For
9	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Axiata Group Berhad and/or its subsidiaries	G	Mgmt	For	For
10	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Tenaga Nasional Berhad and/or its subsidiaries	G	Mgmt	For	For
11	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Petroliam Nasional Berhad and/or its subsidiaries	G	Mgmt	For	For
12	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Astro Malaysia Holdings Berhad and/or its subsidiaries	G	Mgmt	For	For
13	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with CelcomDigi Berhad and/or its subsidiaries	G	Mgmt	For	For
14	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions with Digital Nasional Berhad	G	Mgmt	For	For

Telenor ASA

Meeting Date: 21/05/2025

Country: Norway

Ticker: TEL

Record Date: 14/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Registration of Attending Shareholders and Proxies	G	Mgmt		
3	Approve Notice of Meeting and Agenda	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
5	Receive Chairman's Report	G	Mgmt		
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 9.60 Per Share	G	Mgmt	For	For
7	Approve Group Contributions to Telenor Asia Holding AS	G	Mgmt	For	For
8	Approve Remuneration of Auditors	G	Mgmt	For	For
9	Approve Company's Corporate Governance Statement	G	Mgmt		
10.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
10.2	Approve Remuneration Statement	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
11	Approve Equity Plan Financing Through Repurchase of Shares	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
12	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	G	Mgmt	For	For
13	Amend Articles Re: Share Capital	G	Mgmt	For	For
14	Ratify Deloitte AS as Auditors	G	Mgmt	For	For
15.1	Elect Nils Bastiansen as Member of Corporate Assembly	G	Mgmt	For	For
15.2	Elect Hanne Nordgaard as Member of Corporate Assembly	G	Mgmt	For	For
15.3	Elect Kurt Kristoffersen as Member of Corporate Assembly	G	Mgmt	For	For
15.4	Elect John Gordon Bernander as Member of Corporate Assembly	G	Mgmt	For	For
15.5	Elect Heidi Finkas as Member of Corporate Assembly	G	Mgmt	For	For
15.6	Elect Widar Salbuviik as Member of Corporate Assembly	G	Mgmt	For	For
15.7	Elect Silvija Seres as Member of Corporate Assembly	G	Mgmt	For	For
15.8	Elect Lisbeth Karin Naero as Member of Corporate Assembly	G	Mgmt	For	For

Telenor ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15.9	Elect Trine Saether Romuld as Member of Corporate Assembly	G	Mgmt	For	For
15.10	Elect Maalfrid Brath as Member of Corporate Assembly	G	Mgmt	For	For
15.11	Elect Elin Myrmel-Johansen as Deputy Member of Corporate Assembly	G	Mgmt	For	For
15.12	Elect Randi Marjamaa as Deputy Member of Corporate Assembly	G	Mgmt	For	For
15.13	Elect Anette Hjerto as Deputy Member of Corporate Assembly	G	Mgmt	For	For
16.1	Elect Jan Tore Fosund as Member of Nominating Committee	G	Mgmt	For	For
16.2	Elect Anette Hjerto as Member of Nominating Committee	G	Mgmt	For	For
17	Approve Remuneration of Corporate Assembly and Nominating Committee	G	Mgmt	For	For
18	Close Meeting	G	Mgmt		

Teleperformance SE

Meeting Date: 21/05/2025

Country: France

Ticker: TEP

Record Date: 19/05/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 4.20 per Share	G	Mgmt	For	For
4	Approve Transaction with Teleperformance Global BPO (UK) Limited and Bhupender Singh	G	Mgmt	For	For
5	Approve Transaction with Thomas Mackenbrock	G	Mgmt	For	For
6	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For

Teleperformance SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Compensation of Daniel Julien, Chairman and CEO Until August 28 2024, and CEO Since August 28, 2024	G	Mgmt	For	For
8	Approve Compensation of Moulay Hafid Elalamy, Chairman of the Board Since August 28, 2024	G	Mgmt	For	For
9	Approve Compensation of Bhupender Singh, Vice-CEO Until August 28, 2024	G	Mgmt	For	For
10	Approve Compensation of Thomas Mackenbrock, Vice-CEO Since October 1, 2024	G	Mgmt	For	For
11	Approve Compensation of Olivier Rigaudy, Vice-CEO in Charge of Finances	G	Mgmt	For	For
12	Approve Remuneration Policy of Directors	G	Mgmt	For	For
13	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
14	Approve Remuneration Policy of CEO	G	Mgmt	For	For
15	Approve Remuneration Policy of Vice-CEO	G	Mgmt	For	For
16	Approve Remuneration Policy of Vice-CEO in Charge of Finances	G	Mgmt	For	For
17	Reelect Pauline Ginestie as Director	G	Mgmt	For	For
18	Reelect Nan Niu as Director	G	Mgmt	For	For
19	Elect Mehdi Ghissassi as Director	G	Mgmt	For	For
20	Elect Vera Songwe as Director	G	Mgmt	For	For
21	Acknowledge End of Mandate of Jean Guez as Director and Decision Not to Renew and Replace	G	Mgmt	For	For
22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
23	Amend Performance Conditions Attached to Free Shares Grant "230726TP" from July 26, 2023	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For

Teleperformance SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
25	Authorize Capitalization of Reserves of Up to EUR 142 Million for Bonus Issue or Increase in Par Value	G	Mgmt	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	G	Mgmt	For	For
27	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 14.5 Million	G	Mgmt	For	For
28	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.2 Million	G	Mgmt	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	G	Mgmt	For	For
30	Authorize Capital Increase of up to 4.81 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
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	G	Mgmt	For	For
33	Amend Article 15 of Bylaws to Comply with Legal Changes	G	Mgmt	For	For
34	Amend Article 16 of Bylaws Re: Virtual Participation	G	Mgmt	For	For
35	Amend Article 22 of Bylaws to Comply with Legal Changes	G	Mgmt	For	For
36	Amend Article 25.1 of Bylaws to Comply with Legal Changes	G	Mgmt	For	For
37	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Telephone and Data Systems, Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: TDS

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kimberly D. Dixon	G	Mgmt	For	For
1.2	Elect Director Christopher D. O'Leary	G	Mgmt	For	For
1.3	Elect Director George W. Off	G	Mgmt	For	For
1.4	Elect Director Wade Oosterman	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Television Broadcasts Limited

Meeting Date: 28/05/2025

Country: Hong Kong

Ticker: 511

Record Date: 29/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Elect Tsang Lai Chun as Director	G	Mgmt	For	For
3	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6	Approve Extension of Book Close Period from 30 Days to 60 Days	G	Mgmt	For	For

Television Francaise 1 SA

Meeting Date: 17/04/2025

Country: France

Ticker: TFI

Record Date: 15/04/2025

Meeting Type: Annual/Special

Television Francaise 1 SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 0.60 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>					
5	Approve Compensation of Rodolphe Belmer, Chairman and CEO	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
6	Approve Compensation Report	G	Mgmt	For	For
7	Approve Remuneration of Directors in the Aggregate Amount of EUR 700,000	G	Mgmt	For	For
8	Approve Remuneration Policy of Rodolphe Belmer, Chairman and CEO	G	Mgmt	For	For
9	Approve Remuneration Policy of Directors	G	Mgmt	For	For
10	Reelect Rodolphe Belmer as Director	G	Mgmt	For	For
11	Reelect Marie Pic-Paris Allavena as Director	G	Mgmt	For	For
12	Reelect Orla Noonan as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
13	Reelect Olivier Roussat as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
14	Elect Coralie Piton as Director Following Resignation of Catherine Dussart	G	Mgmt	For	For

Television Francaise 1 SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15	Appoint PricewaterhouseCoopers as Auditor	G	Mgmt	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 8.4 Million	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>				
19	Authorize Capitalization of Reserves of Up to EUR 400 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 4.2 Million	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>				
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 4.2 Million	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>				
22	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>				
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>				
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>				

Television Francaise 1 SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
25	Authorize Capital Increase of Up to EUR 4.2 Million for Future Exchange Offers	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
27	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
28	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	G	Mgmt	For	For
29	Amend Articles 7, 13, and 22 of Bylaws	G	Mgmt	For	For
30	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Telia Co. AB

Meeting Date: 09/04/2025

Country: Sweden

Ticker: TELIA

Record Date: 01/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9	Approve Allocation of Income and Dividends of SEK 2.00 Per Share	G	Mgmt	For	For
10.1	Approve Discharge of Johannes Ametsreiter	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10.2	Approve Discharge of Ingrid Bonde	G	Mgmt	For	For
10.3	Approve Discharge of Luisa Delgado	G	Mgmt	For	For
10.4	Approve Discharge of Sarah Eccleston	G	Mgmt	For	For
10.5	Approve Discharge of Tomas Eliasson	G	Mgmt	For	For
10.6	Approve Discharge of Rickard Gustafson	G	Mgmt	For	For
10.7	Approve Discharge of Lars-Johan Jarnheimer	G	Mgmt	For	For
10.8	Approve Discharge of Jeanette Jager	G	Mgmt	For	For
10.9	Approve Discharge of Jimmy Maymann	G	Mgmt	For	For
10.10	Approve Discharge of Thomas Andersson	G	Mgmt	For	For
10.11	Approve Discharge of Par Axelsson	G	Mgmt	For	For
10.12	Approve Discharge of Stefan Carlsson	G	Mgmt	For	For
10.13	Approve Discharge of Martin Saaf	G	Mgmt	For	For
10.14	Approve Discharge of Rickard Wast	G	Mgmt	For	For
10.15	Approve Discharge of Allison Kirkby (CEO)	G	Mgmt	For	For
10.16	Approve Discharge of Patrik Hofbauer (CEO)	G	Mgmt	For	For
11	Approve Remuneration Report	G	Mgmt	For	For
12	Determine Number of Members (7) and Deputy Members of Board (0)	G	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 2.1 Million for Chair and SEK 705,000 for Other Directors; Approve Remuneration for Audit Committee; Approve Remuneration for Committee Work	G	Mgmt	For	For
14.1	Reelect Johannes Ametsreiter as Director	G	Mgmt	For	For
14.2	Reelect Luisa Delgado as Director	G	Mgmt	For	For
14.3	Reelect Sarah Eccleston as Director	G	Mgmt	For	For
14.4	Reelect Tomas Eliasson as Director	G	Mgmt	For	For

Telia Co. AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14.5	Reelect Rickard Gustafson as Director	G	Mgmt	For	For
14.6	Reelect Lars-Johan Jarnheimer as Director	G	Mgmt	For	For
14.7	Reelect Jeanette Jager as Director	G	Mgmt	For	For
15.1	Reelect Lars-Johan Jarnheimer as Board Chair	G	Mgmt	For	For
16	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
17	Approve Remuneration of Auditors	G	Mgmt	For	For
18	Ratify KPMG as Auditors	G	Mgmt	For	For
19	Approve Nomination Committee Procedures	G	Mgmt	For	For
20	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
21.a	Approve Performance Share Program 2025/2028 for Key Employees	G	Mgmt	For	For
21.b	Approve Equity Plan Financing Through Transfer of Shares	G	Mgmt	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno		Mgmt		
22	Cease Delivery of SIM Cards with SMS Functionality for Retail Customers' Routers	G	SH	None	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>					
23	Remove the Advertisement About Mobile Coverage in Space and Replace Its Advertising Agency	G	SH	None	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>					
24	Close Meeting	G	Mgmt		

Telix Pharmaceuticals Limited

Meeting Date: 21/05/2025

Country: Australia

Ticker: TLX

Record Date: 19/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Remuneration Report	G	Mgmt	None	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Telix Pharmaceuticals Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3a	Elect Tiffany Olson as Director	G	Mgmt	For	For
3b	Elect Jann Skinner as Director	G	Mgmt	For	For
3c	Elect Marie McDonald as Director	G	Mgmt	For	For
3d	***Withdrawn Resolution*** Elect Anne Whitaker as Director	G	Mgmt		
4a	Approve Grant of Deferred Share Rights to Christian Behrenbruch	G	Mgmt	For	For
4b	Approve Grant of Performance Share Appreciation Rights to Christian Behrenbruch	G	Mgmt	For	For
5	Adopt US Employee Stock Purchase Plan Rules	G	Mgmt	For	For
6	Approve Increase in Maximum Aggregate Remuneration for Non-Executive Directors	G	Mgmt	None	For
7	Ratify Past Issuance of ImaginAb Consideration Shares to ImaginAb, Inc.	G	Mgmt	For	For
8	Ratify Past Issuance of ImaginAb Rights to ImaginAb, Inc.	G	Mgmt	For	For
9	Ratify Past Issuance of Convertible Bonds to Eligible Investors	G	Mgmt	For	For
10	Approve Re-insertion of Proportional Takeover Provisions in Telix's Constitution	G	Mgmt	For	For

TELUS Corporation

Meeting Date: 09/05/2025

Country: Canada

Ticker: T

Record Date: 14/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Raymond T. Chan	G	Mgmt	For	For
1.2	Elect Director Hazel Claxton	G	Mgmt	For	For
1.3	Elect Director Lisa de Wilde	G	Mgmt	For	For
1.4	Elect Director Victor Dodig	G	Mgmt	For	For
1.5	Elect Director Darren Entwistle	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

TELUS Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.6	Elect Director Martha Hall Findlay	G	Mgmt	For	For
1.7	Elect Director Thomas E. Flynn	G	Mgmt	For	For
1.8	Elect Director Mary Jo Haddad	G	Mgmt	For	For
1.9	Elect Director Christine Magee	G	Mgmt	For	For
1.10	Elect Director John Manley	G	Mgmt	For	For
1.11	Elect Director David Mowat	G	Mgmt	For	For
1.12	Elect Director Marc Parent	G	Mgmt	For	For
1.13	Elect Director Denise Pickett	G	Mgmt	For	For
1.14	Elect Director W. Sean Willy	G	Mgmt	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
4	Re-approve Shareholder Rights Plan	G	Mgmt	For	For

Temenos AG

Meeting Date: 13/05/2025 **Country:** Switzerland **Ticker:** TEMN
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Non-Financial Report	E, S	Mgmt	For	For
1.3	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
2	Approve Allocation of Income and Dividends of CHF 1.30 per Share	G	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
4.1	Approve Remuneration of Directors in the Amount of USD 2.2 Million	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.2	Approve Remuneration of Executive Committee in the Amount of USD 37 Million	G	Mgmt	For	For
5.1	Approve CHF 16.3 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	G	Mgmt	For	For
5.2	Approve Creation of Capital Band within the Upper Limit of CHF 382.1 Million and the Lower Limit of CHF 337 Million with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
6	Amend Articles of Association	G	Mgmt	For	For
7.1	Elect Felicia Alvaro as Director	G	Mgmt	For	For
7.2.1	Reelect Thibault de Tersant as Director and Board Chair	G	Mgmt	For	For
7.2.2	Reelect Maurizio Carli as Director	G	Mgmt	For	For
7.2.3	Reelect Cecilia Hulten as Director	G	Mgmt	For	For
7.2.4	Reelect Xavier Cauchois as Director	G	Mgmt	For	For
7.2.5	Reelect Laurie Readhead as Director	G	Mgmt	For	For
7.2.6	Reelect Michael Gorriz as Director	G	Mgmt	For	For
8.1	Reappoint Cecilia Hulten as Member of the Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
8.2	Reappoint Maurizio Carli as Member of the Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
8.3	Reappoint Michael Gorriz as Member of the Compensation Committee	G	Mgmt	For	For
9	Designate KBLex S.A. as Independent Proxy	G	Mgmt	For	For
10	Ratify PricewaterhouseCoopers S.A. as Auditors	G	Mgmt	For	For

Temenos AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Tenable Holdings, Inc.

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** TENB
Record Date: 17/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Linda Zecher Higgins	G	Mgmt	For	For
1.2	Elect Director Niloofar Razi Howe	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Tenaga Nasional Berhad

Meeting Date: 22/05/2025 **Country:** Malaysia **Ticker:** 5347
Record Date: 15/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Rohaya binti Mohammad Yusof as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence.</i>					
2	Elect Juniwati Rahmat Hussin as Director	G	Mgmt	For	For
3	Elect Gopala Krishnan K. Sundaram as Director	G	Mgmt	For	For
4	Elect Merina binti Abu Tahir as Director	G	Mgmt	For	For
5	Elect Alan Hamzah Sendut as Director	G	Mgmt	For	For

Tenaga Nasional Berhad

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Directors' Fees to Abdul Razak bin Abdul Majid	G	Mgmt	For	For
7	Approve Directors' Fees to Ramzi bin Mansor	G	Mgmt	For	For
8	Approve Directors' Fees to Rohaya binti Mohammad Yusof	G	Mgmt	For	For
9	Approve Directors' Fees to Muazzam bin Mohamad	G	Mgmt	For	For
10	Approve Directors' Fees to Ong Ai Lin	G	Mgmt	For	For
11	Approve Directors' Fees to Juniwati Rahmat Hussin	G	Mgmt	For	For
12	Approve Directors' Fees to Gopala Krishnan K. Sundaram	G	Mgmt	For	For
13	Approve Directors' Fees to Merina binti Abu Tahir	G	Mgmt	For	For
14	Approve Directors' Fees to Zulkifli bin Ibrahim	G	Mgmt	For	For
15	Approve Directors' Fees to Alan Hamzah Sendut	G	Mgmt	For	For
16	Approve Directors' Benefits	G	Mgmt	For	For
17	Approve Directors' Fees and Benefits to Alan Hamzah Sendut from the Date of His Appointment until the 35th AGM	G	Mgmt	For	For
18	Approve PricewaterhouseCoopers PLT as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Tenaris SA

Meeting Date: 06/05/2025 **Country:** Luxembourg **Ticker:** TEN
Record Date: 22/04/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Receive and Approve Board's and Auditor's Reports Re: Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Tenaris SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Allocation of Income and Dividends	G	Mgmt	For	For
5	Approve Discharge of Directors	G	Mgmt	For	For
6	Elect Directors (Bundled)	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.[SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
7	Approve Remuneration of Directors	G	Mgmt	For	For
8	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.[LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
9	Approve Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
10	Approve Share Repurchase	G	Mgmt	For	For
11	Allow Electronic Distribution of Company Documents to Shareholders	G	Mgmt	For	For
	Extraordinary Meeting Agenda		Mgmt		
1	Approve Reduction in Share Capital through Cancellation of Shares	G	Mgmt	For	For
2	Approve Renewal of Authorized Share Capital and Related Authorizations and Waivers	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3500-001] Proposal might result in excessive dilution.</i>					
3	Amend Articles to Reflect Changes in Capital	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3500-001] Proposal might result in excessive dilution.</i>					

Tencent Holdings Limited

Meeting Date: 14/05/2025 **Country:** Cayman Islands **Ticker:** 700
Record Date: 08/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For

Tencent Holdings Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3a	Elect Li Dong Sheng as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent.</i>					
3b	Elect Yang Siu Shun as Director	G	Mgmt	For	For
3c	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

Tencent Music Entertainment Group

Meeting Date: 27/06/2025 **Country:** Cayman Islands **Ticker:** 1698
Record Date: 20/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders		Mgmt		
1	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
2	Elect Director Wai Yip Tsang	G	Mgmt	For	For

Tenet Healthcare Corporation

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** THC
Record Date: 27/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Saumya Sutaria	G	Mgmt	For	For
1.2	Elect Director J. Robert Kerrey	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Tenet Healthcare Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Vineeta Agarwala	G	Mgmt	For	For
1.4	Elect Director James L. Bierman	G	Mgmt	For	For
1.5	Elect Director Roy Blunt	G	Mgmt	For	For
1.6	Elect Director Richard W. Fisher	G	Mgmt	For	For
1.7	Elect Director Meghan M. FitzGerald	G	Mgmt	For	For
1.8	Elect Director Cecil D. Haney	G	Mgmt	For	For
1.9	Elect Director Christopher S. Lynch	G	Mgmt	For	For
1.10	Elect Director Richard J. Mark	G	Mgmt	For	For
1.11	Elect Director Tammy Romo	G	Mgmt	For	For
1.12	Elect Director Stephen H. Rusckowski	G	Mgmt	For	For
1.13	Elect Director Nadja Y. West	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Report on Strategies and Programs for Improving Maternal Health Outcomes	S	SH	Against	Against

Blended Rationale: [SF-54578-106] Company already has policies in place to address these issues.

Tennant Company

Meeting Date: 29/04/2025

Country: USA

Ticker: TNC

Record Date: 06/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Andrew P. Hider	G	Mgmt	For	For
1b	Elect Director David W. Huml	G	Mgmt	For	For
1c	Elect Director David Windley	G	Mgmt	For	For
1d	Elect Director Mark W. Sheahan	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Tennant Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Teradata Corporation

Meeting Date: 15/05/2025 **Country:** USA **Ticker:** TDC
Record Date: 20/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Michael P. Gianoni	G	Mgmt	For	For
1b	Elect Director Todd E. McElhatton	G	Mgmt	For	For
1c	Elect Director Joanne B. Olsen	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Teradyne, Inc.

Meeting Date: 09/05/2025 **Country:** USA **Ticker:** TER
Record Date: 14/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Peter Herweck	G	Mgmt	For	For
1b	Elect Director Mercedes Johnson	G	Mgmt	For	For
1c	Elect Director Ernest E. Maddock	G	Mgmt	For	For
1d	Elect Director Marilyn Matz	G	Mgmt	For	For
1e	Elect Director Gregory S. Smith	G	Mgmt	For	For
1f	Elect Director Paul J. Tufano	G	Mgmt	For	For
1g	Elect Director Bridget van Kralingen	G	Mgmt	For	For

Teradyne, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Report on Political Contributions and Expenditures	S	SH	Against	For

Blended Rationale: [DC-D0000-011] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.

TeraWulf Inc.

Meeting Date: 05/05/2025 **Country:** USA **Ticker:** WULF
Record Date: 10/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Paul Prager	G	Mgmt	For	For
1.2	Elect Director Nazar Khan	G	Mgmt	For	For
1.3	Elect Director Kerri Langlais	G	Mgmt	For	For
1.4	Elect Director Michael Bucella	G	Mgmt	For	For
1.5	Elect Director Walter "Ted" Carter	G	Mgmt	For	For
1.6	Elect Director Amanda Fabiano	G	Mgmt	For	For
1.7	Elect Director Catherine "Cassie" Motz	G	Mgmt	For	For
1.8	Elect Director Steven Pincus	G	Mgmt	For	Withhold

Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.

1.9	Elect Director Lisa Prager	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against

Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.

3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Terex Corporation

Meeting Date: 14/05/2025

Country: USA

Ticker: TEX

Record Date: 20/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Paula H. J. Cholmondeley	G	Mgmt	For	For
1b	Elect Director Donald DeFosset	G	Mgmt	For	For
1c	Elect Director Simon Meester	G	Mgmt	For	For
1d	Elect Director Sandie O'Connor	G	Mgmt	For	For
1e	Elect Director Christopher Rossi	G	Mgmt	For	For
1f	Elect Director Andra Rush	G	Mgmt	For	For
1g	Elect Director David A. Sachs	G	Mgmt	For	For
1h	Elect Director Seun Salami	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

TERNA Rete Elettrica Nazionale SpA

Meeting Date: 21/05/2025

Country: Italy

Ticker: TRN

Record Date: 12/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3	Approve Long Term Incentive Plan 2025-2029	G	Mgmt	For	For
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	G	Mgmt	For	For
5.1	Approve Remuneration Policy	G	Mgmt	For	For
5.2	Approve Second Section of the Remuneration Report	G	Mgmt	For	For

Terreno Realty Corporation

Meeting Date: 06/05/2025

Country: USA

Ticker: TRNO

Record Date: 07/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director W. Blake Baird	G	Mgmt	For	For
1b	Elect Director Michael A. Coke	G	Mgmt	For	For
1c	Elect Director Gary N. Boston	G	Mgmt	For	For
1d	Elect Director LeRoy E. Carlson	G	Mgmt	For	For
1e	Elect Director Irene H. Oh	G	Mgmt	For	For
1f	Elect Director Constance von Muehlen	G	Mgmt	For	For
1g	Elect Director Douglas M. Pasquale	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Restricted Stock Plan	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Terumo Corp.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 4543

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 13	G	Mgmt	For	For
2.1	Elect Director Takagi, Toshiaki	G	Mgmt	For	For
2.2	Elect Director Samejima, Hikaru	G	Mgmt	For	For
2.3	Elect Director Osada, Toshihiko	G	Mgmt	For	For
2.4	Elect Director Kunimoto, Norimasa	G	Mgmt	For	For
2.5	Elect Director Nishi, Hidenori	G	Mgmt	For	For
2.6	Elect Director Ozawa, Keiya	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.7	Elect Director Kogiso, Mari	G	Mgmt	For	For

Terumo Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.1	Elect Director and Audit Committee Member Shibazaki, Takanori	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Uno, Soichiro	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Hayashi, Keiko	G	Mgmt	For	For
4.1	Elect Alternate Director and Audit Committee Member Kosugi, Hiroaki	G	Mgmt	For	For
4.2	Elect Alternate Director and Audit Committee Member Shirato, Asako	G	Mgmt	For	For

Tesco Plc

Meeting Date: 12/06/2025

Country: United Kingdom

Ticker: TSCO

Record Date: 10/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Policy	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	For
4	Approve Final Dividend	G	Mgmt	For	For
5	Elect Chris Kennedy as Director	G	Mgmt	For	For
6	Re-elect Melissa Bethell as Director	G	Mgmt	For	For
7	Re-elect Bertrand Bodson as Director	G	Mgmt	For	For
8	Re-elect Dame Carolyn Fairbairn as Director	G	Mgmt	For	For
9	Re-elect Thierry Garnier as Director	G	Mgmt	For	For
10	Re-elect Stewart Gilliland as Director	G	Mgmt	For	For
11	Re-elect Gerry Murphy as Director	G	Mgmt	For	For
12	Re-elect Ken Murphy as Director	G	Mgmt	For	For
13	Re-elect Imran Nawaz as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Tesco Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Re-elect Caroline Silver as Director	G	Mgmt	For	For
15	Re-elect Karen Whitworth as Director	G	Mgmt	For	For
16	Reappoint Deloitte LLP as Auditors	G	Mgmt	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
19	Authorise Issue of Equity	G	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
22	Authorise Market Purchase of Shares	G	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Tessenderlo Group NV

Meeting Date: 13/05/2025 **Country:** Belgium **Ticker:** TESB
Record Date: 29/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	G	Mgmt		
2	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.75 per Share	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i></p>					
4	Approve Remuneration Policy	G	Mgmt	For	For

Tessenderlo Group NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.1	Approve Discharge of Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i></p>					
5.2	Approve Discharge of Resigning Directors	G	Mgmt	For	For
5.3	Approve Discharge of Auditors	G	Mgmt	For	For
6.1	Approve Co-optation of West Linde BV, Permanently Represented by Laurie Tack, as Director	G	Mgmt	For	For
6.2	Elect Roseline Braet as Director	G	Mgmt	For	For
6.3a	Elect Sebastia Pons as Independent Director	G	Mgmt	For	For
6.3b	Indicate Sebastia Pons as Independent Director	G	Mgmt	For	For
7	Appoint KPMG as Company Auditors and for the Sustainability Reporting and Approve Their Remuneration	G	Mgmt	For	For
8	Approve Change-of-Control Clause Re: Credit Agreements with KBC Bank	G	Mgmt	For	For

Teva Pharmaceutical Industries Limited

Meeting Date: 05/06/2025

Country: Israel

Ticker: TEVA

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Chen Lichtenstein	G	Mgmt	For	For
1b	Elect Director Amir Elstein	G	Mgmt	For	For
1c	Elect Director Roberto A. Mignone	G	Mgmt	For	For
1d	Elect Director Perry D. Nisen	G	Mgmt	For	For
1e	Elect Director Tal Zaks	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Compensation Policy for the Directors and Officers of the Company	G	Mgmt	For	For
4	Amend Employment Terms of the CEO of the Company	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Teva Pharmaceutical Industries Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5a	Approve Compensation Terms of Non-Employee Directors	G	Mgmt	For	For
5b	Approve Compensation Terms of Non-Executive Chairman	G	Mgmt	For	For
6	Ratify Kesselman & Kesselman as Auditors	G	Mgmt	For	For

Texas Capital Bancshares, Inc.

Meeting Date: 15/04/2025 **Country:** USA **Ticker:** TCBI
Record Date: 19/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.01	Elect Director Paola M. Arbour	G	Mgmt	For	For
1.02	Elect Director Jonathan E. Baliff	G	Mgmt	For	For
1.03	Elect Director Ranjana B. Clark	G	Mgmt	For	For
1.04	Elect Director Rob C. Holmes	G	Mgmt	For	For
1.05	Elect Director David S. Huntley	G	Mgmt	For	For
1.06	Elect Director Charles S. Hyle	G	Mgmt	For	For
1.07	Elect Director Thomas E. Long	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.08	Elect Director Mark W. Midkiff	G	Mgmt	For	For
1.09	Elect Director Elysia Holt Ragusa	G	Mgmt	For	For
1.10	Elect Director Steven P. Rosenberg	G	Mgmt	For	For
1.11	Elect Director Robert W. Stallings	G	Mgmt	For	For
1.12	Elect Director Dale W. Tremblay	G	Mgmt	For	For
1.13	Elect Director Laura L. Whitley	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Texas Instruments Incorporated

Meeting Date: 17/04/2025

Country: USA

Ticker: TXN

Record Date: 20/02/2025

Meeting Type: Annual

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

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Texas Roadhouse, Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: TXRH

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jane Grote Abell	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Texas Roadhouse, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Michael A. Crawford	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.3	Elect Director Donna E. Epps	G	Mgmt	For	For
1.4	Elect Director Wayne L. Jones	G	Mgmt	For	For
1.5	Elect Director Gregory N. Moore	G	Mgmt	For	For
1.6	Elect Director Gerald L. Morgan	G	Mgmt	For	For
1.7	Elect Director Curtis A. Warfield	G	Mgmt	For	For
1.8	Elect Director Kathleen M. Widmer	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Adopt a Policy to Disclose EEO-1 Report	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures</i>					

TFI International Inc.

Meeting Date: 23/04/2025

Country: Canada

Ticker: TFII

Record Date: 14/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Leslie Abi-Karam	G	Mgmt	For	For
1.2	Elect Director Alain Bedard	G	Mgmt	For	For
1.3	Elect Director Andre Berard	G	Mgmt	For	For
1.4	Elect Director William T. England	G	Mgmt	For	For
1.5	Elect Director Diane Giard	G	Mgmt	For	For
1.6	Elect Director Debra Kelly-Ennis	G	Mgmt	For	For
1.7	Elect Director Sebastien Martel	G	Mgmt	For	For
1.8	Elect Director John M. Pratt	G	Mgmt	For	For
1.9	Elect Director Joey Saputo	G	Mgmt	For	For
1.10	Elect Director Rosemary Turner	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

TFI International Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

TG Therapeutics, Inc.

Meeting Date: 12/06/2025 **Country:** USA **Ticker:** TGTX
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Laurence N. Charney	G	Mgmt	For	For
1.2	Elect Director Yann Echelard	G	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i>					
1.3	Elect Director Kenneth Hoberman	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-007] Nominee serves as chair of the remuneration committee, which has not responded to shareholder concerns regarding remuneration policies.</i>					
1.4	Elect Director Daniel Hume	G	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i>					
1.5	Elect Director Sagar Lonial	G	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i>					
1.6	Elect Director Michael S. Weiss	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0550-001] Pay is not aligned with performance and peers.</i>					
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

TGS ASA

Meeting Date: 08/05/2025 **Country:** Norway **Ticker:** TGS
Record Date: 30/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	G	Mgmt		
2	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
3	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
5	Approve Remuneration of Auditors	G	Mgmt	For	For
6	Approve Global Group Board Representation Agreement	G	Mgmt	For	For
7	Amend Articles Re: Number of Board Members (5-12)	G	Mgmt	For	For
8.a	Elect Trond Brandsrud (Chair) as Director	G	Mgmt	For	For
8.b	Reelect Luis Araujo as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8.c	Reelect Bettina Bachmann as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8.d	Reelect Anne Grethe Dalane as Director	G	Mgmt	For	For
8.e	Reelect Maurice Nessim as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8.f	Reelect Emeliana Rice-Oxley as Director	G	Mgmt	For	For
8.g	Reelect Svein Harald Oygard as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
9	Approve Remuneration of Directors in the Amount of USD 140,000 for Chair, USD 55,000 for Shareholder Elected Directors and USD 12,500 for Employee Elected Directors	G	Mgmt	For	For

TGS ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10.a	Elect Glen Ole Rodland (Chair) as Member of Nominating Committee	G	Mgmt	For	For
10.b	Elect Ole Jakob Hundstad as Member of Nominating Committee	G	Mgmt	For	For
10.c	Elect Terje Valebjorg as Member of Nominating Committee	G	Mgmt	For	For
11	Approve Remuneration of Nominating Committee	G	Mgmt	For	For
12	Receive Company's Corporate Governance Statement	G	Mgmt		
13	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
14	Approve Remuneration Statement	G	Mgmt	For	For
15	Approve Long-Term Incentive Plan	G	Mgmt	For	For
16	Authorize Share Repurchase Program	G	Mgmt	For	For
17	Approve Issuance of Shares without Preemptive Rights; Approve Issuance of Convertible Loans	G	Mgmt	For	For
18	Authorize Board to Distribute Dividends	G	Mgmt	For	For

The AES Corporation

Meeting Date: 09/05/2025

Country: USA

Ticker: AES

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Gerard M. Anderson	G	Mgmt	For	For
1.2	Elect Director Inderpal S. Bhandari	G	Mgmt	For	For
1.3	Elect Director Janet G. Davidson	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

The AES Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Andrés R. Gluski	G	Mgmt	For	For
1.5	Elect Director Holly K. Koeppel	G	Mgmt	For	For
1.6	Elect Director Julie M. Laulis	G	Mgmt	For	For
1.7	Elect Director Alain Monié	G	Mgmt	For	For
1.8	Elect Director John B. Morse, Jr.	G	Mgmt	For	For
1.9	Elect Director Moisés Naím	G	Mgmt	For	For
1.10	Elect Director Teresa M. Sebastian	G	Mgmt	For	For
1.11	Elect Director Maura Shaughnessy	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For
5	Amend Clawback Policy	G	SH	Against	Against

Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.

The Allstate Corporation

Meeting Date: 29/05/2025

Country: USA

Ticker: ALL

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Donald E. Brown	G	Mgmt	For	For
1b	Elect Director Kermit R. Crawford	G	Mgmt	For	For
1c	Elect Director Richard T. Hume	G	Mgmt	For	For
1d	Elect Director Margaret M. Keane	G	Mgmt	For	For
1e	Elect Director Siddharth N. (Bobby) Mehta	G	Mgmt	For	For
1f	Elect Director Maria R. Morris	G	Mgmt	For	For
1g	Elect Director Jacques P. Perold	G	Mgmt	For	For
1h	Elect Director Andrea Redmond	G	Mgmt	For	For
1i	Elect Director Gregg M. Sherrill	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

The Allstate Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Judith A. Sprieser	G	Mgmt	For	For
1k	Elect Director Perry M. Traquina	G	Mgmt	For	For
1l	Elect Director Monica J. Turner	G	Mgmt	For	For
1m	Elect Director Thomas J. Wilson	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

The Andersons, Inc.

Meeting Date: 08/05/2025

Country: USA

Ticker: ANDE

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director William E. Krueger	G	Mgmt	For	For
1.2	Elect Director Patrick E. Bowe	G	Mgmt	For	For
1.3	Elect Director Gerard M. Anderson	G	Mgmt	For	For
1.4	Elect Director Steven K. Campbell	G	Mgmt	For	For
1.5	Elect Director Gary A. Douglas	G	Mgmt	For	For
1.6	Elect Director Pamela S. Hershberger	G	Mgmt	For	For
1.7	Elect Director Catherine M. Kilbane	G	Mgmt	For	For
1.8	Elect Director Robert J. King, Jr.	G	Mgmt	For	For
1.9	Elect Director Ross W. Manire	G	Mgmt	For	For
1.10	Elect Director John T. Stout, Jr.	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

The AZEK Company Inc.

Meeting Date: 27/06/2025

Country: USA

Ticker: AZEK

Record Date: 27/05/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	G	Mgmt	For	For
<i>Blended Rationale: The board of The AZEK Company Inc. (AZEK) seeks shareholder approval to be acquired by James Hardie Industries plc (JHX). Under the terms of the agreement, AZEK shareholders will receive \$26.45 per share in cash and 1.034 JHX ordinary shares per AZEK share, which represents a 37.2% premium to the unaffected price and a 3.7% premium to AZEK's 52-week trading high as of the unaffected date (\$54.76 on December 11, 2024). Unanimous board support with fairness opinion by Goldman Sachs.</i>					
2	Advisory Vote on Golden Parachutes	G	Mgmt	For	For
3	Adjourn Meeting	G	Mgmt	For	For

The Baldwin Insurance Group, Inc.

Meeting Date: 05/06/2025

Country: USA

Ticker: BWIN

Record Date: 07/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Joseph Kadow	G	Mgmt	For	For
1.2	Elect Director Chris Sullivan	G	Mgmt	For	For
1.3	Elect Director Myron Williams	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

The Bancorp, Inc.

Meeting Date: 28/05/2025

Country: USA

Ticker: TBBK

Record Date: 02/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Dwayne L. Allen	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.2	Elect Director Todd J. Brockman	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

The Bancorp, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Matthew N. Cohn	G	Mgmt	For	For
1.4	Elect Director Cheryl D. Creuzot	G	Mgmt	For	For
1.5	Elect Director Hersh Kozlov	G	Mgmt	For	For
1.6	Elect Director Damian M. Kozlowski	G	Mgmt	For	For
1.7	Elect Director William H. Lamb	G	Mgmt	For	For
1.8	Elect Director James J. McEntee, III	G	Mgmt	For	For
1.9	Elect Director Stephanie B. Mudick	G	Mgmt	For	For
1.10	Elect Director Mark E. Tryniski	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Crowe LLP as Auditors	G	Mgmt	For	For

The Bank of East Asia, Limited

Meeting Date: 09/05/2025

Country: Hong Kong

Ticker: 23

Record Date: 02/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3a	Elect David Li Kwok-po as Director	G	Mgmt	For	For
3b	Elect Allan Wong Chi-yun as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-025] The nomination committee is not majority independent.</i>					
3c	Elect Aubrey Li Kwok-sing as Director	G	Mgmt	For	For
3d	Elect Stephen Charles Li Kwok-sze as Director	G	Mgmt	For	For
3e	Elect Daryl Ng Win-kong as Director	G	Mgmt	For	For
3f	Elect Rita Fan Hsu Lai-tai as Director	G	Mgmt	For	For

The Bank of East Asia, Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
7	Approve Framework Agreement for Loan Transactions, Proposed Annual Caps and Related Transactions	G	Mgmt	For	For
8	Amend Articles of Association	G	Mgmt	For	For

The Bank of Nagoya Ltd.

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 8522
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 160	G	Mgmt	For	For
2.1	Elect Director Fujiwara, Ichiro	G	Mgmt	For	For
2.2	Elect Director Minamide, Masao	G	Mgmt	For	For
2.3	Elect Director Mizuno, Hideki	G	Mgmt	For	For
2.4	Elect Director Kondo, Kazu	G	Mgmt	For	For
2.5	Elect Director Shimizu, Sadaharu	G	Mgmt	For	For
2.6	Elect Director Kinugawa, Sachie	G	Mgmt	For	For
2.7	Elect Director Yoshida, Akemi	G	Mgmt	For	For

The Bank of New York Mellon Corporation

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

The Bank of New York Mellon Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Linda Z. Cook	G	Mgmt	For	For
1b	Elect Director Joseph J. Echevarria	G	Mgmt	For	For
1c	Elect Director M. Amy Gilliland	G	Mgmt	For	For
1d	Elect Director Jeffrey A. Goldstein	G	Mgmt	For	For
1e	Elect Director K. Guru Gowrappan	G	Mgmt	For	For
1f	Elect Director Ralph Izzo	G	Mgmt	For	For
1g	Elect Director Sandie O'Connor	G	Mgmt	For	For
1h	Elect Director Elizabeth E. Robinson	G	Mgmt	For	For
1i	Elect Director Rakefet Russak-Aminoach	G	Mgmt	For	For
1j	Elect Director Robin A. Vince	G	Mgmt	For	For
1k	Elect Director Alfred W. "Al" Zollar	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

The Bank of Nova Scotia

Meeting Date: 08/04/2025 **Country:** Canada **Ticker:** BNS
Record Date: 11/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nora A. Aufreiter	G	Mgmt	For	For
1.2	Elect Director Guillermo E. Babatz	G	Mgmt	For	For
1.3	Elect Director Daniel (Don) H. Callahan	G	Mgmt	For	For
1.4	Elect Director W. Dave Dowrich	G	Mgmt	For	For
1.5	Elect Director Michael B. Medline	G	Mgmt	For	For
1.6	Elect Director Lynn K. Patterson	G	Mgmt	For	For
1.7	Elect Director Una M. Power	G	Mgmt	For	For

The Bank of Nova Scotia

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director Aaron W. Regent	G	Mgmt	For	For
1.9	Elect Director Sandra J. Stuart	G	Mgmt	For	For
1.10	Elect Director L. Scott Thomson	G	Mgmt	For	For
1.11	Elect Director Steven C. Van Wyk	G	Mgmt	For	For
1.12	Elect Director Benita M. Warmbold	G	Mgmt	For	Withhold
<i>Blended Rationale: [DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
4	SP 1: Publish a Third-Party Racial Equity Audit	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					
5	SP 2: Report on Forced Labor and Child Labor in Lending Portfolios	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					
6	SP 3: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					
7	SP 4: Employee Language Skills Disclosure	G	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					
8	SP 5: Advisory Vote on Environmental Policies	E	SH	Against	For
<i>Blended Rationale: [DC-D0000-008] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
9	SP 6: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	G	SH	Against	Against
<i>Blended Rationale: [SF-S4578-107] These issues are more properly addressed through uniform government regulations.</i>					

The Boston Beer Company, Inc.

Meeting Date: 14/05/2025

Country: USA

Ticker: SAM

Record Date: 19/03/2025

Meeting Type: Annual

The Boston Beer Company, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Joseph H. Jordan	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.2	Elect Director Meghan V. Joyce	G	Mgmt	For	Withhold
	<i>Blended Rationale: [SF-M0201-005] Vote against for failure of the nom/gov committee to take action with respect to substantial votes against one or more directors last year.</i>				
1.3	Elect Director Cynthia L. Swanson	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

The Brink's Company

Meeting Date: 08/05/2025

Country: USA

Ticker: BCO

Record Date: 06/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kathie J. Andrade	G	Mgmt	For	For
1b	Elect Director Paul G. Boynton	G	Mgmt	For	For
1c	Elect Director Ian D. Clough	G	Mgmt	For	For
1d	Elect Director Susan E. Docherty	G	Mgmt	For	For
1e	Elect Director Mark Eubanks	G	Mgmt	For	For
1f	Elect Director Michael J. Herling	G	Mgmt	For	For
1g	Elect Director A. Louis Parker	G	Mgmt	For	For
1h	Elect Director Timothy J. Tynan	G	Mgmt	For	For
1i	Elect Director Keith R. Wyche	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

The Buckle, Inc.

Meeting Date: 02/06/2025

Country: USA

Ticker: BKE

Record Date: 28/03/2025

Meeting Type: Annual

The Buckle, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Daniel J. Hirschfeld	G	Mgmt	For	For
1.2	Elect Director Dennis H. Nelson	G	Mgmt	For	For
1.3	Elect Director Thomas B. Heacock	G	Mgmt	For	For
1.4	Elect Director Kari G. Smith	G	Mgmt	For	For
1.5	Elect Director Hank M. Bounds	G	Mgmt	For	For
1.6	Elect Director Bill L. Fairfield	G	Mgmt	For	For
1.7	Elect Director Bruce L. Hoberman	G	Mgmt	For	For
1.8	Elect Director Michael E. Huss	G	Mgmt	For	For
1.9	Elect Director Shruti S. Joshi	G	Mgmt	For	For
1.10	Elect Director Angie J. Klein	G	Mgmt	For	For
1.11	Elect Director John P. Peetz, III	G	Mgmt	For	For
1.12	Elect Director Karen B. Rhoads	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.13	Elect Director James E. Shada	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

The Carlyle Group Inc.

Meeting Date: 29/05/2025 **Country:** USA **Ticker:** CG
Record Date: 04/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director David M. Rubenstein	G	Mgmt	For	For
1.2	Elect Director Daniel A. D'Aniello	G	Mgmt	For	For
1.3	Elect Director Harvey M. Schwartz	G	Mgmt	For	For
1.4	Elect Director Sharda Cherwoo	G	Mgmt	For	For
1.5	Elect Director Linda H. Filler	G	Mgmt	For	For
1.6	Elect Director James H. Hance, Jr.	G	Mgmt	For	For

The Carlyle Group Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.7	Elect Director Derica W. Rice	G	Mgmt	For	For
1.8	Elect Director William J. Shaw	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

The Charles Schwab Corporation

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** SCHW
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director John K. Adams, Jr.	G	Mgmt	For	For
1.2	Elect Director Stephen A. Ellis	G	Mgmt	For	For
1.3	Elect Director Arun Sarin	G	Mgmt	For	For
1.4	Elect Director Charles R. Schwab	G	Mgmt	For	For
1.5	Elect Director Paula A. Sneed	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Declassify the Board of Directors	G	SH	Against	For

Blended Rationale: [SF-S0201-002] Directors should be elected annually to discourage entrenchment and allow shareholders sufficient opportunity to exercise their oversight of the board.

The Cheesecake Factory Incorporated

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** CAKE
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director David Overton	G	Mgmt	For	For
1B	Elect Director Edie A. Ames	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

The Cheesecake Factory Incorporated

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1C	Elect Director Alexander L. Cappello	G	Mgmt	For	For
1D	Elect Director Khanh Collins	G	Mgmt	For	For
1E	Elect Director Adam S. Gordon	G	Mgmt	For	For
1F	Elect Director Jerome I. Kransdorf	G	Mgmt	For	For
1G	Elect Director Janice L. Meyer	G	Mgmt	For	For
1H	Elect Director David B. Pittaway	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

The Chiba Bank, Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 8331

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 22	G	Mgmt	For	For
2.1	Elect Director Yonemoto, Tsutomu	G	Mgmt	For	For
2.2	Elect Director Yamazaki, Kiyomi	G	Mgmt	For	For
2.3	Elect Director Awaji, Mutsumi	G	Mgmt	For	For
2.4	Elect Director Makinose, Takashi	G	Mgmt	For	For
2.5	Elect Director Ono, Masayasu	G	Mgmt	For	For
2.6	Elect Director Takayama, Yasuko	G	Mgmt	For	For
2.7	Elect Director Kiuchi, Takahide	G	Mgmt	For	For
2.8	Elect Director Yoshizawa, Ryoji	G	Mgmt	For	For
2.9	Elect Director Nabeshima, Mana	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Takahashi, Norikazu	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Anazawa, Yukio	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

The Chiba Bank, Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.3	Appoint Statutory Auditor Matsuoka, Yukiko	G	Mgmt	For	For

The Cigna Group

Meeting Date: 23/04/2025 **Country:** USA **Ticker:** CI
Record Date: 04/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director David M. Cordani	G	Mgmt	For	For
1b	Elect Director Eric J. Foss	G	Mgmt	For	For
1c	Elect Director Elder Granger	G	Mgmt	For	For
1d	Elect Director Neesha Hathi	G	Mgmt	For	For
1e	Elect Director George Kurian	G	Mgmt	For	For
1f	Elect Director Kathleen M. Mazzarella	G	Mgmt	For	For
1g	Elect Director Mark B. McClellan	G	Mgmt	For	For
1h	Elect Director Philip O. Ozuah	G	Mgmt	For	For
1i	Elect Director Kimberly A. Ross	G	Mgmt	For	For
1j	Elect Director Eric C. Wiseman	G	Mgmt	For	For
1k	Elect Director Donna F. Zarcone	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Amend Right to Call Special Meeting	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed amendment to the provision to call special meetings is sufficient to avoid waste of corporate resources.

The Coca-Cola Company

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

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Herb Allen	G	Mgmt	For	For
1.2	Elect Director Bela Bajaria	G	Mgmt	For	For
1.3	Elect Director Ana Botin	G	Mgmt	For	For
1.4	Elect Director Christopher C. Davis	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.5	Elect Director Carolyn Everson	G	Mgmt	For	For
1.6	Elect Director Thomas S. Gayner	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board.</i>					
1.7	Elect Director Maria Elena Lagomasino	G	Mgmt	For	For
1.8	Elect Director Amity Millhiser	G	Mgmt	For	For
1.9	Elect Director James Quincey	G	Mgmt	For	For
1.10	Elect Director Caroline J. Tsay	G	Mgmt	For	For
1.11	Elect Director David B. Weinberg	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					
5	Report on Food Waste Management and Targets to Reduce Food Waste	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					
6	Establish a Board Committee on Improper Influence	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					
7	Consider Abolishing DEI Goals from Compensation Inducements	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					

The Coca-Cola Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Report on Impacts Related to Associating Brand with Politically Divisive Events	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					
9	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					

The Cooper Companies, Inc.

Meeting Date: 02/04/2025 **Country:** USA **Ticker:** COO
Record Date: 07/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Robert S. Weiss	G	Mgmt	For	For
1b	Elect Director Colleen E. Jay	G	Mgmt	For	For
1c	Elect Director Lawrence E. Kurzius	G	Mgmt	For	For
1d	Elect Director Cynthia L. Lucchese	G	Mgmt	For	For
1e	Elect Director Teresa S. Madden	G	Mgmt	For	For
1f	Elect Director Maria Rivas	G	Mgmt	For	For
1g	Elect Director Albert G. White, III	G	Mgmt	For	For
2	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

The Descartes Systems Group Inc.

Meeting Date: 12/06/2025 **Country:** Canada **Ticker:** DSG
Record Date: 25/04/2025 **Meeting Type:** Annual

The Descartes Systems Group Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Deepak Chopra	G	Mgmt	For	For
1.2	Elect Director Eric A. Demirian	G	Mgmt	For	For
1.3	Elect Director Dennis Maple	G	Mgmt	For	For
1.4	Elect Director Jane Mowat	G	Mgmt	For	For
1.5	Elect Director Chris Muntwyler	G	Mgmt	For	For
1.6	Elect Director Jane O'Hagan	G	Mgmt	For	For
1.7	Elect Director Edward J. Ryan	G	Mgmt	For	For
1.8	Elect Director John J. Walker	G	Mgmt	For	For
1.9	Elect Director Laura Wilkin	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

The E.W. Scripps Company

Meeting Date: 05/05/2025

Country: USA

Ticker: SSP

Record Date: 11/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Burton F. Jablin	G	Mgmt	For	For
1b	Elect Director Nishat A. Mehta	G	Mgmt	For	For
1c	Elect Director Kim Williams	G	Mgmt	For	For

The Ensign Group, Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: ENSG

Record Date: 20/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ann S. Blouin	G	Mgmt	For	For
1b	Elect Director John O. Agwunobi	G	Mgmt	For	For

The Ensign Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Barry R. Port	G	Mgmt	For	For
1d	Elect Director Mark V. Parkinson	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

The Gap, Inc.

Meeting Date: 20/05/2025

Country: USA

Ticker: GAP

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Brady Brewer	G	Mgmt	For	For
1b	Elect Director Salaam Coleman Smith	G	Mgmt	For	For
1c	Elect Director Richard Dickson	G	Mgmt	For	For
1d	Elect Director Elisabeth B. Donohue	G	Mgmt	For	For
1e	Elect Director Robert J. Fisher	G	Mgmt	For	For
1f	Elect Director William S. Fisher	G	Mgmt	For	For
1g	Elect Director Kathryn Hall	G	Mgmt	For	For
1h	Elect Director Amy Miles	G	Mgmt	For	For
1i	Elect Director Chris O'Neill	G	Mgmt	For	For
1j	Elect Director Mayo A. Shattuck, III	G	Mgmt	For	For
1k	Elect Director Tariq Shaukat	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

The GEO Group, Inc.

Meeting Date: 29/04/2025

Country: USA

Ticker: GEO

Record Date: 03/03/2025

Meeting Type: Annual

The GEO Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas C. Bartzokis	G	Mgmt	For	For
1b	Elect Director Jack Brewer	G	Mgmt	For	For
1c	Elect Director Donna Arduin Kauranen	G	Mgmt	For	For
1d	Elect Director Scott M. Kernan	G	Mgmt	For	For
1e	Elect Director Lindsay L. Koren	G	Mgmt	For	For
1f	Elect Director Julie Myers Wood	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-133] Vote against director for concerns regarding succession and/or succession planning.</i>					
1g	Elect Director George C. Zoley	G	Mgmt	For	For
2	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

The Goldman Sachs Group, Inc.

Meeting Date: 23/04/2025 **Country:** USA **Ticker:** GS
Record Date: 24/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Michele Burns	G	Mgmt	For	For
1b	Elect Director Mark Flaherty	G	Mgmt	For	For
1c	Elect Director Kimberley Harris	G	Mgmt	For	For
1d	Elect Director John Hess	G	Mgmt	For	For
1e	Elect Director Kevin Johnson	G	Mgmt	For	For
1f	Elect Director Ellen Kullman	G	Mgmt	For	For
1g	Elect Director KC McClure	G	Mgmt	For	For
1h	Elect Director Lakshmi Mittal	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1i	Elect Director Thomas Montag	G	Mgmt	For	For
1j	Elect Director Peter Oppenheimer	G	Mgmt	For	For
1k	Elect Director David Solomon	G	Mgmt	For	For

The Goldman Sachs Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1l	Elect Director Jan Tighe	G	Mgmt	For	For
1m	Elect Director David Vinjar	G	Mgmt	For	For
1n	Elect Director John Waldron	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
5	Consider Abolishing DEI Goals from Compensation Inducements	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					
6	Conduct and Report a Third-Party Racial Equity Audit on Risks Related to Race-based Initiatives	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					
7	Report on Clean Energy Supply Financing Ratio	E	SH	Against	For
<i>Blended Rationale: [DC-D0000-007] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					

The Goodyear Tire & Rubber Company

Meeting Date: 14/04/2025 **Country:** USA **Ticker:** GT
Record Date: 18/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Norma B. Clayton	G	Mgmt	For	For
1b	Elect Director James A. Firestone	G	Mgmt	For	For
1c	Elect Director Werner Geissler	G	Mgmt	For	For
1d	Elect Director Joseph R. Hinrichs	G	Mgmt	For	For
1e	Elect Director Laurette T. Koellner	G	Mgmt	For	For
1f	Elect Director Karla R. Lewis	G	Mgmt	For	For
1g	Elect Director John E. McGlade	G	Mgmt	For	For
1h	Elect Director Max H. Mitchell	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

The Goodyear Tire & Rubber Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director Hera Siu	G	Mgmt	For	For
1j	Elect Director Mark W. Stewart	G	Mgmt	For	For
1k	Elect Director Michael R. Wessel	G	Mgmt	For	For
1l	Elect Director Roger J. Wood	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
5	Adopt Policy to Reduce Tire Wear Shedding	E, S	SH	Against	Against

Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company

The Gorman-Rupp Company

Meeting Date: 24/04/2025

Country: USA

Ticker: GRC

Record Date: 24/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Donald H. Bullock, Jr.	G	Mgmt	For	For
1.2	Elect Director Jeffrey S. Gorman	G	Mgmt	For	For
1.3	Elect Director M. Ann Harlan	G	Mgmt	For	For
1.4	Elect Director Pamela A. Heminger	G	Mgmt	For	For
1.5	Elect Director Scott A. King	G	Mgmt	For	For
1.6	Elect Director Christopher H. Lake	G	Mgmt	For	For
1.7	Elect Director Sonja K. McClelland	G	Mgmt	For	For
1.8	Elect Director Vincent K. Petrella	G	Mgmt	For	For
1.9	Elect Director Kenneth R. Reynolds	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

The GPT Group

Meeting Date: 01/05/2025

Country: Australia

Ticker: GPT

Record Date: 29/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Anne Brennan as Director	G	Mgmt	For	For
2	Elect Tracey Horton as Director	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	For
4	Approve Grant of Performance Rights to Russell Proutt	G	Mgmt	For	For

The Hanover Insurance Group, Inc.

Meeting Date: 13/05/2025

Country: USA

Ticker: THG

Record Date: 20/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kevin J. Bradicich	G	Mgmt	For	For
1.2	Elect Director Theodore H. Bunting, Jr.	G	Mgmt	For	For
1.3	Elect Director William E. Donnell	G	Mgmt	For	For
1.4	Elect Director Joseph R. Ramrath	G	Mgmt	For	For
1.5	Elect Director John C. Roche	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

The Hartford Insurance Group, Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: HIG

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Larry D. De Shon	G	Mgmt	For	For

The Hartford Insurance Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Carlos Dominguez	G	Mgmt	For	For
1c	Elect Director Trevor Fetter	G	Mgmt	For	For
1d	Elect Director Donna A. James	G	Mgmt	For	For
1e	Elect Director Annette Rippert	G	Mgmt	For	For
1f	Elect Director Teresa Wynn Roseborough	G	Mgmt	For	For
1g	Elect Director Virginia P. Rueterholz	G	Mgmt	For	For
1h	Elect Director Christopher J. Swift	G	Mgmt	For	For
1i	Elect Director Matthew E. Winter	G	Mgmt	For	For
1j	Elect Director Kathleen Winters	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

The Hershey Company

Meeting Date: 06/05/2025

Country: USA

Ticker: HSY

Record Date: 07/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Michele G. Buck	G	Mgmt	For	For
1b	Elect Director Timothy W. Curoe	G	Mgmt	For	For
1c	Elect Director Mary Kay Haben	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1d	Elect Director Huong Maria T. Kraus	G	Mgmt	For	For
1e	Elect Director Deirdre A. Mahlan	G	Mgmt	For	For
1f	Elect Director Barry J. Nalebuff	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

The Hershey Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Kevin M. Ozan	G	Mgmt	For	For
1h	Elect Director Juan R. Perez	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1i	Elect Director Marie Quintero-Johnson	G	Mgmt	For	For
1j	Elect Director Cordel Robbin-Coker	G	Mgmt	For	For
1k	Elect Director Harold Singleton, III	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Certificate of Incorporation re: Stockholders' Right to Fill Vacancies	G	Mgmt	For	For

The Home Depot, Inc.

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** HD
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Gerard J. Arpey	G	Mgmt	For	For
1b	Elect Director Ari Bousbib	G	Mgmt	For	For
1c	Elect Director Jeffery H. Boyd	G	Mgmt	For	For
1d	Elect Director Gregory D. Brenneman	G	Mgmt	For	For
1e	Elect Director J. Frank Brown	G	Mgmt	For	For
1f	Elect Director Edward P. Decker	G	Mgmt	For	For
1g	Elect Director Wayne M. Hewett	G	Mgmt	For	For
1h	Elect Director Manuel Kadre	G	Mgmt	For	For
1i	Elect Director Stephanie C. Linnartz	G	Mgmt	For	For
1j	Elect Director Paula A. Santilli	G	Mgmt	For	For
1k	Elect Director Caryn Seidman-Becker	G	Mgmt	For	For

The Home Depot, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1l	Elect Director Asha Sharma	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Require Independent Board Chair	G	SH	Against	Against
	<i>Blended Rationale: [SF-S0107-101] Company has a designated lead director who fulfills the requirements appropriate to such role.</i>				
5	Disclose a Biodiversity Impact and Dependency Assessment	E	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures</i>				
6	Report on Efforts to Reduce Plastic Use	E	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>				

The Hong Kong and China Gas Company Limited

Meeting Date: 04/06/2025 **Country:** Hong Kong **Ticker:** 3
Record Date: 29/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3.1	Elect Moses Cheng Mo-chi as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent.</i>				
3.2	Elect Andrew Fung Hau-chung as Director	G	Mgmt	For	For
3.3	Elect Peter Wong Wai-yee as Director	G	Mgmt	For	For
3.4	Elect Anna Wong Wai-kwan as Director	G	Mgmt	For	For
3.5	Elect Chan Ying-lung as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

The Hong Kong and China Gas Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Fee for Board Environmental, Social and Governance Committee Member	G	Mgmt	For	For
5	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6.1	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6.2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					
6.3	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					

The Hyakujushi Bank, Ltd.

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 8386
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 85	G	Mgmt	For	For
2.1	Elect Director Ayada, Yujiro	G	Mgmt	For	For
2.2	Elect Director Mori, Masashi	G	Mgmt	For	For
2.3	Elect Director Toyoshima, Masakazu	G	Mgmt	For	For
2.4	Elect Director Tada, Kazuhito	G	Mgmt	For	For
2.5	Elect Director Suga, Hiroshi	G	Mgmt	For	For
2.6	Elect Director Iwane, Masaaki	G	Mgmt	For	For
2.7	Elect Director Oda, Hideki	G	Mgmt	For	For
2.8	Elect Director Iwase, Tetsuya	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Sakuma, Tatsuya	G	Mgmt	For	For

The Hyakujushi Bank, Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.2	Elect Director and Audit Committee Member Tsushima, Takao	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Yamada, Yasuko	G	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Fujimoto, Tomoko	G	Mgmt	For	For
3.5	Elect Director and Audit Committee Member Konishi, Noriyuki	G	Mgmt	For	For
3.6	Elect Director and Audit Committee Member Marumori, Yasushi	G	Mgmt	For	For
3.7	Elect Director and Audit Committee Member Kito, Seiji	G	Mgmt	For	For

The Japan Steel Works Ltd.

Meeting Date: 23/06/2025

Country: Japan

Ticker: 5631

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 48	G	Mgmt	For	For
2.1	Elect Director Matsuo, Toshio	G	Mgmt	For	For
2.2	Elect Director Kikuchi, Hiroki	G	Mgmt	For	For
2.3	Elect Director Inoue, Shigeki	G	Mgmt	For	For
2.4	Elect Director Umamoto, Seiji	G	Mgmt	For	For
2.5	Elect Director Nakanishi, Hideo	G	Mgmt	For	For
2.6	Elect Director Nakanishi, Yoshiyuki	G	Mgmt	For	For
2.7	Elect Director Mitsui, Hisao	G	Mgmt	For	For
2.8	Elect Director Kawamura, Junko	G	Mgmt	For	For
2.9	Elect Director Kuriki, Yasuyuki	G	Mgmt	For	For
2.10	Elect Director Mizumoto, Nobuko	G	Mgmt	For	For
3	Appoint Statutory Auditor Shibata, Motoyuki	G	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Fujimatsu, Aya	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

The Kansai Electric Power Co., Inc.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 9503

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	G	Mgmt	For	For
2.1	Elect Director Sakakibara, Sadayuki	G	Mgmt	For	For
2.2	Elect Director Tomono, Hiroshi	G	Mgmt	For	For
2.3	Elect Director Takamatsu, Kazuko	G	Mgmt	For	For
2.4	Elect Director Naito, Fumio	G	Mgmt	For	For
2.5	Elect Director Manabe, Seiji	G	Mgmt	For	For
2.6	Elect Director Sono, Kiyoshi	G	Mgmt	For	For
2.7	Elect Director Yahagi, Noriyo	G	Mgmt	For	For
2.8	Elect Director Hara, Etsuko	G	Mgmt	For	For
2.9	Elect Director Mori, Nozomu	G	Mgmt	For	For
2.10	Elect Director Araki, Makoto	G	Mgmt	For	For
2.11	Elect Director Ogawa, Hiroshi	G	Mgmt	For	For
2.12	Elect Director Shimamoto, Yasuji	G	Mgmt	For	For
2.13	Elect Director Nishizawa, Nobuhiro	G	Mgmt	For	For
3	Amend Articles to Add Provisions Concerning Management Based on CSR (Withdrawal from Nuclear Power Generation Business)	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0709-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
4	Amend Articles to Add Provisions Concerning Management Based on CSR (Decarbonization Plan)	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0742-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
5	Amend Articles to Add Provisions Concerning Management Based on CSR (Information Disclosure and Dialogue)	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

The Kansai Electric Power Co., Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Amend Articles to Add Provisions Concerning Management Based on CSR (Facility Safety Enhancement)	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
7	Amend Articles to Add Provisions Concerning Management Based on CSR (Gender Diversity)	S	SH	Against	Against
<i>Blended Rationale: [RJ-S0227-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
8	Amend Articles to Keep Shareholder Meeting Minutes and Disclose Them to Public	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0123-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
9	Remove Incumbent Director Sakakibara, Sadayuki	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0214-002] AGAINST shareholder proposal as the Director / Statutory Auditor is suitable for the board of directors / corporate auditors.</i>					
10	Remove Incumbent Director Mori, Nozomu	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0214-002] AGAINST shareholder proposal as the Director / Statutory Auditor is suitable for the board of directors / corporate auditors.</i>					
11	Remove Incumbent Director Tanaka, Motoko	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0214-002] AGAINST shareholder proposal as the Director / Statutory Auditor is suitable for the board of directors / corporate auditors.</i>					
12	Amend Articles to Appoint Executive Officer in Charge of Nuclear Disaster Prevention	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
13	Amend Articles to Require Individual Compensation Disclosure for Executive Officers	G	SH	Against	Against
<i>Blended Rationale: [TK-S0811-002] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
14	Amend Articles to Establish Promotion Committee to Realize Zero Carbon Emissions without Nuclear Power Generation	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0709-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

The Kansai Electric Power Co., Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15	Amend Articles to Terminate Contracts with Nuclear Power Plants Which Fail to Pass Examination by Nuclear Regulation Authority	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0709-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
16	Amend Articles to Ban Reprocessing of Spent Nuclear Fuels	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0709-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
17	Amend Articles to Contribute to Realization of Zero Carbon Society	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0779-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
18	Amend Articles to Establish Stable Electricity Supply System without Nuclear Power Generation	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0709-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
19	Amend Articles to Realize Zero Carbon Emissions by 2050	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0779-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

The Keiyo Bank, Ltd.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 8544

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 16	G	Mgmt	For	For
2	Amend Articles to Reduce Directors' Term	G	Mgmt	For	For
3.1	Elect Director Kumagai, Toshiyuki	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>					
3.2	Elect Director Ichikawa, Tatsushi	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

The Kiyo Bank, Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 8370

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 65	G	Mgmt	For	For
2.1	Elect Director Matsuoka, Yasuyuki	G	Mgmt	For	For
2.2	Elect Director Haraguchi, Hiroyuki	G	Mgmt	For	For
2.3	Elect Director Maruoka, Norio	G	Mgmt	For	For
2.4	Elect Director Mizobuchi, Sakae	G	Mgmt	For	For
2.5	Elect Director Mukai, Morihisa	G	Mgmt	For	For
2.6	Elect Director Sando, Hiroyuki	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Kurahashi, Hiroyuki	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Maeda, Ryosuke	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Nishida, Megumi	G	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Hori, Tomoko	G	Mgmt	For	For
3.5	Elect Director and Audit Committee Member Adachi, Motohiro	G	Mgmt	For	For
3.6	Elect Director and Audit Committee Member Fujiwara, Toshimasa	G	Mgmt	For	For

The Kraft Heinz Company

Meeting Date: 08/05/2025

Country: USA

Ticker: KHC

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Carlos Abrams-Rivera	G	Mgmt	For	For
1b	Elect Director Humberto P. Alfonso	G	Mgmt	For	For
1c	Elect Director John T. Cahill	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

The Kraft Heinz Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Lori Dickerson Fouche	G	Mgmt	For	For
1e	Elect Director Diane Gherson	G	Mgmt	For	For
1f	Elect Director Timothy Kenesey	G	Mgmt	For	For
1g	Elect Director Alicia Knapp	G	Mgmt	For	For
1h	Elect Director Elio Leoni Sceti	G	Mgmt	For	For
1i	Elect Director James Park	G	Mgmt	For	For
1j	Elect Director Miguel Patricio	G	Mgmt	For	For
1k	Elect Director John C. Pope	G	Mgmt	For	For
1l	Elect Director Debby Soo	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Report on Recyclability Claims	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					
5	Report on Plastic Packaging	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					
6	Require Independent Board Chair	G	SH	Against	Against
<i>Blended Rationale: [SF-S0107-101] Company has a designated lead director who fulfills the requirements appropriate to such role.</i>					

The Kroger Co.

Meeting Date: 26/06/2025

Country: USA

Ticker: KR

Record Date: 28/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Nora A. Aufreiter	G	Mgmt	For	For
1b	Elect Director Kevin M. Brown	G	Mgmt	For	For
1c	Elect Director Elaine L. Chao	G	Mgmt	For	For
1d	Elect Director Anne Gates	G	Mgmt	For	For
1e	Elect Director Karen M. Hoguet	G	Mgmt	For	For
1f	Elect Director Clyde R. Moore	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

The Kroger Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Ronald L. Sargent	G	Mgmt	For	For
1h	Elect Director J. Amanda Sourry Knox (Amanda Sourry)	G	Mgmt	For	For
1i	Elect Director Mark S. Sutton	G	Mgmt	For	For
1j	Elect Director Ashok Vemuri	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Report on Educating Customers on Tobacco Waste	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-101] No demonstrable economical benefit to shareholders.</i>					
5	Report on Implementing Worker-Driven Social Responsibility Principles	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies</i>					
6	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Reproductive or Gender-affirming Health Care	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					

The Macerich Company

Meeting Date: 02/06/2025 **Country:** USA **Ticker:** MAC
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Steven R. Hash	G	Mgmt	For	For
1b	Elect Director Enrique Hernandez, Jr.	G	Mgmt	For	For
1c	Elect Director Daniel J. Hirsch	G	Mgmt	For	For
1d	Elect Director Jackson Hsieh	G	Mgmt	For	For
1e	Elect Director Diana M. Laing	G	Mgmt	For	For
1f	Elect Director Marianne Lowenthal	G	Mgmt	For	For
1g	Elect Director Devin I. Murphy	G	Mgmt	For	For
1h	Elect Director Andrea M. Stephen	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

The Macerich Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

The Middleby Corporation

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** MIDD
Record Date: 17/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Julie M. Bowerman	G	Mgmt	For	For
1b	Elect Director Sarah Palisi Chapin	G	Mgmt	For	For
1c	Elect Director Timothy J. FitzGerald	G	Mgmt	For	For
1d	Elect Director Edward P. Garden	G	Mgmt	For	For
1e	Elect Director Cathy L. McCarthy	G	Mgmt	For	For
1f	Elect Director Robert A. Nerbonne	G	Mgmt	For	For
1g	Elect Director Gordon J. O'Brien	G	Mgmt	For	For
1h	Elect Director Stephen R. Scherger	G	Mgmt	For	For
1i	Elect Director Tejas P. Shah	G	Mgmt	For	For
1j	Elect Director Nassem A. Ziyad	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

The Mosaic Company

Meeting Date: 29/05/2025 **Country:** USA **Ticker:** MOS
Record Date: 02/04/2025 **Meeting Type:** Annual

The Mosaic Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Cheryl K. Beebe	G	Mgmt	For	For
1b	Elect Director Gregory L. Ebel	G	Mgmt	For	For
1c	Elect Director Bruce M. Bodine	G	Mgmt	For	For
1d	Elect Director Timothy S. Gitzel	G	Mgmt	For	For
1e	Elect Director Emery N. Koenig	G	Mgmt	For	For
1f	Elect Director Jody L. Kuzenko	G	Mgmt	For	For
1g	Elect Director Sonya C. Little	G	Mgmt	For	For
1h	Elect Director David T. Seaton	G	Mgmt	For	For
1i	Elect Director Kathleen M. Shanahan	G	Mgmt	For	For
1j	Elect Director Joao Roberto Goncalves Teixeira	G	Mgmt	For	For
1k	Elect Director Gretchen H. Watkins	G	Mgmt	For	For
1l	Elect Director Kelvin R. Westbrook	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

The New York Times Company

Meeting Date: 30/04/2025

Country: USA

Ticker: NYT

Record Date: 04/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Rachel Glaser	G	Mgmt	For	For
1.2	Elect Director John W. Rogers, Jr.	G	Mgmt	For	For
1.3	Elect Director Anuradha B. Subramanian	G	Mgmt	For	For
1.4	Elect Director Rebecca Van Dyck	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

THE NIPPON ROAD CO., LTD.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 1884

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ishii, Toshiyuki	G	Mgmt	For	For
1.2	Elect Director Hyodo, Masakazu	G	Mgmt	For	For
1.3	Elect Director Ito, Kaoru	G	Mgmt	For	For
1.4	Elect Director Takasugi, Takeshi	G	Mgmt	For	For
1.5	Elect Director Kasai, Toshihiko	G	Mgmt	For	For
1.6	Elect Director Morimura, Nozomu	G	Mgmt	For	For
1.7	Elect Director Kosao, Fumiko	G	Mgmt	For	For
1.8	Elect Director Tomono, Naoko	G	Mgmt	For	For
2	Appoint Statutory Auditor Sakanoue, Hikotaro	G	Mgmt	For	For

The Nippon Signal Co., Ltd.

Meeting Date: 20/06/2025

Country: Japan

Ticker: 6741

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Remove Provisions on Takeover Defense	G	Mgmt	For	For
2.1	Elect Director Tsukamoto, Hidehiko	G	Mgmt	For	For
2.2	Elect Director Goto, Ryuichi	G	Mgmt	For	For
2.3	Elect Director Horie, Toru	G	Mgmt	For	For
2.4	Elect Director Inoue, Yuriko	G	Mgmt	For	For
2.5	Elect Director Murata, Yoshiyuki	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Tokubuchi, Yoshitaka	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Tokunaga, Takashi	G	Mgmt	For	For

The Nippon Signal Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.3	Elect Director and Audit Committee Member Suzuki, Masako	G	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Aizawa, Toshihiko	G	Mgmt	For	For

The Nisshin OilliO Group, Ltd.

Meeting Date: 24/06/2025 **Country:** Japan **Ticker:** 2602
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 90	G	Mgmt	For	For
2.1	Elect Director Kuno, Takahisa	G	Mgmt	For	For
2.2	Elect Director Saegusa, Masato	G	Mgmt	For	For
2.3	Elect Director Sato, Masayuki	G	Mgmt	For	For
2.4	Elect Director Teraguchi, Taiji	G	Mgmt	For	For
2.5	Elect Director Koike, Kenji	G	Mgmt	For	For
2.6	Elect Director Takeshima, Chiharu	G	Mgmt	For	For
2.7	Elect Director Yamamoto, Isao	G	Mgmt	For	For
2.8	Elect Director Eto, Naomi	G	Mgmt	For	For
2.9	Elect Director Shisai, Satoko	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Matsumura, Tatsuhiko	G	Mgmt	For	For

The North West Company Inc.

Meeting Date: 11/06/2025 **Country:** Canada **Ticker:** NWC
Record Date: 07/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Brock Bulbuck	G	Mgmt	For	For
1.2	Elect Director Stewart Glendinning	G	Mgmt	For	For
1.3	Elect Director Rachel Huckle	G	Mgmt	For	For

The North West Company Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Annalisa King	G	Mgmt	For	For
1.5	Elect Director Violet Konkle	G	Mgmt	For	For
1.6	Elect Director Steven Kroft	G	Mgmt	For	For
1.7	Elect Director Daniel McConnell	G	Mgmt	For	For
1.8	Elect Director Jennefer Nepinak	G	Mgmt	For	For
1.9	Elect Director Victor Tootoo	G	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
A	The Undersigned Certifies The Shares Represented By This Proxy Are Owned And Controlled By: FOR = Canadian, AGT = Non-Canadian Holder Authorized To Provide Air Service, ABN = Non-Canadian Who Is Not A Non-Canadian Holder Authorized To Provide Air Service.	G	Mgmt	None	Abstain
B	The Undersigned Certifies that Shares Owned and Controlled, Including Shares Held by Persons in Affiliation with the Undersigned Represent 10% or More of Company's IOS. Vote FOR = Yes and AGAINST = No. And If Not Marked Will Be Treated As A No Vote.	G	Mgmt	None	Against

The People's Insurance Company (Group) of China Limited

Meeting Date: 29/04/2025

Country: China

Ticker: 1339

Record Date: 23/04/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Remuneration Scheme for the Directors and Supervisors for the Year 2023	G	Mgmt	For	For
2	Elect Xu Xiang as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

The People's Insurance Company (Group) of China Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Elect Yeung Cheung Ying as Director	G	Mgmt	For	For
4	Elect Jia Ruo as Director	G	Mgmt	For	For

The People's Insurance Company (Group) of China Limited

Meeting Date: 27/06/2025 **Country:** China **Ticker:** 1339
Record Date: 23/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Final Financial Accounts	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Budget of Fixed Asset Investment	G	Mgmt	For	For
6	Approve Ernst & Young Hua Ming LLP as Domestic Auditor and Internal Control Auditor and Ernst & Young as International Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Approve Charity Donation Plan	S	Mgmt	For	For
8	Approve Capital Planning	G	Mgmt	For	For
9	Amend Articles of Association	G	Mgmt	For	For
10	Amend Procedural Rules for the Shareholders' General Meeting	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
11	Amend Procedural Rules for the Board Meetings	G	Mgmt	For	For

The PNC Financial Services Group, Inc.

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

The PNC Financial Services Group, Inc.

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

The Progressive Corporation

Meeting Date: 09/05/2025 **Country:** USA **Ticker:** PGR
Record Date: 14/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Philip Bleser	G	Mgmt	For	For
1b	Elect Director Stuart B. Burgdoerfer	G	Mgmt	For	For
1c	Elect Director Pamela J. Craig	G	Mgmt	For	For
1d	Elect Director Charles A. Davis	G	Mgmt	For	For
1e	Elect Director Roger N. Farah	G	Mgmt	For	For
1f	Elect Director Lawton W. Fitt	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

The Progressive Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Susan Patricia Griffith	G	Mgmt	For	For
1h	Elect Director Devin C. Johnson	G	Mgmt	For	For
1i	Elect Director Jeffrey D. Kelly	G	Mgmt	For	For
1j	Elect Director Barbara R. Snyder	G	Mgmt	For	For
1k	Elect Director Kahina Van Dyke	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

The RealReal, Inc.

Meeting Date: 11/06/2025 **Country:** USA **Ticker:** REAL
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Rati Sahi Levesque	G	Mgmt	For	For
1.2	Elect Director Chip Baird	G	Mgmt	For	For
1.3	Elect Director James Miller	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Declassify the Board of Directors	G	Mgmt	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For

The Saudi Investment Bank

Meeting Date: 27/04/2025 **Country:** Saudi Arabia **Ticker:** 1030
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		

The Saudi Investment Bank

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Review and Discuss Board Report on Company Operations for FY 2024	G	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
3	Review and Discuss Consolidated Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
4	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
5	Approve Remuneration of Directors of SAR 14,140,000 for FY 2024	G	Mgmt	For	For
6	Approve Related Party Transactions with AlTawauniya for Insurance Co Re: Providing Medical Insurance Services	G	Mgmt	For	For
7	Approve Related Party Transactions with AlTawauniya for Insurance Co Re: Providing Cyber Risk Insurance services	G	Mgmt	For	For
8	Approve Related Party Transactions with AlTawauniya for Insurance Co Re: Providing Life Insurance Services	G	Mgmt	For	For
9	Approve Related Party Transactions with AlTawauniya for Insurance Co Re: Providing Marine Cargo Insurance Services	G	Mgmt	For	For
10	Approve Related Party Transactions with Medgulf Insurance Co: Providing Bankers Blanket Bond Insurance Services	G	Mgmt	For	For
11	Approve Related Party Transactions with Medgulf Insurance Co Re: Providing General Insurance Services	G	Mgmt	For	For
12	Authorize the Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2025	G	Mgmt	For	For
13	Amend the Bank's Competing Standards	G	Mgmt	For	For
14	Amend Audit Committee Charter	G	Mgmt	For	For
15	Amend Nomination and Remuneration Committee Charter	G	Mgmt	For	For
16	Amend Remuneration Policy of Board Members, Committees, and Executive Management	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

The Shanghai Commercial & Savings Bank Ltd.

Meeting Date: 13/06/2025

Country: Taiwan

Ticker: 5876

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Amend Procedures Governing the Acquisition or Disposal of Assets	G	Mgmt	For	For
5	Approve Release of Restrictions of Competitive Activities of Directors and Representatives	G	Mgmt	For	For

The Sherwin-Williams Company

Meeting Date: 16/04/2025

Country: USA

Ticker: SHW

Record Date: 19/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kerrii B. Anderson	G	Mgmt	For	For
1b	Elect Director Jeff M. Fetting	G	Mgmt	For	For
1c	Elect Director Robert J. Gamgort	G	Mgmt	For	For
1d	Elect Director Heidi G. Petz	G	Mgmt	For	For
1e	Elect Director Aaron M. Powell	G	Mgmt	For	For
1f	Elect Director Marta R. Stewart	G	Mgmt	For	For
1g	Elect Director Michael H. Thaman	G	Mgmt	For	For
1h	Elect Director Matthew Thornton, III	G	Mgmt	For	For
1i	Elect Director Thomas L. Williams	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

The Sherwin-Williams Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
5	Eliminate Supermajority Vote Requirement of Paragraph (B) of Article Sixth of the Charter	G	Mgmt	For	For
6	Eliminate Supermajority Vote Requirement of Section 6(b) of Article Fourth, Division A of the Charter	G	Mgmt	For	For

The Shyft Group, Inc.

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** SHYF
Record Date: 17/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director James Sharman	G	Mgmt	For	Withhold
	<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>				
1.2	Elect Director Carl Esposito	G	Mgmt	For	For
1.3	Elect Director Terri Pizzuto	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
	<i>Blended Rationale: 1- [LN-M0500-001] Incentive arrangements are poorly structured.2- [SF-M0550-001] Pay is not aligned with performance and peers.</i>				
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

The Shyft Group, Inc.

Meeting Date: 17/06/2025 **Country:** USA **Ticker:** SHYF
Record Date: 13/05/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	G	Mgmt	For	For

The Shyft Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
<p><i>Blended Rationale: The board of the Shyft Group seeks shareholder approval for the company to combine with privately-held, Aebi Schmidt Group, in an all-stock merger. Under the terms of the agreement, SHYF shareholders will exchange each SHYF share for 1.0402 shares of the combined company's common stock. Upon the closing of the deal, the company will continue to trade on NASDAQ and SHYF shareholders will own 48.0% of the combined company. As Aebi Schmidt is a private company, the market value of SHYF shareholders' stake in the combined company cannot be conclusively determined. There appears to be a reasonably compelling strategic rationale for the deal, as the combination will create a larger company with more diverse product offerings and market exposures, with greater revenue and net profit on a pro forma basis than otherwise realized by SHYF on a standalone basis. Unanimous board support with fairness opinion from Deutsche Bank.</i></p>					
2	Advisory Vote on Golden Parachutes	G	Mgmt	For	For
3	Adjourn Meeting	G	Mgmt	For	For

The Southern Company

Meeting Date: 21/05/2025 **Country:** USA **Ticker:** SO
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Janaki Akella	G	Mgmt	For	For
1b	Elect Director Shantella E. Cooper	G	Mgmt	For	For
1c	Elect Director Anthony F. "Tony" Earley, Jr.	G	Mgmt	For	For
1d	Elect Director James O. "Jimmy" Etheredge	G	Mgmt	For	For
1e	Elect Director David J. Grain	G	Mgmt	For	For
1f	Elect Director Donald M. James	G	Mgmt	For	For
1g	Elect Director John D. Johns	G	Mgmt	For	For
1h	Elect Director Dale E. Klein	G	Mgmt	For	For
1i	Elect Director David E. Meador	G	Mgmt	For	For
1j	Elect Director William G. Smith, Jr.	G	Mgmt	For	For
1k	Elect Director Kristine L. Svinicki	G	Mgmt	For	For
1l	Elect Director Lizanne Thomas	G	Mgmt	For	For
1m	Elect Director Christopher C. Womack	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Reduce Supermajority Vote Requirement	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

The Southern Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Adopt Simple Majority Vote	G	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					
6	Disclose Assumptions Underlying Increased Reliance on Fossil Fuel-Based Energy Production	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					
7	Report on Net Zero Activities	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					
8	Report on Civil Rights and Non-Discrimination Audit	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					

The St. Joe Company

Meeting Date: 13/05/2025 **Country:** USA **Ticker:** JOE
Record Date: 19/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Cesar L. Alvarez	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1b	Elect Director Howard S. Frank	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1c	Elect Director Rhea Goff	G	Mgmt	For	For
1d	Elect Director Jorge L. Gonzalez	G	Mgmt	For	For
1e	Elect Director Thomas P. Murphy, Jr.	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For

Meeting Date: 21/05/2025

Country: Switzerland

Ticker: UHR

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Holders of Registered Shares		Mgmt		
	Management Proposals		Mgmt		
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Sustainability Report	E, S	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 0.90 per Registered Share and CHF 4.50 per Bearer Share	G	Mgmt	For	For
4.1.1	Approve Fixed Remuneration of Non-Executive Directors in the Amount of CHF 1.2 Million	G	Mgmt	For	For
4.1.2	Approve Fixed Remuneration of Executive Directors in the Amount of CHF 3.1 Million	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
4.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.7 Million	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
4.3	Approve Variable Remuneration of Executive Directors in the Amount of CHF 6.9 Million	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>					
4.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 8.4 Million	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>					

The Swatch Group AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.1	Reelect Nayla Hayek as Director	G	Mgmt	For	For
5.2	Reelect Ernst Tanner as Director	G	Mgmt	For	For
5.3	Reelect Daniela Aeschlimann as Director	G	Mgmt	For	For
5.4	Reelect Georges Hayek as Director	G	Mgmt	For	For
5.5	Reelect Marc Hayek as Director	G	Mgmt	For	For
5.6	Reelect Claude Nicollier as Director	G	Mgmt	For	For
5.7	Reelect Jean-Pierre Roth as Director	G	Mgmt	For	For
	Shareholder Proposal		Mgmt		
5.8	Elect Steven Wood as Director	G	SH	Against	Against
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
	Management Proposals		Mgmt		
5.9	Reelect Nayla Hayek as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [LN-M0201-010] As chairman of the board, responsible for lack of diversity.</i>					
6.1	Reappoint Nayla Hayek as Member of the Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
6.2	Reappoint Ernst Tanner as Member of the Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
6.3	Reappoint Daniela Aeschlimann as Member of the Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					

The Swatch Group AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.4	Reappoint Georges Hayek as Member of the Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i></p>					
6.5	Reappoint Marc Hayek as Member of the Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i></p>					
6.6	Reappoint Claude Nicollier as Member of the Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i></p>					
6.7	Reappoint Jean-Pierre Roth as Member of the Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i></p>					
7	Designate Proxy Voting Services GmbH as Independent Proxy	G	Mgmt	For	For
8	Ratify PricewaterhouseCoopers AG as Auditors	G	Mgmt	For	For
9	Transact Other Business (Voting)	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i></p>					

The Timken Company

Meeting Date: 02/05/2025

Country: USA

Ticker: TKR

Record Date: 25/02/2025

Meeting Type: Annual

The Timken Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Maria A. Crowe	G	Mgmt	For	For
1.2	Elect Director Elizabeth A. Harrell	G	Mgmt	For	For
1.3	Elect Director Richard G. Kyle	G	Mgmt	For	For
1.4	Elect Director Sarah C. Lauber	G	Mgmt	For	For
1.5	Elect Director Todd M. Leombruno	G	Mgmt	For	For
1.6	Elect Director Christopher L. Mapes	G	Mgmt	For	For
1.7	Elect Director Tarak B. Mehta *Withdrawn Resolution*	G	Mgmt		
1.8	Elect Director James F. Palmer	G	Mgmt	For	For
1.9	Elect Director Ajita G. Rajendra	G	Mgmt	For	For
1.10	Elect Director Kimberly K. Ryan	G	Mgmt	For	For
1.11	Elect Director Frank C. Sullivan	G	Mgmt	For	For
1.12	Elect Director John M. Timken, Jr.	G	Mgmt	For	For
1.13	Elect Director Ward J. Timken, Jr.	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Adopt Science-Based GHG Emissions Reduction Targets Inclusive of Full Value Chain Emissions	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					
5	Amend Clawback Policy	G	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					

The TJX Companies, Inc.

Meeting Date: 10/06/2025

Country: USA

Ticker: TJX

Record Date: 15/04/2025

Meeting Type: Annual

The TJX Companies, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jose B. Alvarez	G	Mgmt	For	For
1b	Elect Director Alan M. Bennett	G	Mgmt	For	For
1c	Elect Director Rosemary T. Berkery	G	Mgmt	For	For
1d	Elect Director David T. Ching	G	Mgmt	For	For
1e	Elect Director C. Kim Goodwin	G	Mgmt	For	For
1f	Elect Director Ernie Herrman	G	Mgmt	For	For
1g	Elect Director Amy B. Lane	G	Mgmt	For	For
1h	Elect Director Carol Meyrowitz	G	Mgmt	For	For
1i	Elect Director Jackwyn L. Nemerov	G	Mgmt	For	Against

Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.

1j	Elect Director Charles F. Wagner, Jr.	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

The Toronto-Dominion Bank

Meeting Date: 10/04/2025 **Country:** Canada **Ticker:** TD
Record Date: 10/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ayman Antoun	G	Mgmt	For	For
1.2	Elect Director Ana Arsov	G	Mgmt	For	For
1.3	Elect Director Cherie L. Brant	G	Mgmt	For	For
1.4	Elect Director Raymond Chun	G	Mgmt	For	For
1.5	Elect Director Elio R. Luongo	G	Mgmt	For	For
1.6	Elect Director Alan N. MacGibbon	G	Mgmt	For	For
1.7	Elect Director John B. MacIntyre	G	Mgmt	For	For
1.8	Elect Director Keith G. Martell	G	Mgmt	For	For

The Toronto-Dominion Bank

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.9	Elect Director Nathalie M. Palladitcheff	G	Mgmt	For	For
1.10	Elect Director S. Jane Rowe	G	Mgmt	For	For
1.11	Elect Director Nancy G. Tower	G	Mgmt	For	For
1.12	Elect Director Ajay K. Virmani	G	Mgmt	For	For
1.13	Elect Director Mary A. Winston	G	Mgmt	For	For
1.14	Elect Director Paul C. Wirth	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
	Shareholder Proposals		Mgmt		
4	SP 1: Annual Energy Supply Ratio Disclosure	E	SH	Against	Against
	<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>				
5	SP 2: Report on Forced Labor and Child Labor in Lending Portfolios	S	SH	Against	Against
	<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>				
6	SP 3: Adopt Advanced Generative AI Systems Voluntary Code of Conduct	S	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>				
7	SP 4: Employee Language Skills Disclosure	G	SH	Against	Against
	<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>				
8	SP 5: Advisory Vote on Environmental Policies	E	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>				
9	SP 6: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting	G	SH	Against	Against
	<i>Blended Rationale: [SF-S4578-107] These issues are more properly addressed through uniform government regulations.</i>				
10	SP 7: Dismiss Bharat Masrani as the Bank's Advisor and Prohibit From Holding Any Other Position Within the Organization	G	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>				
11	SP 8: Establish Retirement Age and Term Limits for Directors	G	SH	Against	Against
	<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

The Toronto-Dominion Bank

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	SP 9: Hire a New Group President and CEO from Outside TD Bank	G	SH	Against	Against
<p><i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i></p>					

The Trade Desk, Inc.

Meeting Date: 27/05/2025 **Country:** USA **Ticker:** TTD
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Lise J. Buyer	G	Mgmt	For	For
1.2	Elect Director Kathryn E. Falberg	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0500-007] Plan contains an evergreen provision, which we believe is not in the best interests of shareholders.</i></p>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

The Travelers Companies, Inc.

Meeting Date: 21/05/2025 **Country:** USA **Ticker:** TRV
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Russell G. Golden	G	Mgmt	For	For
1b	Elect Director Thomas B. Leonardi	G	Mgmt	For	For
1c	Elect Director Clarence Otis, Jr.	G	Mgmt	For	For
1d	Elect Director Elizabeth E. Robinson	G	Mgmt	For	For
1e	Elect Director Rafael Santana	G	Mgmt	For	For
1f	Elect Director Todd C. Schermerhorn	G	Mgmt	For	For
1g	Elect Director Alan D. Schnitzer	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

The Travelers Companies, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Laurie J. Thomsen	G	Mgmt	For	For
1i	Elect Director Bridget van Kralingen	G	Mgmt	For	For
1j	Elect Director David S. Williams	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Report on Climate-Related Pricing and Coverage Decisions	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					
6	Submit Severance Agreement to Shareholder Vote	G	SH	Against	Against
<i>Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.</i>					

The UNITE Group Plc

Meeting Date: 15/05/2025

Country: United Kingdom

Ticker: UTG

Record Date: 13/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Policy	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	For
4	Approve Final Dividend	G	Mgmt	For	For
5	Re-elect Richard Huntingford as Director	G	Mgmt	For	For
6	Re-elect Joe Lister as Director	G	Mgmt	For	For
7	Re-elect Michael Burt as Director	G	Mgmt	For	For
8	Re-elect Ross Paterson as Director	G	Mgmt	For	For
9	Re-elect Ilaria del Beato as Director	G	Mgmt	For	For
10	Re-elect Dame Shirley Pearce as Director	G	Mgmt	For	For
11	Re-elect Thomas Jackson as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

The UNITE Group Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Re-elect Sir Steve Smith as Director	G	Mgmt	For	For
13	Re-elect Nicola Dulieu as Director	G	Mgmt	For	For
14	Re-elect Angela Jain as Director	G	Mgmt	For	For
15	Reappoint Deloitte LLP as Auditors	G	Mgmt	For	For
16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
17	Approve Performance Share Plan	G	Mgmt	For	For
18	Approve Employee Share Option Scheme	G	Mgmt	For	For
19	Authorise Issue of Equity	G	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

The United Laboratories International Holdings Limited

Meeting Date: 25/06/2025

Country: Cayman Islands

Ticker: 3933

Record Date: 23/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Approve Special Dividend	G	Mgmt	For	For
4a	Elect Choy Siu Chit as Director	G	Mgmt	For	For
4b	Elect Zhu Su Yan as Director	G	Mgmt	For	For

The United Laboratories International Holdings Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4c	Elect Song Ming as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent. [SF-S0250-013] Chair of Nomination Committee not independent</i></p>					
4d	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
5	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i></p>					
7	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
8	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i></p>					

The Weir Group Plc

Meeting Date: 24/04/2025

Country: United Kingdom

Ticker: WEIR

Record Date: 22/04/2025

Meeting Type: Annual

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

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

The Weir Group Plc

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

The Wendy's Company

Meeting Date: 21/05/2025

Country: USA

Ticker: WEN

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Arthur B. Winkleblack	G	Mgmt	For	For
1.2	Elect Director Peter W. May	G	Mgmt	For	For
1.3	Elect Director Matthew H. Peltz	G	Mgmt	For	For
1.4	Elect Director Wendy C. Arlin	G	Mgmt	For	For

The Wendy's Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Michelle Caruso-Cabrera	G	Mgmt	For	For
1.6	Elect Director Kristin A. Dolan	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.7	Elect Director Richard H. Gomez	G	Mgmt	For	For
1.8	Elect Director Michelle "Mich" J. Mathews-Spradlin	G	Mgmt	For	For
1.9	Elect Director Peter H. Rothschild	G	Mgmt	For	For
1.10	Elect Director Kirk Tanner	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Disclose an Assessment of Current Climate Transition Plans	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					
5	Report on Implementing Worker-Driven Social Responsibility Principles	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					
6	Report on Reducing Single-Use Plastics	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					

The Western Union Company

Meeting Date: 15/05/2025

Country: USA

Ticker: WU

Record Date: 18/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Julie M. Cameron-Doe	G	Mgmt	For	For
1b	Elect Director Martin I. Cole	G	Mgmt	For	For
1c	Elect Director Suzette M. Deering	G	Mgmt	For	For
1d	Elect Director Betsy D. Holden	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

The Western Union Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1e	Elect Director Jeffrey A. Joerres	G	Mgmt	For	For
1f	Elect Director Devin B. McGranahan	G	Mgmt	For	For
1g	Elect Director Michael A. Miles, Jr.	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
1h	Elect Director Timothy P. Murphy	G	Mgmt	For	For
1i	Elect Director Jan Siegmund	G	Mgmt	For	For
1j	Elect Director Angela A. Sun	G	Mgmt	For	For
1k	Elect Director Solomon D. Trujillo	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>					
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

The Williams Companies, Inc.

Meeting Date: 29/04/2025

Country: USA

Ticker: WMB

Record Date: 06/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Alan S. Armstrong	G	Mgmt	For	For
1.2	Elect Director Stephen W. Bergstrom	G	Mgmt	For	For
1.3	Elect Director Michael A. Creel	G	Mgmt	For	For
1.4	Elect Director Stacey H. Dore	G	Mgmt	For	For
1.5	Elect Director Carri A. Lockhart	G	Mgmt	For	For
1.6	Elect Director Richard E. Muncrief	G	Mgmt	For	For
1.7	Elect Director Peter A. Ragauss	G	Mgmt	For	For
1.8	Elect Director Rose M. Robeson	G	Mgmt	For	For
1.9	Elect Director Scott D. Sheffield	G	Mgmt	For	For
1.10	Elect Director William H. Spence	G	Mgmt	For	For
1.11	Elect Director Jesse J. Tyson	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

The Williams Companies, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Thermo Fisher Scientific Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: TMO

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Marc N. Casper	G	Mgmt	For	For
1b	Elect Director Nelson J. Chai	G	Mgmt	For	For
1c	Elect Director Ruby R. Chandy	G	Mgmt	For	For
1d	Elect Director C. Martin Harris	G	Mgmt	For	For
1e	Elect Director Tyler Jacks	G	Mgmt	For	For
1f	Elect Director Jennifer M. Johnson	G	Mgmt	For	For
1g	Elect Director R. Alexandra Keith	G	Mgmt	For	For
1h	Elect Director Karen S. Lynch	G	Mgmt	For	For
1i	Elect Director James C. Mullen	G	Mgmt	For	For
1j	Elect Director Debora L. Spar	G	Mgmt	For	For
1k	Elect Director Scott M. Sperling	G	Mgmt	For	For
1l	Elect Director Dion J. Weisler	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>					
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Amend Right to Call Special Meeting	G	SH	Against	Against
<i>Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.</i>					

Thomson Reuters Corporation

Meeting Date: 04/06/2025

Country: Canada

Ticker: TRI

Record Date: 11/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director David Thomson	G	Mgmt	For	For
1.2	Elect Director Steve Hasker	G	Mgmt	For	For
1.3	Elect Director Kirk E. Arnold	G	Mgmt	For	For
1.4	Elect Director LaVerne Council	G	Mgmt	For	For
1.5	Elect Director Michael E. Daniels	G	Mgmt	For	For
1.6	Elect Director Michael Friisdahl	G	Mgmt	For	For
1.7	Elect Director Kirk Koenigsbauer	G	Mgmt	For	For
1.8	Elect Director Deanna Oppenheimer	G	Mgmt	For	For
1.9	Elect Director Simon Paris	G	Mgmt	For	For
1.10	Elect Director Kim M. Rivera	G	Mgmt	For	For
1.11	Elect Director Barry Salzberg	G	Mgmt	For	For
1.12	Elect Director Paul Sagan	G	Mgmt	For	For
1.13	Elect Director Peter J. Thomson	G	Mgmt	For	For
1.14	Elect Director Beth Wilson	G	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
	Shareholder Proposal		Mgmt		
4	Amend Artificial Intelligence (AI) Governance Framework in Alignment with the UN Guiding Principles on Business and Human Rights (UNGPs)	S	SH	Against	For

Blended Rationale: [SF-S0000-003] Additional information on this topic will help investors assess long-term risks and opportunities on this economically material issue.

Thule Group AB

Meeting Date: 29/04/2025

Country: Sweden

Ticker: THULE

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive CEO's Report	G	Mgmt		
8	Receive Board's and Board Committee's Reports	G	Mgmt		
9.a	Receive Financial Statements and Statutory Reports	G	Mgmt		
9.b	Receive Consolidated Accounts and Group Auditor's Report	G	Mgmt		
9.c	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	G	Mgmt		
9.d	Receive Board's Report	G	Mgmt		
9.e	Receive Remuneration Report	G	Mgmt		
10.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
10.b	Approve Allocation of Income and Dividends of SEK 8.30 Per Share	G	Mgmt	For	For
10c.1	Approve Discharge of Hans Eckerstrom	G	Mgmt	For	For
10c.2	Approve Discharge of CEO Mattias Ankarberg	G	Mgmt	For	For
10c.3	Approve Discharge of Anders Jensen	G	Mgmt	For	For
10c.4	Approve Discharge of Sarah McPhee	G	Mgmt	For	For
10c.5	Approve Discharge of Johan Westman	G	Mgmt	For	For
10c.6	Approve Discharge of Helene Willberg	G	Mgmt	For	For
10c.7	Approve Discharge of Sandra Finer	G	Mgmt	For	For
10c.8	Approve Discharge of Paul Gustavsson	G	Mgmt	For	For
10.d	Approve Remuneration Report	G	Mgmt	For	For

Thule Group AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Determine Number of Members (7) and Deputy Members (0) of Board	G	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of SEK 1.5 Million for Chair and SEK 475,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
13.1	Reelect Hans Eckerstrom as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
13.2	Reelect Anders Jensen as Director	G	Mgmt	For	For
13.3	Reelect Sarah McPhee as Director	G	Mgmt	For	For
13.4	Reelect Johan Westman as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
13.5	Reelect Helene Willberg as Director	G	Mgmt	For	For
13.6	Reelect Sandra Finer as Director	G	Mgmt	For	For
13.7	Reelect Paul Gustavsson as Director	G	Mgmt	For	For
13.8	Reelect Hans Eckerstrom as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.[SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
14	Approve Remuneration of Auditor	G	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditor	G	Mgmt	For	For
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
17	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	G	Mgmt	For	For
18	Authorize Share Repurchase Program	G	Mgmt	For	For
19	Close Meeting	G	Mgmt		

Tianqi Lithium Corporation

Meeting Date: 29/04/2025

Country: China

Ticker: 9696

Record Date: 24/04/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF A SHARES Approve Provision of Cross Guarantees Between Controlling Subsidiaries	G	Mgmt	For	Against

Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.

Tianqi Lithium Corporation

Meeting Date: 21/05/2025

Country: China

Ticker: 9696

Record Date: 16/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Work Report of the Board of Directors	G	Mgmt	For	For
2	Approve Work Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Its Summary	G	Mgmt	For	For
4	Approve Final Financial Report	G	Mgmt	For	For
5	Approve Profit Distribution Plan	G	Mgmt	For	For
6	Approve Financial Budget Report	G	Mgmt	For	For
7	Approve Special Report on the Deposit and Use of Raised Proceeds	G	Mgmt	For	For
8	Approve KPMG and KPMG Huazhen LLP as International Auditor and Domestic Auditor, Respectively, and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
9	Approve Purchasing Liability Insurance for Directors, Supervisors and Senior Management	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Tianqi Lithium Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Providing Guarantee for Application to Financial Institutions for Credit Lines	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided. [SF-M0000-001] Vote against due to lack of disclosure.</i>					
11	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional H Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Tianshan Aluminum Group Co., Ltd.

Meeting Date: 09/05/2025 **Country:** China **Ticker:** 002532
Record Date: 30/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Special Report on the Deposit and Usage of Raised Funds	G	Mgmt	For	For
7	Approve to Appoint Auditor	G	Mgmt	For	For
8	Approve Shareholder Return Plan	G	Mgmt	For	For

Tianshui Huatian Technology Co., Ltd.

Meeting Date: 22/04/2025 **Country:** China **Ticker:** 002185
Record Date: 15/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For

Tianshui Huatian Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution and Capitalization of Capital Reserves	G	Mgmt	For	For
6	Approve Special Report on the Deposit and Usage of Raised Funds	G	Mgmt	For	For
7	Approve to Appoint Auditor	G	Mgmt	For	For
8	Approve Related Party Transaction	G	Mgmt	For	For
9	Elect Zhang Liping as Supervisor	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
10.1	Elect Xiao Shengli as Director	G	Mgmt	For	For
10.2	Elect Cui Weibing as Director	G	Mgmt	For	For
10.3	Elect Liu Jianjun as Director	G	Mgmt	For	For
10.4	Elect Xiao Zhiyi as Director	G	Mgmt	For	For
10.5	Elect Zhang Tiecheng as Director	G	Mgmt	For	For
10.6	Elect Zhang Haodai as Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
11.1	Elect Yu Xiekang as Director	G	Mgmt	For	For
11.2	Elect Xu Huanzhang as Director	G	Mgmt	For	For
11.3	Elect He Xiaoning as Director	G	Mgmt	For	For

Tibet Summit Resources Co. Ltd.

Meeting Date: 28/05/2025

Country: China

Ticker: 600338

Record Date: 21/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For

Tibet Summit Resources Co. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Remuneration and Allowance of Directors	G	Mgmt	For	For
5	Approve Allowance of Supervisors	G	Mgmt	For	For
6	Approve Profit Distribution	G	Mgmt	For	For
7	Approve Annual Report and Summary	G	Mgmt	For	For
8	Approve Provision of Guarantee	G	Mgmt	For	For
9	Approve Loan Related Transactions	G	Mgmt	For	For
10	Approve Related Party Transaction	G	Mgmt	For	For
11	Approve Financial Budget Report	G	Mgmt	For	For
12	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	G	Mgmt	For	For

Tidewater Inc.

Meeting Date: 05/06/2025

Country: USA

Ticker: TDW

Record Date: 11/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Darron M. Anderson	G	Mgmt	For	For
1b	Elect Director Melissa L. Cogle	G	Mgmt	For	For
1c	Elect Director Dick H. Fagerstal	G	Mgmt	For	For
1d	Elect Director Quintin V. Kneen	G	Mgmt	For	For
1e	Elect Director Louis A. Raspino	G	Mgmt	For	For
1f	Elect Director Robert E. Robotti	G	Mgmt	For	For
1g	Elect Director Kenneth H. Traub	G	Mgmt	For	For
1h	Elect Director Lois K. Zabrocky	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Tidewater Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Tingyi (Cayman Islands) Holding Corp.

Meeting Date: 05/06/2025 **Country:** Cayman Islands **Ticker:** 322
Record Date: 30/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Approve Special Final Dividend	G	Mgmt	For	For
4	Elect Yuko Takahashi as Director and Authorize Board to Fix His Remuneration	G	Mgmt	For	For
5	Elect Tseng Chien as Director and Authorize Board to Fix Her Remuneration	G	Mgmt	For	For
6	Elect Hsu, Shin-Chun as Director and Authorize Board to Fix His Remuneration	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent. [HK-M0201-012] Chair of Remuneration Committee not independent [SF-S0250-013] Chair of the Nomination Committee is not independent.</i>					
7	Elect Man Mo Leung as Director and Authorize Board to Fix His Remuneration	G	Mgmt	For	For
8	Approve Forvis Mazars CPA Limited as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
9	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

Tingyi (Cayman Islands) Holding Corp.

Meeting Date: 05/06/2025 **Country:** Cayman Islands **Ticker:** 322
Record Date: 30/05/2025 **Meeting Type:** Extraordinary Shareholders

Tingyi (Cayman Islands) Holding Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Tingzheng Supply Agreement, Relevant Annual Caps and Related Transactions	G	Mgmt	For	For
2	Approve Marine Vision Supply Agreement, Relevant Annual Caps and Related Transactions	G	Mgmt	For	For
3	Approve Ting Tong Logistics Agreement, Relevant Annual Caps and Related Transactions	G	Mgmt	For	For

TIS, Inc. (Japan)

Meeting Date: 24/06/2025 **Country:** Japan **Ticker:** 3626
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 36	G	Mgmt	For	For
2.1	Elect Director Kuwano, Toru	G	Mgmt	For	For
2.2	Elect Director Okamoto, Yasushi	G	Mgmt	For	For
2.3	Elect Director Horiguchi, Shinichi	G	Mgmt	For	For
2.4	Elect Director Nakamura, Kiyotaka	G	Mgmt	For	For
2.5	Elect Director Hikida, Shuzo	G	Mgmt	For	For
2.6	Elect Director Makado, Akira	G	Mgmt	For	For
2.7	Elect Director Mizukoshi, Naoko	G	Mgmt	For	For
2.8	Elect Director Sunaga, Junko	G	Mgmt	For	For
2.9	Elect Director Furusawa, Mitsuhiro	G	Mgmt	For	For

Titan Wind Energy (Suzhou) Co., Ltd.

Meeting Date: 16/05/2025 **Country:** China **Ticker:** 002531
Record Date: 09/05/2025 **Meeting Type:** Annual

Titan Wind Energy (Suzhou) Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Profit Distribution	G	Mgmt	For	For
4	Approve Application of Credit Lines	G	Mgmt	For	For
5	Approve Provision of Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
6	Approve Report of the Board of Supervisors	G	Mgmt	For	For

TKH Group NV

Meeting Date: 15/05/2025 **Country:** Netherlands **Ticker:** TWEKA
Record Date: 17/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		
2.a.	Receive Report of Executive Board and Annual Financial Statements (Non-Voting)	G	Mgmt		
2.b.	Approve Remuneration Report	G	Mgmt	For	For
2.c.	Adopt Financial Statements	G	Mgmt	For	For
2.d.	Receive Explanation on Company's Reserves and Dividend Policy	G	Mgmt		
2.e.	Approve Dividends	G	Mgmt	For	For
2.f.	Approve Discharge of Executive Board	G	Mgmt	For	For
2.g.	Approve Discharge of Supervisory Board	G	Mgmt	For	For
3.a.	Announce Vacancies on the Supervisory Board	G	Mgmt		
3.b.	Opportunity to Make Recommendations	G	Mgmt		

TKH Group NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.c.	Announce Intention to Reappoint J.M. Kroon as Supervisory Board Member	G	Mgmt		
3.d.	Reelect J.M. Kroon to Supervisory Board	G	Mgmt	For	For
3.e.	Announce Intention to Reappoint C.W. Gorter as Supervisory Board Member	G	Mgmt		
3.f.	Reelect C.W. Gorter to Supervisory Board	G	Mgmt	For	For
4.a.	Ratify Deloitte as Auditors	G	Mgmt	For	For
4.b.	Appoint Deloitte as Auditor for Sustainability Reporting	G	Mgmt	For	For
5.a.	Grant Board Authority to Issue Shares	G	Mgmt	For	For
5.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
6.	Authorize Repurchase of Shares	G	Mgmt	For	For
7.	Approve Reduction in Share Capital through Cancellation of Shares	G	Mgmt	For	For
8.	Close Meeting	G	Mgmt		

TKO Group Holdings, Inc.

Meeting Date: 12/06/2025

Country: USA

Ticker: TKO

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ariel Emanuel	G	Mgmt	For	For
1.2	Elect Director Mark Shapiro	G	Mgmt	For	For
1.3	Elect Director Peter C.B. Bynoe	G	Mgmt	For	For
1.4	Elect Director Egon P. Durban	G	Mgmt	For	For
1.5	Elect Director Dwayne Johnson	G	Mgmt	For	For
1.6	Elect Director Bradley A. Keywell	G	Mgmt	For	For
1.7	Elect Director Nick Khan	G	Mgmt	For	For
1.8	Elect Director Steven R. Koonin	G	Mgmt	For	For
1.9	Elect Director Jonathan A. Kraft	G	Mgmt	For	For
1.10	Elect Director Sonya E. Medina	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

TKO Group Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.11	Elect Director Nancy R. Tellem	G	Mgmt	For	For
1.12	Elect Director Carrie Wheeler	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board</i>					
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

T-Mobile US, Inc.

Meeting Date: 06/06/2025 **Country:** USA **Ticker:** TMUS
Record Date: 07/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director André Almeida	G	Mgmt	For	For
1.2	Elect Director Marcelo Claire	G	Mgmt	For	For
1.3	Elect Director Thomas Dannenfeldt	G	Mgmt	For	For
1.4	Elect Director Srikant M. Datar	G	Mgmt	For	For
1.5	Elect Director Timotheus Höttges	G	Mgmt	For	For
1.6	Elect Director Christian P. Illek	G	Mgmt	For	For
1.7	Elect Director James J. Kavanaugh	G	Mgmt	For	For
1.8	Elect Director Raphael Kübler	G	Mgmt	For	For
1.9	Elect Director Thorsten Langheim	G	Mgmt	For	For
1.10	Elect Director Dominique Leroy	G	Mgmt	For	For
1.11	Elect Director Letitia A. Long	G	Mgmt	For	For
1.12	Elect Director G. Michael (Mike) Sievert	G	Mgmt	For	For
1.13	Elect Director Teresa A. Taylor	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

TMX Group Limited

Meeting Date: 06/05/2025 **Country:** Canada **Ticker:** X
Record Date: 10/03/2025 **Meeting Type:** Annual/Special

TMX Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
2a	Elect Director Luc Bertrand	G	Mgmt	For	For
2b	Elect Director Stephanie Cuskey	G	Mgmt	For	For
2c	Elect Director Nicolas Darveau-Garneau	G	Mgmt	For	For
2d	Elect Director Martine Irman	G	Mgmt	For	For
2e	Elect Director Moe Kermani	G	Mgmt	For	For
2f	Elect Director William Linton	G	Mgmt	For	For
2g	Elect Director John McKenzie	G	Mgmt	For	For
2h	Elect Director Monique Mercier	G	Mgmt	For	For
2i	Elect Director Michael Ptasznik	G	Mgmt	For	For
2j	Elect Director Peter Rockandel	G	Mgmt	For	For
2k	Elect Director Claude Tessier	G	Mgmt	For	For
2l	Elect Director Ava Yaskiel	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Toast, Inc.

Meeting Date: 13/06/2025

Country: USA

Ticker: TOST

Record Date: 15/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Paul Bell	G	Mgmt	For	For
1b	Elect Director Hilarie Koplow-McAdams	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	G	Mgmt	For	For
2	Prepare and Approve List of Shareholders	G	Mgmt		
3	Approve Agenda of Meeting	G	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
7b	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
7ca	Approve Discharge of Per Norman	G	Mgmt	For	For
7cb	Approve Discharge of John Elvesjo	G	Mgmt	For	For
7cc	Approve Discharge of Henrik Eskilsson	G	Mgmt	For	For
7cd	Approve Discharge of Charlotta Falvin	G	Mgmt	For	For
7ce	Approve Discharge of Carl Mellander	G	Mgmt	For	For
7cf	Approve Discharge of Pontus Walck	G	Mgmt	For	For
7cg	Approve Discharge of Mats Backman	G	Mgmt	For	For
7ch	Approve Discharge of Sarah Eccleston	G	Mgmt	For	For
7ci	Approve Discharge of Jorgen Lantto	G	Mgmt	For	For
7cj	Approve Discharge of Jan Wareby	G	Mgmt	For	For
7ck	Approve Discharge of CEO Anand Srivatsa	G	Mgmt	For	For
8	Determine Number of Members (5) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For

Tobii AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Remuneration of Directors in the Amount of SEK 790,000 for Chair and SEK 280,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditor	G	Mgmt	For	For
10a	Reelect Charlotta Falvin as Director	G	Mgmt	For	For
10b	Reelect Per Norman as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
10c	Reelect Carl Mellander as Director	G	Mgmt	For	For
10d	Reelect John Elvesjo as Director	G	Mgmt	For	For
10e	Reelect Henrik Eskilsson as Director	G	Mgmt	For	For
11	Reelect Per Norman as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
12	Ratify PricewaterhouseCoopers AB as Auditor	G	Mgmt	For	For
13	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
14	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	G	Mgmt	For	For
15	Close Meeting	G	Mgmt		

Tobu Railway Co., Ltd.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 9001

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 32.5	G	Mgmt	For	For
2.1	Elect Director Nezu, Yoshizumi	G	Mgmt	For	For
2.2	Elect Director Tsuzuki, Yutaka	G	Mgmt	For	For
2.3	Elect Director Yokota, Yoshimi	G	Mgmt	For	For

Tobu Railway Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.4	Elect Director Shigeta, Atsushi	G	Mgmt	For	For
2.5	Elect Director Suzuki, Takao	G	Mgmt	For	For
2.6	Elect Director Shibata, Mitsuyoshi	G	Mgmt	For	For
2.7	Elect Director Ando, Takaharu	G	Mgmt	For	Against
<i>Blended Rationale: [TK-MQ201-023] AGAINST as outside director sits on more than four board of directors or audit & supervisory board of listed companies.</i>					
2.8	Elect Director Yagasaki, Noriko	G	Mgmt	For	For
2.9	Elect Director Yanagi, Masanori	G	Mgmt	For	For

TOC Co., Ltd.

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 8841
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 5	G	Mgmt	For	For

TOCALO Co., Ltd.

Meeting Date: 26/06/2025 **Country:** Japan **Ticker:** 3433
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 38	G	Mgmt	For	For
2.1	Elect Director Kobayashi, Kazuya	G	Mgmt	For	For
2.2	Elect Director Yoshizumi, Takayuki	G	Mgmt	For	For
2.3	Elect Director Goto, Hiroshi	G	Mgmt	For	For
2.4	Elect Director Suizu, Tatsuo	G	Mgmt	For	For
2.5	Elect Director Takabatake, Takeshi	G	Mgmt	For	For
2.6	Elect Director Kamakura, Toshimitsu	G	Mgmt	For	For
2.7	Elect Director Takihara, Keiko	G	Mgmt	For	For

TOCALO Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.8	Elect Director Sato, Yoko	G	Mgmt	For	For
2.9	Elect Director Tomita, Kazuyuki	G	Mgmt	For	For

Toho Co., Ltd.

Meeting Date: 29/05/2025 **Country:** Japan **Ticker:** 9602
Record Date: 28/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	G	Mgmt	For	For
2.1	Elect Director Shimatani, Yoshishige	G	Mgmt	For	For
2.2	Elect Director Matsuoka, Hiroyasu	G	Mgmt	For	For
2.3	Elect Director Tako, Nobuyuki	G	Mgmt	For	For
2.4	Elect Director Ichikawa, Minami	G	Mgmt	For	For
2.5	Elect Director Shimada, Yasuo	G	Mgmt	For	For
3	Elect Director and Audit Committee Member Orii, Masako	G	Mgmt	For	For
4	Approve Performance Share Plan	G	Mgmt	For	For

TOHO GAS Co., Ltd.

Meeting Date: 25/06/2025 **Country:** Japan **Ticker:** 9533
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 40	G	Mgmt	For	For
2	Amend Articles to Amend Business Lines	G	Mgmt	For	For
3.1	Elect Director Masuda, Nobuyuki	G	Mgmt	For	For
3.2	Elect Director Yamazaki, Satoshi	G	Mgmt	For	For
3.3	Elect Director Kagami, Shinsuke	G	Mgmt	For	For

TOHO GAS Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.4	Elect Director Kozawa, Katsuhiko	G	Mgmt	For	For
3.5	Elect Director Haigo, Takeo	G	Mgmt	For	For
3.6	Elect Director Maeda, Tsutomu	G	Mgmt	For	For
3.7	Elect Director Hamada, Michiyo	G	Mgmt	For	For
3.8	Elect Director Oshima, Taku	G	Mgmt	For	For
3.9	Elect Director Nakanishi, Isao	G	Mgmt	For	For
4.1	Appoint Statutory Auditor Suzuki, Takashi	G	Mgmt	For	For
4.2	Appoint Statutory Auditor Koyama, Norikazu	G	Mgmt	For	For

Toho Holdings Co., Ltd.

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 8129
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Provisions on Number of Directors	G	Mgmt	For	For
2.1	Elect Director Edahiro, Hiromi	G	Mgmt	For	For
2.2	Elect Director Umada, Akira	G	Mgmt	For	For
2.3	Elect Director Matsutani, Takeo	G	Mgmt	For	For
2.4	Elect Director Kono, Shuzo	G	Mgmt	For	For
2.5	Elect Director Haga, Manako	G	Mgmt	For	For
3	Elect Director and Audit Committee Member Saito, Miho	G	Mgmt	For	For
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For

TOKAI Corp. /9729/

Meeting Date: 26/06/2025 **Country:** Japan **Ticker:** 9729
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 29	G	Mgmt	For	For
2.1	Elect Director Onogi, Koji	G	Mgmt	For	For
2.2	Elect Director Asai, Toshiaki	G	Mgmt	For	For
2.3	Elect Director Matsuno, Eiko	G	Mgmt	For	For
2.4	Elect Director Hori, Hirokazu	G	Mgmt	For	For
2.5	Elect Director Ori, Takashi	G	Mgmt	For	For
2.6	Elect Director Kawashima, Kenji	G	Mgmt	For	For
2.7	Elect Director Goto, Tomoko	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Asano, Tomoyoshi	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Fukada, Osamu	G	Mgmt	For	For
4	Approve Director Retirement Bonus	G	Mgmt	For	Against

Blended Rationale: [RJ-M0582-006] AGAINST because of the lack of payment amount disclosure.

TOKAI RIKA CO., LTD.

Meeting Date: 13/06/2025 **Country:** Japan **Ticker:** 6995
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ninoyu, Hiroyoshi	G	Mgmt	For	For
1.2	Elect Director Sato, Masahiko	G	Mgmt	For	For
1.3	Elect Director Imaeda, Katsuyuki	G	Mgmt	For	For
1.4	Elect Director Fujioka, Kei	G	Mgmt	For	For
1.5	Elect Director Miyama, Minako	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.6	Elect Director Ambe, Kazushi	G	Mgmt	For	For

TOKAI RIKA CO., LTD.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Appoint Statutory Auditor Deshimaru, Akihiro	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0280-001] AGAINST affiliated outsiders.</i>					
3	Appoint Alternate Statutory Auditor Uozumi, Naoto	G	Mgmt	For	For
4	Approve Annual Bonus	G	Mgmt	For	For
5	Approve Restricted Stock Plan	G	Mgmt	For	For

Tokio Marine Holdings, Inc.

Meeting Date: 23/06/2025 **Country:** Japan **Ticker:** 8766
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 91	G	Mgmt	For	For
2.1	Elect Director Komiya, Satoru	G	Mgmt	For	For
2.2	Elect Director Okada, Kenji	G	Mgmt	For	For
2.3	Elect Director Yamamoto, Kichiichiro	G	Mgmt	For	For
2.4	Elect Director Fujita, Keiko	G	Mgmt	For	For
2.5	Elect Director Shirota, Hiroaki	G	Mgmt	For	For
2.6	Elect Director Mitachi, Takashi	G	Mgmt	For	For
2.7	Elect Director Endo, Nobuhiro	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.8	Elect Director Katanozaka, Shinya	G	Mgmt	For	For
2.9	Elect Director Osono, Emi	G	Mgmt	For	For
2.10	Elect Director Shindo, Kosei	G	Mgmt	For	For
2.11	Elect Director Robert Alan Feldman	G	Mgmt	For	For
2.12	Elect Director Matsuyama, Haruka	G	Mgmt	For	For
2.13	Elect Director Koike, Masahiro	G	Mgmt	For	For

Tokushu Tokai Paper Co., Ltd.

Meeting Date: 26/06/2025 **Country:** Japan **Ticker:** 3708
Record Date: 31/03/2025 **Meeting Type:** Annual

Tokushu Tokai Paper Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 60	G	Mgmt	For	For
2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles - Clarify Director Authority on Board Meetings - Indemnify Directors - Authorize Board to Determine Income Allocation	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3.1	Elect Director Matsuda, Yuji	G	Mgmt	For	For
3.2	Elect Director Watanabe, Katsuhiko	G	Mgmt	For	For
3.3	Elect Director Sano, Michiaki	G	Mgmt	For	For
3.4	Elect Director Fukui, Satoshi	G	Mgmt	For	For
3.5	Elect Director Kimura, Takashi	G	Mgmt	For	For
3.6	Elect Director Ishikawa, Yuzo	G	Mgmt	For	For
3.7	Elect Director Miyashita, Ritsue	G	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Nagasaka, Takashi	G	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Higaki, Naoto	G	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Yamato, Kayoko	G	Mgmt	For	For
5	Elect Alternate Director and Audit Committee Member Himeno, Hiroaki	G	Mgmt	For	For

Tokyo Electric Power Co. Holdings, Inc.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 9501

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kobayashi, Yoshimitsu	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

Tokyo Electric Power Co. Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Oyagi, Shigeo	G	Mgmt	For	For
1.3	Elect Director Onishi, Shoichiro	G	Mgmt	For	For
1.4	Elect Director Okawa, Junko	G	Mgmt	For	For
1.5	Elect Director Nagata, Takashi	G	Mgmt	For	For
1.6	Elect Director Uchida, Takakazu	G	Mgmt	For	For
1.7	Elect Director Kobayakawa, Tomoaki	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.8	Elect Director Yamaguchi, Hiroyuki	G	Mgmt	For	For
1.9	Elect Director Sakai, Daisuke	G	Mgmt	For	For
1.10	Elect Director Nagasaki, Momoko	G	Mgmt	For	For
1.11	Elect Director Fukuda, Toshihiko	G	Mgmt	For	For
1.12	Elect Director Yoshino, Shigehiro	G	Mgmt	For	For
1.13	Elect Director Moriya, Seiji	G	Mgmt	For	For
2	Amend Articles to Halt Support to Japan Atomic Power Company	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0709-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
3	Amend Articles to Halt Spent Nuclear Fuel Business	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0709-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
4	Amend Articles to Add Provision on Review of Debris Retrieval Plan for Fukushima Daiichi Plant	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0709-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
5	Amend Articles to Fully Rely on Renewable Energy for Power Generation	E	SH	Against	Against
<i>Blended Rationale: [RJ-S0779-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
6	Amend Articles to Establish Compliance System	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
7	Amend Articles to Establish Whistle-Blowing Committee	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Tokyo Electric Power Co. Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Amend Articles to Require Individual Compensation Disclosure for Directors and Executive Officers	G	SH	Against	Against
<i>Blended Rationale: [TK-S0811-002] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
9	Amend Articles to Add Provision on Electricity Price Curb and Stable Supply	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
10	Amend Articles to Add Provision on Stabilization of Electricity Supply and Demand	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

Tokyo Electron Ltd.

Meeting Date: 17/06/2025

Country: Japan

Ticker: 8035

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kawai, Toshiki	G	Mgmt	For	For
1.2	Elect Director Sasaki, Sadao	G	Mgmt	For	For
1.3	Elect Director Tahara, Kazushi	G	Mgmt	For	For
1.4	Elect Director Sasaki, Michio	G	Mgmt	For	For
1.5	Elect Director Ichikawa, Sachiko	G	Mgmt	For	For
1.6	Elect Director Joseph A. Kraft Jr	G	Mgmt	For	For
1.7	Elect Director Suzuki, Yukari	G	Mgmt	For	For
1.8	Elect Director Shinohara, Yukihiro	G	Mgmt	For	For
2.1	Appoint Statutory Auditor Matura, Tsuguhiko	G	Mgmt	For	For
2.2	Appoint Statutory Auditor Makino, Ayako	G	Mgmt	For	For
3	Approve Performance-Based Cash Compensation Ceiling for Directors	G	Mgmt	For	For
4	Approve Deep Discount Stock Option Plan	G	Mgmt	For	For
5	Approve Deep Discount Stock Option Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Tokyo Electron Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

Tokyo Gas Co., Ltd.

Meeting Date: 27/06/2025 Country: Japan Ticker: 9531
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Uchida, Takashi	G	Mgmt	For	For
1.2	Elect Director Sasayama, Shinichi	G	Mgmt	For	For
1.3	Elect Director Higo, Takashi	G	Mgmt	For	For
1.4	Elect Director Sekiguchi, Hiroyuki	G	Mgmt	For	For
1.5	Elect Director Tannowa, Tsutomu	G	Mgmt	For	For
1.6	Elect Director Yamamura, Masayuki	G	Mgmt	For	For
1.7	Elect Director Yoshitaka, Mari	G	Mgmt	For	For
1.8	Elect Director Komatsu, Yuriya	G	Mgmt	For	For
1.9	Elect Director Fukasawa, Yuji	G	Mgmt	For	For

Tokyo Steel Manufacturing Co., Ltd.

Meeting Date: 25/06/2025 Country: Japan Ticker: 5423
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	G	Mgmt	For	For
2.1	Elect Director Nara, Nobuaki	G	Mgmt	For	For
2.2	Elect Director Komatsuzaki, Yuji	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Asai, Takafumi	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Hoshi, Hiroaki	G	Mgmt	For	For

Tokyo Steel Manufacturing Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.3	Elect Director and Audit Committee Member Miwa, Kaori	G	Mgmt	For	For
4	Elect Alternate Director and Audit Committee Member Yagi, Osamu	G	Mgmt	For	For

Tokyu Corp.

Meeting Date: 27/06/2025 Country: Japan Ticker: 9005
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 13	G	Mgmt	For	For
2.1	Elect Director Nomoto, Hirofumi	G	Mgmt	For	For
2.2	Elect Director Horie, Masahiro	G	Mgmt	For	For
2.3	Elect Director Fujiwara, Hirohisa	G	Mgmt	For	For
2.4	Elect Director Takahashi, Toshiyuki	G	Mgmt	For	For
2.5	Elect Director Fukuta, Seiichi	G	Mgmt	For	For
2.6	Elect Director Shimada, Kunio	G	Mgmt	For	For
2.7	Elect Director Miyazaki, Midori	G	Mgmt	For	For
2.8	Elect Director Shimizu, Hiroshi	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.9	Elect Director Sugiyama, Ryoko	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Matsumoto, Taku	G	Mgmt	For	For

Tokyu Fudosan Holdings Corp.

Meeting Date: 26/06/2025 Country: Japan Ticker: 3289
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 19.5	G	Mgmt	For	For

Tokyu Fudosan Holdings Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Director Kanazashi, Kiyoshi	G	Mgmt	For	For
2.2	Elect Director Nishikawa, Hironori	G	Mgmt	For	For
2.3	Elect Director Hoshino, Hiroaki	G	Mgmt	For	For
2.4	Elect Director Kimura, Shohei	G	Mgmt	For	For
2.5	Elect Director Kobayashi, Shunichi	G	Mgmt	For	For
2.6	Elect Director Ikeuchi, Takashi	G	Mgmt	For	For
2.7	Elect Director Ikeda, Hidetatsu	G	Mgmt	For	For
2.8	Elect Director Kaiami, Makoto	G	Mgmt	For	For
2.9	Elect Director Miura, Satoshi	G	Mgmt	For	For
2.10	Elect Director Hoshino, Tsuguhiko	G	Mgmt	For	For
2.11	Elect Director Jozuka, Yumiko	G	Mgmt	For	For
2.12	Elect Director Uno, Akiko	G	Mgmt	For	For
2.13	Elect Director Maeda, Kazumi	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Kanematsu, Masaoki	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Enokido, Akiko	G	Mgmt	For	For
3.3	Appoint Statutory Auditor Nakazawa, Takahiro	G	Mgmt	For	For
3.4	Appoint Statutory Auditor Yoshida, Keiko	G	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Nagao, Ryo	G	Mgmt	For	For

TOKYU REIT, Inc.

Meeting Date: 18/04/2025

Country: Japan

Ticker: 8957

Record Date: 31/01/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Executive Director Sasaki, Momoko	G	Mgmt	For	For
2	Elect Alternate Executive Director Inoue, Taisuke	G	Mgmt	For	For
3.1	Elect Supervisory Director Aikawa, Takashi	G	Mgmt	For	For
3.2	Elect Supervisory Director Matsumoto, Minako	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Financial Budget Report	G	Mgmt	For	For
6	Approve Profit Distribution	G	Mgmt	For	For
7	Approve to Appoint Auditor	G	Mgmt	For	For
	APPROVE REMUNERATION OF DIRECTORS		Mgmt		
8.1	Approve Remuneration of Non-independent Directors	G	Mgmt	For	For
8.2	Approve Remuneration of Independent Directors	G	Mgmt	For	For
9	Approve Remuneration of Supervisors	G	Mgmt	For	For
10	Approve Use of Idle Own Funds for Entrusted Financial Management	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks</i>					
11	Approve Application of Bank Credit Lines	G	Mgmt	For	For
12	Approve Remuneration of Senior Management Members Wu Xuequn and Wu Xueliang	G	Mgmt	For	For
13	Approve Related Party Transactions	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
14.1	Elect Wu Xueliang as Director	G	Mgmt	For	For
14.2	Elect Wu Xuequn as Director	G	Mgmt	For	For
14.3	Elect Sheng Yali as Director	G	Mgmt	For	For
14.4	Elect Sheng Long as Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
15.1	Elect Hou Qiang as Director	G	Mgmt	For	For

Toly Bread Co. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15.2	Elect Wei Hong as Director	G	Mgmt	For	For
	ELECT SUPERVISORS VIA CUMULATIVE VOTING		Mgmt		
16.1	Elect Fu Yao as Supervisor	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
16.2	Elect Guan Ying as Supervisor	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				

TOMONY Holdings, Inc.

Meeting Date: 25/06/2025 Country: Japan Ticker: 8600
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 9.5	G	Mgmt	For	For
2.1	Elect Director Nakamura, Takeshi	G	Mgmt	For	For
2.2	Elect Director Bando, Toyohiko	G	Mgmt	For	For
2.3	Elect Director Ariki, Hiroshi	G	Mgmt	For	For
2.4	Elect Director Fujii, Hitomi	G	Mgmt	For	For
2.5	Elect Director Kioka, Hitoshi	G	Mgmt	For	For
2.6	Elect Director Kanaoka, Noriyoshi	G	Mgmt	For	For
2.7	Elect Director Nagao, Jun	G	Mgmt	For	For
2.8	Elect Director Inoue, Yoshiaki	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Tada, Hitoshi	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Tomiie, Sayaka	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Takeda, Mayumi	G	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Yoshizawa, Yasuyo	G	Mgmt	For	For
4	Approve Restricted Stock Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Meeting Date: 06/05/2025

Country: Norway

Ticker: TOM

Record Date: 28/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Registration of Attending Shareholders and Proxies	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
4	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
5	Receive Management Report on the Status of the Company and Group	G	Mgmt		
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 2.15 Per Share	G	Mgmt	For	For
7	Amend Remuneration Policy	G	Mgmt	For	For
8	Approve Remuneration Statement	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
9	Discuss Company's Corporate Governance Statement (Not Voting)	G	Mgmt		
10	Reelect Johan Hjertonsson (Chair), Bodil Sonesson, Pierre Couderc, Hege Skryseth and Erik Osmundsen as Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11	Reelect Rune Selmar (Chair), Tine Fosslund, Jacob Chris Lassen and Geert-Jan Hoppers as Members of Nominating Committee	G	Mgmt	For	For

Tomra Systems ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Approve Remuneration of Directors in the Amount of NOK 1.5 Million for Chair and NOK 750,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
13	Approve Remuneration of Nominating Committee	G	Mgmt	For	For
14	Approve Board Member Share Ownership	G	Mgmt	For	For
15	Approve Remuneration of Auditors	G	Mgmt	For	For
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares for Incentive Plan Funding	G	Mgmt	For	For
17	Approve Issuance of Shares for a Private Placement	G	Mgmt	For	For

Tongcheng Travel Holdings Limited

Meeting Date: 26/06/2025

Country: Cayman Islands

Ticker: 780

Record Date: 20/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2a1	Elect Liang Jianzhang as Director	G	Mgmt	For	For
2a2	Elect Xie Qing Hua as Director	G	Mgmt	For	For
2a3	Elect Yang Chia Hung as Director	G	Mgmt	For	For
2b	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
3	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Approve Final Dividend	G	Mgmt	For	For
5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i></p>					
5B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Tongwei Co., Ltd.

Meeting Date: 15/04/2025

Country: China

Ticker: 600438

Record Date: 10/04/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Issuance of Debt Financing Instruments	G	Mgmt	For	For

Tongwei Co., Ltd.

Meeting Date: 20/05/2025

Country: China

Ticker: 600438

Record Date: 15/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve 2024 Remuneration and Appraisal for Directors and Supervisors	G	Mgmt	For	For
7	Approve Remuneration Plan of Directors	G	Mgmt	For	For
8	Approve to Appoint Auditor	G	Mgmt	For	For
9	Approve Provision of Guarantee Among the Company and Subsidiary	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
10	Approve Provision of Guarantee for Corporate Customers	G	Mgmt	For	For
11	Approve Application of Credit Lines	G	Mgmt	For	For
12	Approve Bill Pool Business	G	Mgmt	For	For
13	Approve Amendments to Articles of Association and Other Systems	G	Mgmt	For	Against

Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.

Tongwei Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
14.1	Elect Liu Hanyuan as Director	G	Mgmt	For	For
14.2	Elect Liu Shuqi as Director	G	Mgmt	For	For
14.3	Elect Yan Hu as Director	G	Mgmt	For	For
14.4	Elect Ding Yi as Director	G	Mgmt	For	For
14.5	Elect Wang Jin as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
15.1	Elect Jiang Yumei as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence</i>					
15.2	Elect Xu Yingtong as Director	G	Mgmt	For	For
15.3	Elect Chen Lei as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [LN-M0201-005] Non-independent director on inadequately independent board. [SF-M0000-001] Vote against due to lack of disclosure.</i>					

TopBuild Corp.

Meeting Date: 28/04/2025 **Country:** USA **Ticker:** BLD
Record Date: 27/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Alec C. Covington	G	Mgmt	For	For
1b	Elect Director Ernesto Bautista, III	G	Mgmt	For	For
1c	Elect Director Robert M. Buck	G	Mgmt	For	For
1d	Elect Director Joseph S. Cantie	G	Mgmt	For	For
1e	Elect Director Tina M. Donikowski	G	Mgmt	For	For
1f	Elect Director Deirdre C. Drake	G	Mgmt	For	For
1g	Elect Director Mark A. Petrarca	G	Mgmt	For	For
1h	Elect Director Nancy M. Taylor	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

TopBuild Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Topchoice Medical Corp.

Meeting Date: 05/06/2025 **Country:** China **Ticker:** 600763
Record Date: 28/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Profit Distribution	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Appointment of Auditor	G	Mgmt	For	For
6	Approve Report of the Board of Supervisors	G	Mgmt	For	For
7	Approve Amendments to Articles of Association	G	Mgmt	For	For

Topcon Corp.

Meeting Date: 26/06/2025 **Country:** Japan **Ticker:** 7732
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Hirano, Satoshi	G	Mgmt	For	For
1.2	Elect Director Eto, Takashi	G	Mgmt	For	For
1.3	Elect Director Akiyama, Haruhiko	G	Mgmt	For	For
1.4	Elect Director Ito, Yoshikuni	G	Mgmt	For	For
1.5	Elect Director Watanabe, Reiko	G	Mgmt	For	For
1.6	Elect Director Yamazaki, Naoko	G	Mgmt	For	For
1.7	Elect Director Inaba, Yoshiharu	G	Mgmt	For	For

Topcon Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director Hidaka, Naoki	G	Mgmt	For	For
1.9	Elect Director Teramoto, Katsuhiko	G	Mgmt	For	For
1.10	Elect Director Nakai, Hajime	G	Mgmt	For	For
2	Appoint Statutory Auditor Suzuki, Kiyoshi	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Inoue, Tsuyoshi	G	Mgmt	For	For

Topgolf Callaway Brands Corp.

Meeting Date: 29/05/2025 Country: USA Ticker: MODG
 Record Date: 04/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Oliver G. (Chip) Brewer III	G	Mgmt	For	For
1.2	Elect Director John F. Lundgren	G	Mgmt	For	For
1.3	Elect Director Erik J. Anderson	G	Mgmt	For	For
1.4	Elect Director Russell L. Fleischer	G	Mgmt	For	For
1.5	Elect Director Bavan M. Holloway	G	Mgmt	For	For
1.6	Elect Director Scott M. Marimow	G	Mgmt	For	For
1.7	Elect Director Adebayo O. Ogunlesi	G	Mgmt	For	For
1.8	Elect Director Varsha R. Rao	G	Mgmt	For	For
1.9	Elect Director Linda B. Segre	G	Mgmt	For	For
1.10	Elect Director Anthony S. Thornley	G	Mgmt	For	For
1.11	Elect Director C. Matthew Turney	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

TOPPAN Holdings, Inc.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 7911

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kaneko, Shingo	G	Mgmt	For	For
1.2	Elect Director Maro, Hideharu	G	Mgmt	For	For
1.3	Elect Director Sakai, Kazunori	G	Mgmt	For	For
1.4	Elect Director Saito, Masanori	G	Mgmt	For	For
1.5	Elect Director Kurobe, Takashi	G	Mgmt	For	For
1.6	Elect Director Oya, Satoshi	G	Mgmt	For	For
1.7	Elect Director Toyama, Ryoko	G	Mgmt	For	For
1.8	Elect Director Nakabayashi, Mieko	G	Mgmt	For	For
1.9	Elect Director Takeuchi, Asuka	G	Mgmt	For	For
1.10	Elect Director Mukai, Chiaki	G	Mgmt	For	For

Topre Corp.

Meeting Date: 25/06/2025

Country: Japan

Ticker: 5975

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	G	Mgmt	For	For

Toray Industries, Inc.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 3402

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 9	G	Mgmt	For	For
2.1	Elect Director Nikkaku, Akihiro	G	Mgmt	For	For

Blended Rationale: .

Toray Industries, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.2	Elect Director Oya, Mitsuo	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.3	Elect Director Shuto, Kazuhiko	G	Mgmt	For	For
2.4	Elect Director Tsunekawa, Tetsuya	G	Mgmt	For	For
2.5	Elect Director Terada, Shigeki	G	Mgmt	For	For
2.6	Elect Director Kato, Yuichiro	G	Mgmt	For	For
2.7	Elect Director Ito, Kunio	G	Mgmt	For	Against
<i>Blended Rationale: [DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
2.8	Elect Director Kaminaga, Susumu	G	Mgmt	For	For
2.9	Elect Director Harayama, Yuko	G	Mgmt	For	For
2.10	Elect Director Innes-Taylor, Akiko	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Mano, Mitsuharu	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Inoue, Masahiko	G	Mgmt	For	For
4	Approve Annual Bonus	G	Mgmt	For	For
5	Approve Compensation Ceilings for Directors and Statutory Auditors	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
6	Approve Restricted Stock Plan	G	Mgmt	For	For

Torex Gold Resources Inc.

Meeting Date: 18/06/2025

Country: Canada

Ticker: TXG

Record Date: 29/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Richard (Rick) A. Howes	G	Mgmt	For	For
1.2	Elect Director Jody L.M. Kuzenko	G	Mgmt	For	For
1.3	Elect Director Caroline S.E. Donally	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.4	Elect Director Jennifer J. Hooper	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Torex Gold Resources Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Jay C. Kellerman	G	Mgmt	For	For
1.6	Elect Director Rosalie (Rosie) C. Moore	G	Mgmt	For	For
1.7	Elect Director Rodrigo Sandoval	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Re-approve Employee Share Unit Plan	G	Mgmt	For	For
4	Re-approve Restricted Share Plan	G	Mgmt	For	For
5	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

TORIDOLL Holdings Corp.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 3397

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Awata, Takaya	G	Mgmt	For	For
1.2	Elect Director Yamaguchi, Satoshi	G	Mgmt	For	For
1.3	Elect Director Tanaka, Kenichi	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Shofu, Rieko	G	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Kataoka, Maki	G	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Miyata, Yuko	G	Mgmt	For	For
3	Elect Alternate Director and Audit Committee Member Ogino, Atsushi	G	Mgmt	For	For

Toromont Industries Ltd.

Meeting Date: 01/05/2025

Country: Canada

Ticker: TIH

Record Date: 12/03/2025

Meeting Type: Annual

Toromont Industries Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Peter J. Blake	G	Mgmt	For	For
1.2	Elect Director Benjamin D. Cherniavsky	G	Mgmt	For	For
1.3	Elect Director Cathryn E. Cranston	G	Mgmt	For	For
1.4	Elect Director Paramita Das	G	Mgmt	For	For
1.5	Elect Director Sharon L. Hodgson	G	Mgmt	For	For
1.6	Elect Director Ave G. Lethbridge	G	Mgmt	For	For
1.7	Elect Director Michael S.H. McMillan	G	Mgmt	For	For
1.8	Elect Director Frederick J. Mifflin	G	Mgmt	For	For
1.9	Elect Director Katherine A. Rethy	G	Mgmt	For	For
1.10	Elect Director Richard G. Roy	G	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Tosho Co., Ltd.

Meeting Date: 19/06/2025 **Country:** Japan **Ticker:** 8920
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kutsuna, Toshihiro	G	Mgmt	For	Against
	<i>Blended Rationale: [RJ-M0201-021] AGAINST directors responsible for company's poor ROE/ROA performance. [RJ-M0201-022] AGAINST directors responsible as the board lacks two independent directors. [RJ-M0201-024] AGAINST directors responsible as the board is less than 1/3 independent in face of major blockholders.</i>				
1.2	Elect Director Kutsuna, Yuichiro	G	Mgmt	For	Against
	<i>Blended Rationale: [RJ-M0201-021] AGAINST directors responsible for company's poor ROE/ROA performance. [RJ-M0201-022] AGAINST directors responsible as the board lacks two independent directors. [RJ-M0201-024] AGAINST directors responsible as the board is less than 1/3 independent in face of major blockholders.</i>				
1.3	Elect Director Tanizawa, Aki	G	Mgmt	For	For

Tosho Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Kamiya, Akibumi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders.</i>					
1.5	Elect Director Kikuchi, Osamu	G	Mgmt	For	For
2.1	Appoint Statutory Auditor Eguchi, Takashi	G	Mgmt	For	For
2.2	Appoint Statutory Auditor Maeda, Atsushi	G	Mgmt	For	For
2.3	Appoint Statutory Auditor Iwamoto, Kazuyoshi	G	Mgmt	For	For

Tosoh Corp.

Meeting Date: 26/06/2025 Country: Japan Ticker: 4042
 Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kuwada, Mamoru	G	Mgmt	For	For
1.2	Elect Director Adachi, Toru	G	Mgmt	For	For
1.3	Elect Director Yoshimizu, Akihiro	G	Mgmt	For	For
1.4	Elect Director Kamezaki, Takahiko	G	Mgmt	For	For
1.5	Elect Director Omichi, Nobukatsu	G	Mgmt	For	For
1.6	Elect Director Hombo, Yoshihiro	G	Mgmt	For	For
1.7	Elect Director Hidaka, Mariko	G	Mgmt	For	For
1.8	Elect Director Nakano, Yukimasa	G	Mgmt	For	For
1.9	Elect Director Hashitera, Yukiko	G	Mgmt	For	For
2	Appoint Statutory Auditor Matake, Takafumi	G	Mgmt	For	For
3.1	Appoint Alternate Statutory Auditor Kawamoto, Koji	G	Mgmt	For	For
3.2	Appoint Alternate Statutory Auditor Nagao, Kenta	G	Mgmt	For	For

Totetsu Kogyo Co., Ltd.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 1835

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 85	G	Mgmt	For	For
2.1	Elect Director Maekawa, Tadao	G	Mgmt	For	For
2.2	Elect Director Shimomura, Hikaru	G	Mgmt	For	For
2.3	Elect Director Iizuka, Hiroyuki	G	Mgmt	For	For
2.4	Elect Director Ise, Katsumi	G	Mgmt	For	For
2.5	Elect Director Ogawa, Eiichi	G	Mgmt	For	For
2.6	Elect Director Nakayama, Hiroshi	G	Mgmt	For	For
2.7	Elect Director Miyama, Miya	G	Mgmt	For	For
2.8	Elect Director Tamagawa, Takehiro	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
2.9	Elect Director Takahashi, Kiyotaka	G	Mgmt	For	For
3	Appoint Statutory Auditor Ishikawa, Takako	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0280-001] AGAINST affiliated outsiders.</i>					

TOTO Ltd.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 5332

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kiyota, Noriaki	G	Mgmt	For	For
1.2	Elect Director Tamura, Shinya	G	Mgmt	For	For
1.3	Elect Director Hayashi, Ryosuke	G	Mgmt	For	For
1.4	Elect Director Taguchi, Tomoyuki	G	Mgmt	For	For
1.5	Elect Director Taketomi, Yojiro	G	Mgmt	For	For
1.6	Elect Director Kitazaki, Takehiko	G	Mgmt	For	For

TOTO Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.7	Elect Director Takeuchi, Naomiki	G	Mgmt	For	For
1.8	Elect Director Tsuda, Junji	G	Mgmt	For	For
1.9	Elect Director Yamauchi, Shigenori	G	Mgmt	For	For

TOTVS SA

Meeting Date: 23/04/2025 **Country:** Brazil **Ticker:** TOTS3
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Approve Capital Budget	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends	G	Mgmt	For	For
4	Approve Remuneration of Company's Management	G	Mgmt	For	For
5	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	G	Mgmt	Against	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					

TOTVS SA

Meeting Date: 23/04/2025 **Country:** Brazil **Ticker:** TOTS3
Record Date: **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Restricted Stock Plan	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements are poorly structured.</i>					
2	Amend Article 5 to Reflect Changes in Capital	G	Mgmt	For	For

TOTVS SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Amend Article 16	G	Mgmt	For	For
4	Amend Article 43	G	Mgmt	For	For
5	Consolidate Bylaws	G	Mgmt	For	For
6	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	G	Mgmt	Against	Abstain

Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.

Tourmaline Oil Corp.

Meeting Date: 04/06/2025 **Country:** Canada **Ticker:** TOU
Record Date: 17/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Michael L. Rose	G	Mgmt	For	For
1b	Elect Director Brian G. Robinson	G	Mgmt	For	For
1c	Elect Director Jill T. Angevine	G	Mgmt	For	For
1d	Elect Director William D. Armstrong	G	Mgmt	For	For
1e	Elect Director Lee A. Baker	G	Mgmt	For	For
1f	Elect Director Christopher E. Lee	G	Mgmt	For	For
1g	Elect Director Andrew B. MacDonald	G	Mgmt	For	For
1h	Elect Director Lucy M. Miller	G	Mgmt	For	For
1i	Elect Director Travis J. Toews	G	Mgmt	For	For
1j	Elect Director Janet L. Weiss	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Towa Corp.

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 6315
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Okada, Hirokazu	G	Mgmt	For	Against
	<i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i>				
1.2	Elect Director Miura, Muneo	G	Mgmt	For	Against
	<i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i>				
1.3	Elect Director Ishida, Koichi	G	Mgmt	For	For
1.4	Elect Director Shibahara, Nobutaka	G	Mgmt	For	For
1.5	Elect Director Nishimura, Kazuhiro	G	Mgmt	For	For
1.6	Elect Director Nakanishi, Kazuhiko	G	Mgmt	For	For
1.7	Elect Director Yano, Akihiro	G	Mgmt	For	For
2	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
3	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For

TowneBank

Meeting Date: 14/05/2025 Country: USA Ticker: TOWN
 Record Date: 19/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director G. Robert Aston, Jr.	G	Mgmt	For	For
1.2	Elect Director J. Morgan Davis	G	Mgmt	For	For
1.3	Elect Director Frank E. Jenkins, Jr.	G	Mgmt	For	For
1.4	Elect Director Harry T. Lester	G	Mgmt	For	For
1.5	Elect Director William T. Morrison	G	Mgmt	For	For
1.6	Elect Director J. Christopher Perry	G	Mgmt	For	For
1.7	Elect Director Elizabeth W. Robertson	G	Mgmt	For	For
1.8	Elect Director Sachin S. Shetty	G	Mgmt	For	For

TowneBank

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Ratify of Forvis Mazars, LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For

Toyo Construction Co., Ltd.

Meeting Date: 25/06/2025 Country: Japan Ticker: 1890
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 58	G	Mgmt	For	For
2.1	Elect Director Yoshida, Shinya	G	Mgmt	For	For
2.2	Elect Director Nakamura, Tatsuyoshi	G	Mgmt	For	For
2.3	Elect Director Hirata, Hiromi	G	Mgmt	For	For
2.4	Elect Director Narusawa, Takashi	G	Mgmt	For	For
2.5	Elect Director Matsuki, Kazumichi	G	Mgmt	For	For
2.6	Elect Director Uchiyama, Masato	G	Mgmt	For	For
2.7	Elect Director Okada, Masaharu	G	Mgmt	For	For
2.8	Elect Director Natori, Katsuya	G	Mgmt	For	For
2.9	Elect Director Fujii, Yoshiko	G	Mgmt	For	For

Toyo Suisan Kaisha, Ltd.

Meeting Date: 26/06/2025 Country: Japan Ticker: 2875
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 120	G	Mgmt	For	For
2.1	Elect Director Tsutsumi, Tadasu	G	Mgmt	For	For

Toyo Suisan Kaisha, Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.2	Elect Director Sumimoto, Noritaka	G	Mgmt	For	For
2.3	Elect Director Oki, Hitoshi	G	Mgmt	For	For
2.4	Elect Director Makiya, Rieko	G	Mgmt	For	For
2.5	Elect Director Mochizuki, Masahisa	G	Mgmt	For	For
2.6	Elect Director Matsumoto, Chiyoko	G	Mgmt	For	For
2.7	Elect Director Yamazaki, Yoshiaki	G	Mgmt	For	For
2.8	Elect Director Shimazaki, Yasuko	G	Mgmt	For	For
2.9	Elect Director Yachi, Hiroyasu	G	Mgmt	For	For
2.10	Elect Director Yazawa, Kenichi	G	Mgmt	For	For
2.11	Elect Director Chino, Isamu	G	Mgmt	For	For
2.12	Elect Director Kobayashi, Tetsuya	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Ushijima, Tsutomu	G	Mgmt	For	For
4	Approve Annual Bonus	G	Mgmt	For	For
5	Initiate Share Repurchase Program	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0152-002] AGAINST shareholder proposal as the proposed capital policy is inappropriate considering the financial performance of the company.</i>					
6.1	Appoint Shareholder Director Nominee Okamura, Kotaro	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0250-002] AGAINST shareholder proposal as the proposed candidate is not likely to contribute to improvement of corporate governance of the company.</i>					
6.2	Appoint Shareholder Director Nominee Kashiwakura, Masami	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0250-002] AGAINST shareholder proposal as the proposed candidate is not likely to contribute to improvement of corporate governance of the company.</i>					

Toyota Boshoku Corp.

Meeting Date: 11/06/2025

Country: Japan

Ticker: 3116

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Toyoda, Shuhei	G	Mgmt	For	For
1.2	Elect Director Shirayanagi, Masayoshi	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Toyota Boshoku Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Tsunoda, Hiroki	G	Mgmt	For	For
1.4	Elect Director Iwamori, Shunichi	G	Mgmt	For	For
1.5	Elect Director Adachi, Norimichi	G	Mgmt	For	For
1.6	Elect Director Koyama, Akihiro	G	Mgmt	For	For
1.7	Elect Director Shiokawa, Junko	G	Mgmt	For	For
1.8	Elect Director Seto, Takafumi	G	Mgmt	For	For
1.9	Elect Director Yamazaki, Yasuhiko	G	Mgmt	For	Against
<p><i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i></p>					
2	Appoint Statutory Auditor Ozaki, Hidenori	G	Mgmt	For	For

Toyota Industries Corp.

Meeting Date: 10/06/2025 **Country:** Japan **Ticker:** 6201
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Terashi, Shigeki	G	Mgmt	For	For
<p><i>Blended Rationale: .</i></p>					
1.2	Elect Director Ito, Koichi	G	Mgmt	For	For
<p><i>Blended Rationale: .</i></p>					
1.3	Elect Director Onishi, Akira	G	Mgmt	For	For
1.4	Elect Director Sumi, Shuzo	G	Mgmt	For	For
1.5	Elect Director Handa, Junichi	G	Mgmt	For	For
1.6	Elect Director Kumakura, Kazunari	G	Mgmt	For	For
1.7	Elect Director Shimizu, Tokiko	G	Mgmt	For	For
2	Appoint Statutory Auditor Matsumoto, Kuniaki	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Furusawa, Hitoshi	G	Mgmt	For	For

Toyota Industries Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Amend Articles to Add Provision Concerning Measures to Realize Management with Cost of Capital and Share Price Considered	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
5	Amend Articles to Require Majority Outsider Board	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0215-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
6	Approve Restricted Stock Plan	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0215-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

Toyota Motor Corp.

Meeting Date: 12/06/2025 **Country:** Japan **Ticker:** 7203

Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	G	Mgmt	For	For
2.1	Elect Director Toyoda, Akio	G	Mgmt	For	For
2.2	Elect Director Sato, Koji	G	Mgmt	For	For
2.3	Elect Director Nakajima, Hiroki	G	Mgmt	For	For
2.4	Elect Director Miyazaki, Yoichi	G	Mgmt	For	For
2.5	Elect Director Okamoto, Shigeaki	G	Mgmt	For	For
2.6	Elect Director Fujisawa, Kumi	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Christopher P. Reynolds	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member George Olcott	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3.3	Elect Director and Audit Committee Member Oshima, Masahiko	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Toyota Motor Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.4	Elect Director and Audit Committee Member Osada, Hiromi	G	Mgmt	For	For
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For
6	Approve Restricted Stock Plan	G	Mgmt	For	For

Toyota Tsusho Corp.

Meeting Date: 20/06/2025

Country: Japan

Ticker: 8015

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 55	G	Mgmt	For	For
2.1	Elect Director Murakami, Nobuhiko	G	Mgmt	For	For
2.2	Elect Director Kashitani, Ichiro	G	Mgmt	For	For
2.3	Elect Director Imai, Toshimitsu	G	Mgmt	For	For
2.4	Elect Director Iwamoto, Hideyuki	G	Mgmt	For	For
2.5	Elect Director Watanuki, Tatsuya	G	Mgmt	For	For
2.6	Elect Director Didier Leroy	G	Mgmt	For	Against
<p><i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i></p>					
2.7	Elect Director Inoue, Yukari	G	Mgmt	For	For
2.8	Elect Director Matsuda, Chieko	G	Mgmt	For	For
2.9	Elect Director Yamaguchi, Goro	G	Mgmt	For	For
3	Appoint Statutory Auditor Kawashima, Kazuya	G	Mgmt	For	For
4	Approve Restricted Stock Plan and Cash Compensation Ceiling for Directors	G	Mgmt	For	For

Meeting Date: 14/05/2025

Country: Jersey

Ticker: TCAP

Record Date: 12/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Remuneration Policy	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
4	Approve Final Dividend	G	Mgmt	For	For
5	Re-elect Richard Berliand as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
6	Re-elect Nicolas Breteau as Director	G	Mgmt	For	For
7	Re-elect Kath Cates as Director	G	Mgmt	For	For
8	Re-elect Tracy Clarke as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
9	Re-elect Angela Crawford-Ingle as Director	G	Mgmt	For	For
10	Re-elect Michael Heaney as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
11	Re-elect Mark Hemsley as Director	G	Mgmt	For	For
12	Re-elect Philip Price as Director	G	Mgmt	For	For
13	Re-elect Robin Stewart as Director	G	Mgmt	For	For
14	Re-elect Amy Yip as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
15	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
17	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
18	Approve Executive Share Plan	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
19	Approve Equity Deferral Plan	G	Mgmt	For	For

TP ICAP Group Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
20	Approve Global Employee Share Purchase Plan	G	Mgmt	For	For
21	Amend Savings-Related Share Option Plan	G	Mgmt	For	For
22	Authorise Issue of Equity	G	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
25	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
26	Amend Articles of Association	G	Mgmt	For	For
27	Authorise the Company to Hold Any Repurchased Shares as Treasury Shares	G	Mgmt	For	For
28	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

TPG Inc.

Meeting Date: 05/06/2025

Country: USA

Ticker: TPG

Record Date: 08/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Gunther Bright	G	Mgmt	For	For
1b	Elect Director James G. ("Jim") Coulter	G	Mgmt	For	For
1c	Elect Director Mary Cranston	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1d	Elect Director Kelvin Davis	G	Mgmt	For	For
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1e	Elect Director Kathy Elsesser	G	Mgmt	For	For
1f	Elect Director Deborah M. Messemer	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1g	Elect Director Nehal Raj	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

TPG Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Jeffrey Rhodes	G	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-006] Nominee has demonstrated a pattern of poor meeting attendance.</i>					
1i	Elect Director Ganendran ("Ganen") Sarvananthan	G	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-006] Nominee has demonstrated a pattern of poor meeting attendance. [SD-M0201-001]</i>					
1j	Elect Director Todd Sisitsky	G	Mgmt	For	For
1k	Elect Director David Trujillo	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1l	Elect Director Anilu Vazquez-Ubarri	G	Mgmt	For	For
1m	Elect Director Jon Winkelried	G	Mgmt	For	For
2a	Elect James G. ("Jim") Coulter as Member of Executive Committee	G	Mgmt	For	For
2b	Elect Kelvin Davis as Member of Executive Committee	G	Mgmt	For	For
2c	Elect Nehal Raj as Member of Executive Committee	G	Mgmt	For	For
2d	Elect Jeffrey Rhodes as Member of Executive Committee	G	Mgmt	For	For
2e	Elect Ganendran ("Ganen") Sarvananthan as Member of Executive Committee	G	Mgmt	For	For
2f	Elect Todd Sisitsky as Member of Executive Committee	G	Mgmt	For	For
2g	Elect David Trujillo as Member of Executive Committee	G	Mgmt	For	For
2h	Elect Anilu Vazquez-Ubarri as Member of Executive Committee	G	Mgmt	For	For
2i	Elect Jon Winkelried as Member of Executive Committee	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

TPR Co., Ltd.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 6463

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Suehiro, Hiroshi	G	Mgmt	For	For
1.2	Elect Director Yano, Kazumi	G	Mgmt	For	For
1.3	Elect Director Fujishiro, Goji	G	Mgmt	For	For
1.4	Elect Director Tsukahara, Minoru	G	Mgmt	For	For
1.5	Elect Director Tsukamoto, Hideki	G	Mgmt	For	For
1.6	Elect Director Ayuzawa, Noriaki	G	Mgmt	For	For
1.7	Elect Director Honke, Masataka	G	Mgmt	For	For
1.8	Elect Director Kato, Toshihisa	G	Mgmt	For	For
1.9	Elect Director Osawa, Kanako	G	Mgmt	For	For
1.10	Elect Director Muneto, Kenji	G	Mgmt	For	For

Tractor Supply Company

Meeting Date: 15/05/2025

Country: USA

Ticker: TSCO

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Joy Brown	G	Mgmt	For	For
1.2	Elect Director Ricardo ("Rick") Cardenas	G	Mgmt	For	For
1.3	Elect Director Meg Ham	G	Mgmt	For	For
1.4	Elect Director André Hawaux	G	Mgmt	For	For
1.5	Elect Director Denise L. Jackson	G	Mgmt	For	For
1.6	Elect Director Ramkumar Krishnan	G	Mgmt	For	For
1.7	Elect Director Edna K. Morris	G	Mgmt	For	For
1.8	Elect Director Mark J. Weikel	G	Mgmt	For	For
1.9	Elect Director Harry A. Lawton, III	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Tractor Supply Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers and Make Certain Conforming Changes	G	Mgmt	For	For

Tradeweb Markets Inc.

Meeting Date: 20/05/2025 **Country:** USA **Ticker:** TW
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Steven Berns	G	Mgmt	For	For
1.2	Elect Director William (Billy) Hult	G	Mgmt	For	For
1.3	Elect Director Lisa Opoku	G	Mgmt	For	For
1.4	Elect Director Rana Yared	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Trainline Plc

Meeting Date: 26/06/2025 **Country:** United Kingdom **Ticker:** TRN
Record Date: 24/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Re-elect Andy Phillipps as Director	G	Mgmt	For	For
4	Re-elect Brian McBride as Director	G	Mgmt	For	For
5	Re-elect Duncan Tatton-Brown as Director	G	Mgmt	For	For
6	Re-elect Jennifer Duvalier as Director	G	Mgmt	For	For
7	Re-elect Jody Ford as Director	G	Mgmt	For	For

Trainline Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Re-elect Marie Lalleman as Director	G	Mgmt	For	For
9	Re-elect Peter Wood as Director	G	Mgmt	For	For
10	Re-elect Rakhi Goss-Custard as Director	G	Mgmt	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
12	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
13	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
14	Authorise Issue of Equity	G	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
17	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Trane Technologies Plc

Meeting Date: 05/06/2025

Country: Ireland

Ticker: TT

Record Date: 10/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kirk E. Arnold	G	Mgmt	For	For
1b	Elect Director Ana P. Assis	G	Mgmt	For	For
1c	Elect Director Ann C. Berzin	G	Mgmt	For	For
1d	Elect Director April Miller Boise	G	Mgmt	For	For
1e	Elect Director Mark R. George	G	Mgmt	For	For
1f	Elect Director John A. Hayes	G	Mgmt	For	For
1g	Elect Director Linda P. Hudson	G	Mgmt	For	For
1h	Elect Director Myles P. Lee	G	Mgmt	For	For
1i	Elect Director Matthew F. Pine	G	Mgmt	For	For
1j	Elect Director David S. Regnery	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Trane Technologies Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1k	Elect Director Melissa N. Schaeffer	G	Mgmt	For	For
1l	Elect Director John P. Surma	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	G	Mgmt	For	For
4	Authorize Issue of Equity	G	Mgmt	For	For
5	Authorize Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
6	Determine Price Range for Re-allotment of Treasury Shares	G	Mgmt	For	For

TransAlta Corporation

Meeting Date: 24/04/2025

Country: Canada

Ticker: TA

Record Date: 07/03/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Brian Baker	G	Mgmt	For	For
1b	Elect Director John P. Dielwart	G	Mgmt	For	For
1c	Elect Director Alan J. Fohrer	G	Mgmt	For	For
1d	Elect Director Laura W. Folse	G	Mgmt	For	For
1e	Elect Director John H. Kousinioris	G	Mgmt	For	For
1f	Elect Director Candace J. MacGibbon	G	Mgmt	For	For
1g	Elect Director Thomas M. O'Flynn	G	Mgmt	For	For
1h	Elect Director Bryan D. Pinney	G	Mgmt	For	For
1i	Elect Director James Reid	G	Mgmt	For	For
1j	Elect Director Manjit K. Sharma	G	Mgmt	For	For
1k	Elect Director Sandra R. Sharman	G	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

TransAlta Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Re-approve Shareholder Rights Plan	G	Mgmt	For	For

TransMedics Group, Inc.

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** TMDX
Record Date: 25/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Waleed H. Hassanein	G	Mgmt	For	For
1b	Elect Director James R. Tobin	G	Mgmt	For	For
1c	Elect Director Edward M. Basile	G	Mgmt	For	For
1d	Elect Director Thomas J. Gunderson	G	Mgmt	For	For
1e	Elect Director Edwin M. Kania, Jr.	G	Mgmt	For	For
1f	Elect Director Stephanie Lovell	G	Mgmt	For	For
1g	Elect Director Merilee Raines	G	Mgmt	For	For
1h	Elect Director David Weill	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Transocean Ltd.

Meeting Date: 30/05/2025 **Country:** Switzerland **Ticker:** RIG
Record Date: 12/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Accept Financial Statements and Statutory Reports	G	Mgmt	For	
1B	Approve Remuneration Report	G	Mgmt	For	
1C	Approve Non-Financial Report	E, S	Mgmt	For	
2	Approve Discharge of Board and Senior Management	G	Mgmt	For	
3	Approve Treatment of Net Loss	G	Mgmt	For	

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve the Renewal of Authorized Share Capital with Partial Exclusion of Preemptive Rights	G	Mgmt	For	
5	Approve Increase in Size of Board	G	Mgmt	For	
6A	Elect Director Keelan I. Adamson	G	Mgmt	For	
6B	Elect Director Glyn A. Barker	G	Mgmt	For	
6C	Elect Director Vanessa C.L. Chang	G	Mgmt	For	
6D	Elect Director Frederico F. Curado	G	Mgmt	For	
6E	Elect Director Chadwick C. Deaton	G	Mgmt	For	
6F	Elect Director Domenic J. "Nick" Dell'Osso, Jr.	G	Mgmt	For	
6G	Elect Director Vincent J. Intrieri	G	Mgmt	For	
6H	Elect Director William F. "Bill" Lacey	G	Mgmt	For	
6I	Elect Director Samuel J. Merksamer	G	Mgmt	For	
6J	Elect Director Frederik W. Mohn	G	Mgmt	For	
6K	Elect Director Margareth Ovrum	G	Mgmt	For	
6L	Elect Director Jeremy D. Thigpen	G	Mgmt	For	
7	Elect Jeremy D. Thigpen as Board Chair	G	Mgmt	For	
8A	Elect Glyn A. Barker as Member of the Compensation Committee	G	Mgmt	For	
8B	Elect Vanessa C.L. Chang as Member of the Compensation Committee	G	Mgmt	For	
8C	Elect Frederico F. Curado as Member of the Compensation Committee	G	Mgmt	For	
9	Re-elect Schweiger Advokatur / Notariat as Independent Proxy	G	Mgmt	For	
10	Appointment of Ernst & Young LLP as Independent Registered Public Accounting Firm for Fiscal Year 2025 and Reelection of Ernst & Young Ltd, Zurich as the Company's Auditor for a Further One-Year Term	G	Mgmt	For	

Transocean Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	
12A	Approve Maximum Remuneration of Board of Directors for the Period Between the 2025 and 2026 Annual General Meeting in the Amount of USD 4.12 Million	G	Mgmt	For	
12B	Approve Maximum Remuneration of the Executive Management Team for Fiscal Year 2026 in the Amount of USD 26 Million	G	Mgmt	For	
13A	Amend Omnibus Stock Plan	G	Mgmt	For	
13B	Amend Omnibus Stock Plan	G	Mgmt	For	
14	Other Business	G	Mgmt	For	

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

TransUnion

Meeting Date: 07/05/2025

Country: USA

Ticker: TRU

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director George M. Awad	G	Mgmt	For	For
1b	Elect Director Christopher A. Cartwright	G	Mgmt	For	For
1c	Elect Director Suzanne P. Clark	G	Mgmt	For	For
1d	Elect Director Hamidou Dia	G	Mgmt	For	For
1e	Elect Director Russell P. Fradin	G	Mgmt	For	For
1f	Elect Director Charles E. Gottdiener	G	Mgmt	For	For
1g	Elect Director Pamela A. Joseph	G	Mgmt	For	For
1h	Elect Director Thomas L. Monahan, III	G	Mgmt	For	For
1i	Elect Director Ravi Kumar Singiseti	G	Mgmt	For	For
1j	Elect Director Linda K. Zukauckas	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

TransUnion

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Travel + Leisure Co.

Meeting Date: 21/05/2025 **Country:** USA **Ticker:** TNL
Record Date: 26/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Louise F. Brady	G	Mgmt	For	For
1.2	Elect Director Michael D. Brown	G	Mgmt	For	For
1.3	Elect Director James E. Buckman	G	Mgmt	For	For
1.4	Elect Director George Herrera	G	Mgmt	For	For
1.5	Elect Director Stephen P. Holmes	G	Mgmt	For	For
1.6	Elect Director Lucinda C. Martinez	G	Mgmt	For	For
1.7	Elect Director Denny Marie Post	G	Mgmt	For	For
1.8	Elect Director Ronald L. Rickles	G	Mgmt	For	For
1.9	Elect Director Michael H. Wargotz	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

TravelSky Technology Limited

Meeting Date: 12/06/2025 **Country:** China **Ticker:** 696
Record Date: 06/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board	G	Mgmt	For	For
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For

TravelSky Technology Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Audited Financial Statements	G	Mgmt	For	For
4	Approve Change in the Dividend Policy and Allocation of Profit and Distribution of Final Dividend	G	Mgmt	For	For
5	Approve BDO China Shu Lun Pan Certified Public Accountants LLP as PRC Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Elect He Xiaoqun as Director and Approve Termination of Xi Sheng as Director	G	Mgmt	For	For

Travere Therapeutics, Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: TVTX

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Roy D. Baynes	G	Mgmt	For	For
1.2	Elect Director Suzanne Bruhn	G	Mgmt	For	For
1.3	Elect Director Timothy Coughlin	G	Mgmt	For	For
1.4	Elect Director Eric Dube	G	Mgmt	For	For
1.5	Elect Director Gary Lyons	G	Mgmt	For	For
1.6	Elect Director Jeffrey Meckler	G	Mgmt	For	For
1.7	Elect Director John A. Orwin	G	Mgmt	For	For
1.8	Elect Director Sandra Poole	G	Mgmt	For	For
1.9	Elect Director Ron Squarer	G	Mgmt	For	For
1.10	Elect Director Ruth Williams-Brinkley	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Travis Perkins Plc

Meeting Date: 14/05/2025

Country: United Kingdom

Ticker: TPK

Record Date: 12/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Amend Remuneration Policy	G	Mgmt	For	For
4	Approve Final Dividend	G	Mgmt	For	For
5	Elect Geoff Drabble as Director	G	Mgmt	For	For
6	Re-elect Duncan Cooper as Director	G	Mgmt	For	For
7	Re-elect Marianne Culver as Director	G	Mgmt	For	For
8	Re-elect Heath Drewett as Director	G	Mgmt	For	For
9	Re-elect Jora Gill as Director	G	Mgmt	For	For
10	Re-elect Louise Hardy as Director	G	Mgmt	For	For
11	Re-elect Jez Maiden as Director	G	Mgmt	For	For
12	Appoint Deloitte LLP as Auditors	G	Mgmt	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
14	Authorise Issue of Equity	G	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
16	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For
18	Approve Performance Share Plan	G	Mgmt	For	For
19	Authorise the Directors to Adopt Further Schemes based on the Performance Share Plan	G	Mgmt	For	For

TRE Holdings Corp.

Meeting Date: 24/06/2025

Country: Japan

Ticker: 9247

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	G	Mgmt	For	For
2.1	Elect Director Matsuoka, Naoto	G	Mgmt	For	For
2.2	Elect Director Abe, Mitsuo	G	Mgmt	For	For
2.3	Elect Director Aoyama, Miwa	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Uekawa, Takeshi	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Omura, Fumie	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Suematsu, Hiroyuki	G	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Aramaki, Tomoko	G	Mgmt	For	For

Trelleborg AB

Meeting Date: 24/04/2025

Country: Sweden

Ticker: TREL.B

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting	G	Mgmt	For	For
2	Prepare and Approve List of Shareholders	G	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
6	Receive President's Report	G	Mgmt		
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8	Receive Board and Committees Reports	G	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.b	Approve Allocation of Income and Dividends of SEK 7.50 Per Share	G	Mgmt	For	For
9c.1	Approve Discharge of Johan Malmquist	G	Mgmt	For	For
9c.2	Approve Discharge of Gunilla Fransson	G	Mgmt	For	For
9c.3	Approve Discharge of Monica Gimre	G	Mgmt	For	For
9c.4	Approve Discharge of Henrik Lange	G	Mgmt	For	For
9c.5	Approve Discharge of Peter Nilsson	G	Mgmt	For	For
9c.6	Approve Discharge of Anne Mette Olesen	G	Mgmt	For	For
9c.7	Approve Discharge of Jan Stahlberg	G	Mgmt	For	For
9c.8	Approve Discharge of Jimmy Faltin	G	Mgmt	For	For
9c.9	Approve Discharge of Maria Eriksson	G	Mgmt	For	For
9c.10	Approve Discharge of Lars Pettersson	G	Mgmt	For	For
9c.11	Approve Discharge of Magnus Olofsson	G	Mgmt	For	For
9c.12	Approve Discharge of CEO Peter Nilsson	G	Mgmt	For	For
10	Receive Nominating Committee's Report	G	Mgmt		
11	Determine Number of Members (7) and Deputy Members (0) of Board	G	Mgmt	For	For
12.1	Approve Remuneration of Directors in the Amount of SEK 2.3 Million for Chair and SEK 775,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
12.2	Approve Remuneration of Auditors	G	Mgmt	For	For
13a	Reelect Johan Malmquist as Director	G	Mgmt	For	Against

Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13b	Reelect Gunilla Fransson as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
13c	Reelect Monica Gimre as Director	G	Mgmt	For	For
13d	Reelect Peter Nilsson as Director	G	Mgmt	For	For
13e	Reelect Anne Mette Olesen as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
13f	Reelect Jan Stahlberg as Director	G	Mgmt	For	For
13g	Reelect Henrik Lange as Director	G	Mgmt	For	For
13h	Reelect Johan Malmquist as Board Chair	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>					
14	Ratify Ernst & Young as Auditors	G	Mgmt	For	For
15	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
17.a	Approve Performance Share Plan for Key Employees	G	Mgmt	For	For
17.b	Approve Equity Plan Financing Through Repurchase of Own Shares	G	Mgmt	For	For
17.c	Approve Equity Plan Financing Through Transfer of Own Series B Shares	G	Mgmt	For	For

Trelleborg AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
18	Authorize Share Repurchase Program	G	Mgmt	For	For
19	Approve SEK 110.9 Million Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 110.9 Million for a Bonus Issue	G	Mgmt	For	For
20	Close Meeting	G	Mgmt		

Trex Company, Inc.

Meeting Date: 06/05/2025 **Country:** USA **Ticker:** TREX
Record Date: 10/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Bryan H. Fairbanks	G	Mgmt	For	For
1.2	Elect Director Kristine L. Juster	G	Mgmt	For	For
1.3	Elect Director D. Christian Keffer	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Tri Pointe Homes, Inc.

Meeting Date: 16/04/2025 **Country:** USA **Ticker:** TPH
Record Date: 25/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Douglas F. Bauer	G	Mgmt	For	For
1.2	Elect Director Lawrence B. Burrows	G	Mgmt	For	For
1.3	Elect Director Steven J. Gilbert	G	Mgmt	For	For
1.4	Elect Director R. Kent Grahl	G	Mgmt	For	For
1.5	Elect Director Vicki D. McWilliams	G	Mgmt	For	For

Tri Pointe Homes, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.6	Elect Director Constance B. Moore	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

TriCo Bancshares

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** TCBK

Record Date: 02/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kirsten E. Garen	G	Mgmt	For	For
1.2	Elect Director Cory W. Giese	G	Mgmt	For	For
1.3	Elect Director John S. A. Hasbrook	G	Mgmt	For	For
1.4	Elect Director Margaret L. Kane	G	Mgmt	For	For
1.5	Elect Director Michael W. Koehnen	G	Mgmt	For	For
1.6	Elect Director Anthony L. Leggio	G	Mgmt	For	For
1.7	Elect Director Martin A. Mariani	G	Mgmt	For	For
1.8	Elect Director Thomas C. McGraw	G	Mgmt	For	For
1.9	Elect Director Jon Y. Nakamura	G	Mgmt	For	For
1.10	Elect Director Richard P. Smith	G	Mgmt	For	For
1.11	Elect Director Kimberley H. Vogel	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Moss Adams LLP as Auditors	G	Mgmt	For	For

Trimble Inc.

Meeting Date: 17/06/2025 **Country:** USA **Ticker:** TRMB

Record Date: 21/04/2025 **Meeting Type:** Annual

Trimble Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director James C. Dalton	G	Mgmt	For	For
1.2	Elect Director Borje Ekholm	G	Mgmt	For	For
1.3	Elect Director Kaigham (Ken) Gabriel	G	Mgmt	For	For
1.4	Elect Director Meaghan Lloyd	G	Mgmt	For	For
1.5	Elect Director Ronald S. Nersesian	G	Mgmt	For	For
1.6	Elect Director Robert G. Painter	G	Mgmt	For	For
1.7	Elect Director Mark S. Peek	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.8	Elect Director Kara Sprague	G	Mgmt	For	For
1.9	Elect Director Thomas Sweet	G	Mgmt	For	For
1.10	Elect Director Johan Wibergh	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

TriNet Group, Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: TNET

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Paul Chamberlain	G	Mgmt	For	For
1.2	Elect Director Wayne B. Lowell	G	Mgmt	For	For
1.3	Elect Director Myrna Soto	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Trinity Industries, Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: TRN

Record Date: 17/03/2025

Meeting Type: Annual

Trinity Industries, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director William P. Ainsworth	G	Mgmt	For	For
1b	Elect Director Robert C. Biesterfeld, Jr.	G	Mgmt	For	For
1c	Elect Director John J. Diez	G	Mgmt	For	For
1d	Elect Director Leldon E. Echols	G	Mgmt	For	For
1e	Elect Director Veena M. Lakkundi	G	Mgmt	For	For
1f	Elect Director S. Todd Maclin	G	Mgmt	For	For
1g	Elect Director E. Jean Savage	G	Mgmt	For	For
1h	Elect Director Dunia A. Shive	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Trinseo PLC

Meeting Date: 25/06/2025

Country: Ireland

Ticker: TSE

Record Date: 28/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director K'lynn Johnson	G	Mgmt	For	For
1b	Elect Director Joseph Alvarado	G	Mgmt	For	For
1c	Elect Director Frank A. Bozich	G	Mgmt	For	For
1d	Elect Director Victoria Brifo	G	Mgmt	For	For
1e	Elect Director Jeffrey J. Cote	G	Mgmt	For	For
1f	Elect Director Jeanmarie Desmond	G	Mgmt	For	For
1g	Elect Director Matthew Farrell	G	Mgmt	For	For
1h	Elect Director Sandra Beach Lin	G	Mgmt	For	For
1i	Elect Director Henri Steinmetz	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Trinseo PLC

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors and Authorize Their Remuneration	G	Mgmt	For	For
4	Grant Board the Authority to Issue Shares Under Irish Law	G	Mgmt	For	For
5	Grant Board the Authority to Opt-Out of Statutory Pre-Emption Rights Under Irish Law	G	Mgmt	For	For
6	Determine Price Range for Reissuance of Treasury Shares	G	Mgmt	For	For
7	Amend Omnibus Stock Plan	G	Mgmt	For	For
8	Allow Voluntary Forfeiture of Stock Options by CEO, CFO and CLO	G	Mgmt	For	For

Trip.com Group Limited

Meeting Date: 30/06/2025 **Country:** Cayman Islands **Ticker:** 9961
Record Date: 30/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Rong Luo as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					
2	Authorize Board of Directors to Exercise All Powers to Repurchase Shares of the Company Listed on the Hong Kong Stock Exchange	G	Mgmt	For	For

TripAdvisor, Inc.

Meeting Date: 18/06/2025 **Country:** USA **Ticker:** TRIP
Record Date: 29/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Gregory B. Maffei	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.[SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
1.2	Elect Director Matt Goldberg	G	Mgmt	For	For

TripAdvisor, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Betsy L. Morgan	G	Mgmt	For	For
1.4	Elect Director M. Greg O'Hara	G	Mgmt	For	For
1.5	Elect Director Jeremy G. Philips	G	Mgmt	For	For
1.6	Elect Director Albert E. Rosenthaler	G	Mgmt	For	For
1.7	Elect Director Trynka Shineman Blake	G	Mgmt	For	For
1.8	Elect Director Robert S. Wiesenthal	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Tripod Technology Corp.

Meeting Date: 29/05/2025 **Country:** Taiwan **Ticker:** 3044
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For

Tritax Big Box REIT plc

Meeting Date: 07/05/2025 **Country:** United Kingdom **Ticker:** BBOX
Record Date: 02/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Elect Kirsty Wilman as Director	G	Mgmt	For	For
4	Re-elect Aubrey Adams as Director	G	Mgmt	For	For
5	Re-elect Elizabeth Brown as Director	G	Mgmt	For	For
6	Re-elect Wu Gang as Director	G	Mgmt	For	For

Tritax Big Box REIT plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Re-elect Alastair Hughes as Director	G	Mgmt	For	For
8	Re-elect Richard Laing as Director	G	Mgmt	For	For
9	Re-elect Karen Whitworth as Director	G	Mgmt	For	For
10	Reappoint BDO LLP as Auditors	G	Mgmt	For	For
11	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
12	Approve Dividend Policy	G	Mgmt	For	For
13	Authorise Issue of Equity	G	Mgmt	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
16	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Triumph Financial, Inc.

Meeting Date: 22/04/2025 **Country:** USA **Ticker:** TFIN
Record Date: 24/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Carlos M. Sepulveda, Jr.	G	Mgmt	For	For
1.2	Elect Director Aaron P. Graft	G	Mgmt	For	For
1.3	Elect Director Charles A. Anderson	G	Mgmt	For	For
1.4	Elect Director Harrison B. Barnes	G	Mgmt	For	For
1.5	Elect Director Debra A. Bradford	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.6	Elect Director Richard L. Davis	G	Mgmt	For	For
1.7	Elect Director Davis Deadman	G	Mgmt	For	For
1.8	Elect Director Laura K. Easley	G	Mgmt	For	For

Triumph Financial, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.9	Elect Director Melissa K. McSherry	G	Mgmt	For	For
1.10	Elect Director Maribess L. Miller	G	Mgmt	For	For
1.11	Elect Director Michael P. Rafferty	G	Mgmt	For	For
1.12	Elect Director C. Todd Sparks	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Ratify Crowe LLP as Auditors	G	Mgmt	For	For

Troax Group AB

Meeting Date: 29/04/2025

Country: Sweden

Ticker: TROAX

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive CEO's Report	G	Mgmt		
8	Receive Financial Statements and Statutory Reports	G	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9.b	Approve Allocation of Income and Dividends of EUR 0.34 Per Share	G	Mgmt	For	For
9.c	Approve Discharge of Board and President	G	Mgmt	For	For
10	Receive Nominating Committee's Report	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Troax Group AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Determine Number of Members (7) and Deputy Members (0) of Board	G	Mgmt	For	For
12	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 900,000 to Chair and SEK 350,000 to Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	G	Mgmt	For	For
14	Reelect Anders Morck (Chair), Eva Nygren, Anna Stalenbring, Fredrik Hansson, Bertil Persson, Marie Landfors and Thomas Widstrand as Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i></p>					
15	Ratify PricewaterhouseCoopers as Auditors	G	Mgmt	For	For
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
17	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
18	Approve Call Option Program for Senior Executives	G	Mgmt	For	For
19	Close Meeting	G	Mgmt		

Tronox Holdings plc

Meeting Date: 07/05/2025 **Country:** United Kingdom **Ticker:** TROX
Record Date: 10/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ian Kaufthal	G	Mgmt	For	For
1b	Elect Director John D. Romano	G	Mgmt	For	For
1c	Elect Director Jean-François Turgeon	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Tronox Holdings plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Fawaz Al-Fawaz	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1e	Elect Director Peter B. Johnston	G	Mgmt	For	For
1f	Elect Director Ginger M. Jones	G	Mgmt	For	For
1g	Elect Director Stephen Jones	G	Mgmt	For	For
1h	Elect Director Moazzam Khan	G	Mgmt	For	For
1i	Elect Director Siphon Nkosi	G	Mgmt	For	For
1j	Elect Director Lucrèce Foufopoulos-De Ridder	G	Mgmt	For	For
1k	Elect Director Julie Beck	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
5	Approve Remuneration Report	G	Mgmt	For	For
6	Ratify PricewaterhouseCoopers LLP as Statutory Auditors	G	Mgmt	For	For
7	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
8	Authorise Issue of Equity	G	Mgmt	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
10	Authorize Share Repurchase Program	G	Mgmt	For	For
11	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Blended Rationale: [SF-M0552-002] We believe that it is in the best interests of shareholders for issuers to hold votes on executive compensation every year.

TrueBlue, Inc.

Meeting Date: 14/05/2025

Country: USA

Ticker: TBI

Record Date: 14/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Colleen B. Brown	G	Mgmt	For	For
1b	Elect Director William C. Goings	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

TrueBlue, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Kim Harris Jones	G	Mgmt	For	For
1d	Elect Director R. Chris Kreidler	G	Mgmt	For	For
1e	Elect Director Sonita Lontoh	G	Mgmt	For	For
1f	Elect Director Taryn R. Owen	G	Mgmt	For	For
1g	Elect Director Paul G. Reitz	G	Mgmt	For	For
1h	Elect Director Jeffrey B. Sakaguchi	G	Mgmt	For	For
1i	Elect Director Kristi A. Savacool	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Truist Financial Corporation

Meeting Date: 29/04/2025

Country: USA

Ticker: TFC

Record Date: 20/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jennifer S. Banner	G	Mgmt	For	For
1b	Elect Director K. David Boyer, Jr.	G	Mgmt	For	For
1c	Elect Director Agnes Bundy Scanlan	G	Mgmt	For	For
1d	Elect Director Dallas S. Clement	G	Mgmt	For	For
1e	Elect Director Linnie M. Haynesworth	G	Mgmt	For	For
1f	Elect Director Donna S. Morea	G	Mgmt	For	For
1g	Elect Director Charles A. Patton	G	Mgmt	For	For
1h	Elect Director William H. Rogers, Jr.	G	Mgmt	For	For
1i	Elect Director Thomas E. Skains	G	Mgmt	For	For
1j	Elect Director Laurence Stein	G	Mgmt	For	For
1k	Elect Director Bruce L. Tanner	G	Mgmt	For	For
1l	Elect Director Steven C. Voorhees	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Truist Financial Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Trustmark Corporation

Meeting Date: 22/04/2025 **Country:** USA **Ticker:** TRMK
Record Date: 28/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Adolphus B. Baker	G	Mgmt	For	For
1b	Elect Director Augustus L. Collins	G	Mgmt	For	For
1c	Elect Director Tracy T. Conerly	G	Mgmt	For	For
1d	Elect Director Duane A. Dewey	G	Mgmt	For	For
1e	Elect Director Marcelo Eduardo	G	Mgmt	For	For
1f	Elect Director J. Clay Hays, Jr.	G	Mgmt	For	For
1g	Elect Director Gerard R. Host	G	Mgmt	For	For
1h	Elect Director Harris V. Morrisette	G	Mgmt	For	For
1i	Elect Director Richard H. Puckett	G	Mgmt	For	For
1j	Elect Director Lea B. Turnipseed	G	Mgmt	For	For
1k	Elect Director William G. Yates, III	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Crowe LLP as Auditors	G	Mgmt	For	For

Tsingtao Brewery Company Limited

Meeting Date: 20/05/2025 **Country:** China **Ticker:** 168
Record Date: 12/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1.00	Approve Work Report of the Board of Directors	G	Mgmt	For	For
2.00	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
3.00	Approve Financial Report	G	Mgmt	For	For
4.00	Approve Profit Distribution (Including Dividends Distribution) Proposal	G	Mgmt	For	For
5.00	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Auditor	G	Mgmt	For	For
6.00	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Internal Control Auditor	G	Mgmt	For	For
7.00	Amend Articles of Association	G	Mgmt	For	For
8.00	Approve Remuneration Plan for Directors	G	Mgmt	For	For
9.00	Approve Purchase of Liability Insurance for Board of Directors and Senior Management	G	Mgmt	For	For
	ELECT EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
10.01	Elect Jiang Zong Xiang as Director	G	Mgmt	For	For
10.02	Elect Hou Qiu Yan as Director	G	Mgmt	For	For
10.03	Elect Liu Fu Hua as Director	G	Mgmt	For	For
	ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
11.01	Elect Xiao Geng as Director	G	Mgmt	For	For
11.02	Elect Sheng Lei Ming as Director	G	Mgmt	For	For
11.03	Elect Rania Zhang as Director	G	Mgmt	For	For
11.04	Elect Zhao Chang Wen as Director	G	Mgmt	For	For
11.05	Elect Zhao Hong as Director	G	Mgmt	For	For

Tsubakimoto Chain Co.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 6371

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 47	G	Mgmt	For	For
2.1	Elect Director Kose, Kenji	G	Mgmt	For	For
2.2	Elect Director Kimura, Takatoshi	G	Mgmt	For	For
2.3	Elect Director Miyaji, Masaki	G	Mgmt	For	For
2.4	Elect Director Ando, Keiichi	G	Mgmt	For	For
2.5	Elect Director Kitayama, Hisae	G	Mgmt	For	For
2.6	Elect Director Tanisho, Takashi	G	Mgmt	For	For
3	Appoint Statutory Auditor Yamamoto, Takaaki	G	Mgmt	For	For
4	Appoint Alternate Statutory Auditor Hayashi, Koji	G	Mgmt	For	For

Tsugami Corp.

Meeting Date: 18/06/2025

Country: Japan

Ticker: 6101

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Clarify Director Authority on Shareholder Meetings - Clarify Director Authority on Board Meetings	G	Mgmt	For	For
2.1	Elect Director Yamamiya, Michiyo	G	Mgmt	For	For
2.2	Elect Director Watabe, Nobuhiro	G	Mgmt	For	For
2.3	Elect Director Matsushita, Mami	G	Mgmt	For	For
2.4	Elect Director Haga, Shoichiro	G	Mgmt	For	For
2.5	Elect Director Donglei Tang	G	Mgmt	For	For
3	Elect Director and Audit Committee Member Ota, Kunimasa	G	Mgmt	For	For

Tsukishima Holdings Co., Ltd.

Meeting Date: 23/06/2025

Country: Japan

Ticker: 6332

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kawasaki, Jun	G	Mgmt	For	For
1.2	Elect Director Takano, Toru	G	Mgmt	For	For
1.3	Elect Director Fukuzawa, Yoshiyuki	G	Mgmt	For	For
1.4	Elect Director Takatori, Keita	G	Mgmt	For	For
1.5	Elect Director Masuda, Nobuya	G	Mgmt	For	For
1.6	Elect Director Shimura, Naoko	G	Mgmt	For	For
1.7	Elect Director Tanaka, Tatsuya	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
1.8	Elect Director Wada, Tokuya	G	Mgmt	For	For
2.1	Appoint Statutory Auditor Kikkawa, Takashi	G	Mgmt	For	For
2.2	Appoint Statutory Auditor Kitagata, Hiroki	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Kobayashi, Masato	G	Mgmt	For	For

Tsumura & Co.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 4540

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 68	G	Mgmt	For	For
2.1	Elect Director Kato, Terukazu	G	Mgmt	For	For
2.2	Elect Director Sugii, Kei	G	Mgmt	For	For
2.3	Elect Director Miyake, Hiroshi	G	Mgmt	For	For
2.4	Elect Director Okada, Tadashi	G	Mgmt	For	For
2.5	Elect Director Eguchi, Mariko	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Nagafuchi, Tomihiro	G	Mgmt	For	For

Tsumura & Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.2	Elect Director and Audit Committee Member Mochizuki, Akemi	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Tsuchiya, Chieko	G	Mgmt	For	For
4	Elect Alternate Director and Audit Committee Member Yamaoka, Norie	G	Mgmt	For	For
5	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

TSURUHA Holdings, Inc.

Meeting Date: 26/05/2025

Country: Japan

Ticker: 3391

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Tsuruha, Jun	G	Mgmt	For	For
1.2	Elect Director Murakami, Shoichi	G	Mgmt	For	For
1.3	Elect Director Yahata, Masahiro	G	Mgmt	For	For
1.4	Elect Director Toyama, Kazuto	G	Mgmt	For	For
1.5	Elect Director Tanaka, Wakana	G	Mgmt	For	For
1.6	Elect Director Okuno, Hiroshi	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Sato, Harumi	G	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Okazaki, Takuya	G	Mgmt	For	Against
<i>Blended Rationale: [TK-M0000-001] AGAINST as the proposal is not in shareholders' best interests.</i>					
3	Approve Share Exchange Agreement with Welcia Holdings Co., Ltd	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
4	Elect Director Kirisawa, Hideaki	G	Mgmt	For	For
5	Elect Director and Audit Committee Member Nakayama, Yasuo	G	Mgmt	For	For

Tsurumi Manufacturing Co., Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 6351

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Tsujimoto, Osamu	G	Mgmt	For	For
1.2	Elect Director Nishimura, Takeyuki	G	Mgmt	For	For
1.3	Elect Director Ueda, Takanori	G	Mgmt	For	For
1.4	Elect Director Tsuruga, Keiichiro	G	Mgmt	For	For
1.5	Elect Director Tsujimoto, Akitoshi	G	Mgmt	For	For
1.6	Elect Director Sonoda, Takato	G	Mgmt	For	For
1.7	Elect Director Inoue, Rei	G	Mgmt	For	For
2	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
3	Approve Restricted Stock Plan	G	Mgmt	For	For
4	Amend Articles to Add Provision Concerning Management with Cost of Capital and Share Price Considered	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
5	Initiate Share Repurchase Program	G	SH	Against	Against

Blended Rationale: [RJ-S0152-002] AGAINST shareholder proposal as the proposed capital policy is inappropriate considering the financial performance of the company.

TTEC Holdings, Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: TTEC

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kenneth D. Tuchman	G	Mgmt	For	For
1b	Elect Director Steven J. Anenen	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1c	Elect Director Tracy L. Bahl	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

TTEC Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Gregory A. Conley	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1e	Elect Director Robert N. Frerichs	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1f	Elect Director Marc L. Holtzman	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1g	Elect Director Gina L. Loften	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Tucows Inc.

Meeting Date: 20/05/2025 **Country:** USA **Ticker:** TCX
Record Date: 01/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Marlene Carl	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1.2	Elect Director Lee Matheson	G	Mgmt	For	For
1.3	Elect Director Sandra Matz	G	Mgmt	For	For
1.4	Elect Director Laurenz Malte Nienaber	G	Mgmt	For	For
1.5	Elect Director Elliot Noss	G	Mgmt	For	For
1.6	Elect Director Allen Taylor	G	Mgmt	For	For
1.7	Elect Director Jeffrey S.D. Tory	G	Mgmt	For	For
1.8	Elect Director Stephan Uhrenbacher	G	Mgmt	For	For
2	Ratify Deloitte LLP as Auditors	G	Mgmt	For	For

Turk Hava Yollari AO

Meeting Date: 21/05/2025 **Country:** Turkey **Ticker:** THYAO.E
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting and Elect Presiding Council of Meeting	G	Mgmt	For	For
2	Accept Board Report	G	Mgmt	For	For
3	Accept Audit Report	G	Mgmt	For	For
4	Accept Financial Statements	G	Mgmt	For	For
5	Approve Discharge of Board	G	Mgmt	For	For
6	Approve Allocation of Income	G	Mgmt	For	For
7	Amend Company Articles 6, 8, 11, 15, 34, 36 and 38	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws. [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
8	Approve Director Remuneration	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
9	Elect Directors	G	Mgmt	For	For
10	Ratify External Auditors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
11	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	G	Mgmt		
12	Approve Upper Limit of Donations for 2025 and Receive Information on Donations Made in 2024	S	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
13	Receive Information on Share Repurchase Program	G	Mgmt		
14	Approve Share Repurchase Program	G	Mgmt	For	For
15	Receive Information in Accordance with Article 1.3.6 of Capital Markets Board Corporate Governance Principles	G	Mgmt		
16	Wishes and Close Meeting	G	Mgmt		

TURKCELL İletişim Hizmetleri AS

Meeting Date: 15/05/2025

Country: Turkey

Ticker: TCELL.E

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting and Elect Presiding Council of Meeting	G	Mgmt	For	For
2	Accept Board Report	G	Mgmt	For	For
3	Accept Audit Report	G	Mgmt	For	For
4	Accept Financial Statements	G	Mgmt	For	For
5	Approve Discharge of Board	G	Mgmt	For	For
6	Amend Company Articles 4 and 6	G	Mgmt	For	For
7	Approve Upper Limit of Donations for 2025 and Receive Information on Donations Made in 2024	S	Mgmt	For	For
8	Ratify Director Appointments and Elect Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
9	Approve Director Remuneration	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
10	Ratify External Auditors	G	Mgmt	For	For
11	Approve Allocation of Income	G	Mgmt	For	For
12	Approve Donation Policy	S	Mgmt	For	For
13	Receive Information on Remuneration Policy	G	Mgmt		
14	Receive Information in Accordance with Article 1.3.6 of Capital Markets Board Corporate Governance Principles	G	Mgmt		
15	Receive Information on Share Repurchase Program	G	Mgmt		
16	Approve Share Repurchase Program	G	Mgmt	For	For
17	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

TURKCELL Iletisim Hizmetleri AS

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
18	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	G	Mgmt		
19	Close Meeting	G	Mgmt		

Turkiye Vakiflar Bankasi TAO

Meeting Date: 25/04/2025

Country: Turkey

Ticker: VAKBN.E

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting and Elect Presiding Council of Meeting	G	Mgmt	For	For
2	Accept Statutory Reports	G	Mgmt	For	For
3	Accept Financial Statements	G	Mgmt	For	For
4	Approve Discharge of Board	G	Mgmt	For	For
5	Approve Allocation of Income	G	Mgmt	For	For
6	Elect Directors	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
7	Elect Members of Audit Committee	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
8	Approve Director Remuneration	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
9	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	G	Mgmt	For	For
10	Ratify External Auditors	G	Mgmt	For	For
11	Approve Share Repurchase Program	G	Mgmt	For	For
12	Receive Information on Donations Made in 2024	S	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Turkiye Vakiflar Bankasi TAO

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Receive Information on Sustainability Activities	G	Mgmt		
14	Wishes	G	Mgmt		

Tutor Perini Corporation

Meeting Date: 15/05/2025 **Country:** USA **Ticker:** TPC
Record Date: 19/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Ronald N. Tutor	G	Mgmt	For	For
1B	Elect Director Gary G. Smalley	G	Mgmt	For	For
1C	Elect Director Peter Arkley	G	Mgmt	For	For
1D	Elect Director Jigisha Desai	G	Mgmt	For	For
1E	Elect Director Sidney J. Feltenstein	G	Mgmt	For	For
1F	Elect Director Robert C. Lieber	G	Mgmt	For	For
1G	Elect Director Dennis D. Oklak	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1H	Elect Director Raymond R. Oneglia	G	Mgmt	For	For
1I	Elect Director Dale Anne Reiss	G	Mgmt	For	For
1J	Elect Director Shahrokh ("Rock") Shah	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0550-001] Pay is not aligned with performance and peers.</i>					
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Twilio Inc.

Meeting Date: 10/06/2025 **Country:** USA **Ticker:** TWLO
Record Date: 15/04/2025 **Meeting Type:** Annual

Twilio Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Donna Dubinsky	G	Mgmt	For	For
1.2	Elect Director Deval Patrick	G	Mgmt	For	For
1.3	Elect Director Miyuki Suzuki	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Declassify the Board of Directors	G	Mgmt	For	For
5	Eliminate Supermajority Vote Requirements	G	Mgmt	For	For
6	Amend Certificate of Incorporation to Remove Inoperative Provisions, and Update Certain Other Miscellaneous Provisions	G	Mgmt	For	For

Two Harbors Investment Corp.

Meeting Date: 14/05/2025

Country: USA

Ticker: TWO

Record Date: 19/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director E. Spencer Abraham	G	Mgmt	For	For
1b	Elect Director James J. Bender	G	Mgmt	For	For
1c	Elect Director Sanjiv Das	G	Mgmt	For	For
1d	Elect Director William Greenberg	G	Mgmt	For	For
1e	Elect Director Karen Hammond	G	Mgmt	For	For
1f	Elect Director Stephen G. Kasnet	G	Mgmt	For	For
1g	Elect Director James A. Stern	G	Mgmt	For	For
1h	Elect Director Hope B. Woodhouse	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Tyler Technologies, Inc.

Meeting Date: 06/05/2025

Country: USA

Ticker: TYL

Record Date: 14/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Glenn A. Carter	G	Mgmt	For	For
1.2	Elect Director Margot L. Carter	G	Mgmt	For	For
1.3	Elect Director Brenda A. Cline	G	Mgmt	For	For
1.4	Elect Director Ronnie D. Hawkins, Jr.	G	Mgmt	For	For
1.5	Elect Director John S. Marr, Jr.	G	Mgmt	For	For
1.6	Elect Director H. Lynn Moore, Jr.	G	Mgmt	For	For
1.7	Elect Director Daniel M. Pope	G	Mgmt	For	For
1.8	Elect Director Andrew D. Teed	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Report on Political Contributions	S	SH	Against	For
<p><i>Blended Rationale: [DC-D0000-011] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
5a	Eliminate Supermajority Vote Requirement in Article Ninth of the Certificate	G	Mgmt	For	For
5b	Eliminate Supermajority Vote Requirement in Article Twelfth of the Certificate	G	Mgmt	For	For
6	Amend Right to Act by Written Consent	G	Mgmt	For	For

U.S. Bancorp

Meeting Date: 15/04/2025

Country: USA

Ticker: USB

Record Date: 18/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Warner L. Baxter	G	Mgmt	For	For
1b	Elect Director Dorothy Bridges	G	Mgmt	For	For
1c	Elect Director Elizabeth L. Buse	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

U.S. Bancorp

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Andrew Cecere	G	Mgmt	For	For
1e	Elect Director Alan B. Colberg	G	Mgmt	For	For
1f	Elect Director Kimberly N. Ellison-Taylor	G	Mgmt	For	For
1g	Elect Director Aleem Gillani	G	Mgmt	For	For
1h	Elect Director Kimberly J. Harris *Withdrawn Resolution*	G	Mgmt		
1i	Elect Director Roland A. Hernandez	G	Mgmt	For	For
1j	Elect Director Gunjan Kedia	G	Mgmt	For	For
1k	Elect Director Richard P. McKenney	G	Mgmt	For	For
1l	Elect Director Yusuf I. Mehdi	G	Mgmt	For	For
1m	Elect Director Loretta E. Reynolds	G	Mgmt	For	For
1n	Elect Director John P. Wiehoff	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	E, S	SH	Against	Against

Blended Rationale: [SF-54578-106] Company already has policies in place to address these issues.

U.S. Physical Therapy, Inc.

Meeting Date: 20/05/2025

Country: USA

Ticker: USPH

Record Date: 25/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Christopher J. Reading	G	Mgmt	For	For
1.2	Elect Director Bernard A. Harris, Jr.	G	Mgmt	For	For
1.3	Elect Director Kathleen A. Gilmartin	G	Mgmt	For	For
1.4	Elect Director Regg E. Swanson	G	Mgmt	For	For
1.5	Elect Director Clayton K. Trier	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

U.S. Physical Therapy, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.6	Elect Director Anne B. Motsenbocker	G	Mgmt	For	For
1.7	Elect Director Nancy J. Ham	G	Mgmt	For	For
1.8	Elect Director Michael G. Mayrsohn	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For

UACJ Corp.

Meeting Date: 20/06/2025

Country: Japan

Ticker: 5741

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 80	G	Mgmt	For	For
2	Amend Articles to Change Location of Head Office	G	Mgmt	For	For
3.1	Elect Director Ishihara, Miyuki	G	Mgmt	For	For
3.2	Elect Director Tanaka, Shinji	G	Mgmt	For	For
3.3	Elect Director Kumamoto, Joji	G	Mgmt	For	For
3.4	Elect Director Jito, Fumiharu	G	Mgmt	For	For
3.5	Elect Director Okada, Kozo	G	Mgmt	For	For
3.6	Elect Director Ikeda, Takahiro	G	Mgmt	For	For
3.7	Elect Director Sakumiya, Akio	G	Mgmt	For	For
3.8	Elect Director Mitsuda, Yoshitaka	G	Mgmt	For	For
3.9	Elect Director Nagata, Ryoko	G	Mgmt	For	For
3.10	Elect Director Akabane, Makiko	G	Mgmt	For	For
4	Appoint Statutory Auditor Furumoto, Yuko	G	Mgmt	For	For
5	Approve Compensation Ceiling for Directors	G	Mgmt	For	For
6	Approve Restricted Stock Plan and Performance Share Plan	G	Mgmt	For	For
7	Approve Compensation Ceiling for Statutory Auditors	G	Mgmt	For	For

UBE Corp.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 4208

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 55	G	Mgmt	For	For
2	Amend Articles to Recognize Validity of Board Resolutions in Written or Electronic Format	G	Mgmt	For	For
3.1	Elect Director Izumihara, Masato	G	Mgmt	For	For
3.2	Elect Director Nishida, Yuki	G	Mgmt	For	For
3.3	Elect Director Ishikawa, Hiroataka	G	Mgmt	For	For
3.4	Elect Director Kawamura, Ryo	G	Mgmt	For	For
3.5	Elect Director Fukumizu, Takefumi	G	Mgmt	For	For
3.6	Elect Director Mitsuoka, Tsugio	G	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Fujii, Masayuki	G	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Yamamoto, Tamesaburo	G	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Tanaka, Tatsuya	G	Mgmt	For	For

Uber Technologies, Inc.

Meeting Date: 05/05/2025

Country: USA

Ticker: UBER

Record Date: 13/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ronald Sugar	G	Mgmt	For	For
1b	Elect Director Revathi Advaiti	G	Mgmt	For	For
1c	Elect Director Turqi Alnowaiser	G	Mgmt	For	For
1d	Elect Director Ursula Burns	G	Mgmt	For	For
1e	Elect Director Robert Eckert	G	Mgmt	For	For
1f	Elect Director Amanda Ginsberg	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Uber Technologies, Inc.

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

UBS Group AG

Meeting Date: 10/04/2025

Country: Switzerland

Ticker: UBSG

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Sustainability Report	E, S	Mgmt	For	For
4	Approve Allocation of Income and Dividends of USD 0.90 per Share	G	Mgmt	For	For
5	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
6.1	Reelect Colm Kelleher as Director and Board Chair	G	Mgmt	For	For
6.2	Reelect Lukas Gaehwiler as Director	G	Mgmt	For	For
6.3	Reelect Jeremy Anderson as Director	G	Mgmt	For	For
6.4	Reelect William Dudley as Director	G	Mgmt	For	For
6.5	Reelect Patrick Firmenich as Director	G	Mgmt	For	For
6.6	Reelect Fred Hu as Director	G	Mgmt	For	For
6.7	Reelect Mark Hughes as Director	G	Mgmt	For	For
6.8	Reelect Gail Kelly as Director	G	Mgmt	For	For
6.9	Reelect Julie Richardson as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

UBS Group AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.10	Reelect Jeanette Wong as Director	G	Mgmt	For	For
6.11	Elect Renata Bruengger as Director	G	Mgmt	For	For
6.12	Elect Lila Tretikov as Director	G	Mgmt	For	For
7.1	Reappoint Julie Richardson as Chairperson of the Compensation Committee	G	Mgmt	For	For
7.2	Reappoint Jeanette Wong as Member of the Compensation Committee	G	Mgmt	For	For
7.3	Appoint Gail Kelly as Member of the Compensation Committee	G	Mgmt	For	For
8.1	Approve Remuneration of Directors in the Amount of CHF 15 Million for the Period from 2025 AGM until 2026 AGM	G	Mgmt	For	For
8.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 114.2 Million	G	Mgmt	For	For
8.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 32 Million	G	Mgmt	For	For
9.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	G	Mgmt	For	For
9.2	Ratify Ernst & Young AG as Auditors	G	Mgmt	For	For
10	Approve USD 12.1 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	G	Mgmt	For	For
11	Authorize Repurchase of up to USD 3.5 Billion in Issued Share Capital	G	Mgmt	For	For
12	Transact Other Business (Voting)	G	Mgmt	None	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

UCB SA

Meeting Date: 24/04/2025

Country: Belgium

Ticker: UCB

Record Date: 10/04/2025

Meeting Type: Annual/Special

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

UDR, Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: UDR

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Katherine A. Cattanach	G	Mgmt	For	For
1b	Elect Director Jon A. Grove	G	Mgmt	For	For

UDR, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Mary Ann King	G	Mgmt	For	For
1d	Elect Director Clint D. McDonnough	G	Mgmt	For	For
1e	Elect Director Robert A. McNamara	G	Mgmt	For	For
1f	Elect Director Diane M. Morefield	G	Mgmt	For	For
1g	Elect Director Kevin C. Nickelberry	G	Mgmt	For	For
1h	Elect Director Mark R. Patterson	G	Mgmt	For	For
1i	Elect Director Thomas W. Toomey	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

UFP Industries, Inc.

Meeting Date: 23/04/2025

Country: USA

Ticker: UFPI

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Joan A. Budden	G	Mgmt	For	For
1b	Elect Director William D. Schwartz, Jr.	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

UiPath, Inc.

Meeting Date: 26/06/2025

Country: USA

Ticker: PATH

Record Date: 29/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Daniel Dines	G	Mgmt	For	For

UiPath, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Philippe Botteri	G	Mgmt	For	For
1c	Elect Director Michael Gordon	G	Mgmt	For	For
1d	Elect Director Sivaramakichenane Somasegar	G	Mgmt	For	For
1e	Elect Director Daniel D. Springer	G	Mgmt	For	For
1f	Elect Director Karenann Terrell	G	Mgmt	For	For
1g	Elect Director Richard P. Wong	G	Mgmt	For	For
1h	Elect Director June Yang	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Ulta Beauty, Inc.

Meeting Date: 11/06/2025

Country: USA

Ticker: ULTA

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Michelle L. Collins	G	Mgmt	For	For
1b	Elect Director Kelly E. Garcia	G	Mgmt	For	For
1c	Elect Director Catherine A. Halligan	G	Mgmt	For	For
1d	Elect Director Patricia A. Little	G	Mgmt	For	For
1e	Elect Director George R. Mrkonic	G	Mgmt	For	For
1f	Elect Director Lorna E. Nagler	G	Mgmt	For	For
1g	Elect Director Heidi G. Petz	G	Mgmt	For	For
1h	Elect Director Gisel Ruiz	G	Mgmt	For	For
1i	Elect Director Michael C. Smith	G	Mgmt	For	For
1j	Elect Director Kecia L. Steelman	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Ultra Clean Holdings, Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: UCTT

Record Date: 26/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Clarence L. Granger	G	Mgmt	For	For
1b	Elect Director David T. ibnAle	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1c	Elect Director Emily M. Liggett	G	Mgmt	For	For
1d	Elect Director Thomas T. Edman	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1e	Elect Director Ernest E. Maddock	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1f	Elect Director Jacqueline A. Seto	G	Mgmt	For	For
1g	Elect Director Joanne Solomon	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Ultragenyx Pharmaceutical Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: RARE

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Matthew K. Fust	G	Mgmt	For	For
1b	Elect Director Amrit Ray	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Ultrapar Participacoes SA

Meeting Date: 16/04/2025

Country: Brazil

Ticker: UGPA3

Record Date:

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Article 5 to Reflect Changes in Capital	G	Mgmt	For	For
2	Authorize Capitalization of Reserves Without Issuance of Shares and Amend Article 5 Accordingly	G	Mgmt	For	For
3	Amend Article 27	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
4	Consolidate Bylaws	G	Mgmt	For	For

Ultrapar Participacoes SA

Meeting Date: 16/04/2025

Country: Brazil

Ticker: UGPA3

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3	Fix Number of Directors at Nine	G	Mgmt	For	For
4	Elect Directors	G	Mgmt	For	For
5	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	G	Mgmt	None	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

Ultrapar Participacoes SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	If Voting FOR on Item 6, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.		Mgmt		
6	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
7.1	Percentage of Votes to Be Assigned - Elect Fabio Venturelli as Independent Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
7.2	Percentage of Votes to Be Assigned - Elect Flavia Buarque de Almeida as Independent Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
7.3	Percentage of Votes to Be Assigned - Elect Francisco de Sa Neto as Independent Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
7.4	Percentage of Votes to Be Assigned - Elect Jorge Marques de Toledo Camargo as Independent Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
7.5	Percentage of Votes to Be Assigned - Elect Jose Mauricio Pereira Coelho as Independent Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
7.6	Percentage of Votes to Be Assigned - Elect Marcelo Faria de Lima as Independent Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				
7.7	Percentage of Votes to Be Assigned - Elect Vania Maria Lima Neves as Independent Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>				

Ultrapar Participacoes SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.8	Percentage of Votes to Be Assigned - Elect Marcos Marinho Lutz as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
7.9	Percentage of Votes to Be Assigned - Elect Peter Paul Lorenc Estermann as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8	Approve Remuneration of Company's Management	G	Mgmt	For	For
9	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
10	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					

UMB Financial Corporation

Meeting Date: 29/04/2025 **Country:** USA **Ticker:** UMBF
Record Date: 28/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robin C. Beery	G	Mgmt	For	For
1.2	Elect Director Janine A. Davidson	G	Mgmt	For	For
1.3	Elect Director Kevin C. Gallagher	G	Mgmt	For	For
1.4	Elect Director Greg M. Graves	G	Mgmt	For	For
1.5	Elect Director Bradley J. Henderson	G	Mgmt	For	For
1.6	Elect Director Jennifer K. Hopkins	G	Mgmt	For	For
1.7	Elect Director J. Mariner Kemper	G	Mgmt	For	For
1.8	Elect Director Gordon E. Lansford, III	G	Mgmt	For	For
1.9	Elect Director Margaret Lazo	G	Mgmt	For	For

UMB Financial Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.10	Elect Director Susan G. Murphy	G	Mgmt	For	For
1.11	Elect Director Timothy R. Murphy	G	Mgmt	For	For
1.12	Elect Director Tamara M. Peterman	G	Mgmt	For	For
1.13	Elect Director Kris A. Robbins	G	Mgmt	For	For
1.14	Elect Director John K. Schmidt	G	Mgmt	For	For
1.15	Elect Director L. Joshua Sosland	G	Mgmt	For	For
1.16	Elect Director Leroy J. Williams, Jr.	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

UMH Properties, Inc.

Meeting Date: 28/05/2025 **Country:** USA **Ticker:** UMH
Record Date: 07/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Amy L. Butewicz	G	Mgmt	For	For
1.2	Elect Director Kiernan Conway *Withdrawn Resolution*	G	Mgmt		
1.3	Elect Director Michael P. Landy	G	Mgmt	For	For
1.4	Elect Director William E. Mitchell	G	Mgmt	For	For
2	Ratify PKF O'Connor Davies, LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Umicore SA

Meeting Date: 24/04/2025 **Country:** Belgium **Ticker:** UMI
Record Date: 10/04/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	This is a Duplicate Meeting for Ballots Received via Proxy Providers		Mgmt		
	Annual/Special Meeting		Mgmt		
	Annual Meeting Agenda		Mgmt		
A.1	Receive Supervisory Board's and Auditors' Reports (Non-Voting)	G	Mgmt		
A.2	Approve Remuneration Report	G	Mgmt	For	For
A.3	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.50 per Share	G	Mgmt	For	For
A.4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	G	Mgmt		
A.5	Approve Discharge of Supervisory Board Members	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
A.6	Approve Discharge of Auditors	G	Mgmt	For	For
A.7.1	Reelect Francoise Chombar as an Independent Member of the Supervisory Board	G	Mgmt	For	For
A.7.2	Reelect Alison Henwood as an Independent Member of the Supervisory Board	G	Mgmt	For	For
A.7.3	Elect Martina Merz as an Independent Member of the Supervisory Board	G	Mgmt	For	For
A.7.4	Elect Michael Bredael as Member of the Supervisory Board	G	Mgmt	For	For
A.8	Approve Remuneration of the Members of the Supervisory Board	G	Mgmt	For	For
A.9	Appoint EY for Sustainability Reporting and Approve Their Remuneration	G	Mgmt	For	For
	Special Shareholders' Meeting Agenda		Mgmt		
B.1	Approve Change-of-Control Clause Re: Sustainability-linked Note Purchase Agreement	G	Mgmt	For	For

Unibail-Rodamco-Westfield NV

Meeting Date: 11/06/2025

Country: Netherlands

Ticker: UNBLF

Record Date: 14/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Approve Remuneration Report	G	Mgmt	For	For
2	Approve Supervisory Board Remuneration Policy	G	Mgmt	For	For
3	Approve Financial Statements of Financial Year 2024	G	Mgmt	For	For
4	Approve Discharge of Management Board	G	Mgmt	For	For
5	Approve Discharge of Supervisory Board	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
6	Reelect Dominic Lowe to Management Board	G	Mgmt	For	For
7	Reelect Jean-Marie Tritant to Supervisory Board	G	Mgmt	For	For
8	Reelect Fabrice Mouchel to Supervisory Board	G	Mgmt	For	For
9	Reelect Catherine Pourre to Supervisory Board	G	Mgmt	For	For
10	Renew Appointment of Deloitte Accountants B.V. as Auditors	G	Mgmt	For	For
11	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	G	Mgmt	For	For
12	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
13	Authorize Repurchase of Shares	G	Mgmt	For	For
14	Approve Cancellation of Shares	G	Mgmt	For	For

Unibail-Rodamco-Westfield SE

Meeting Date: 29/04/2025

Country: France

Ticker: URW

Record Date: 25/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Unibail-Rodamco-Westfield SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income	G	Mgmt	For	For
4	Approve Dividends of EUR 3.50 per Share	G	Mgmt	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	For
6	Approve Compensation of Jean-Marie Tritant, Chairman of the Management Board	G	Mgmt	For	For
7	Approve Compensation of Fabrice Mouchel, Management Board Member	G	Mgmt	For	For
8	Approve Compensation of Vincent Rouget, Management Board Member	G	Mgmt	For	For
9	Approve Compensation of Anne-Sophie Sancerre, Management Board Member	G	Mgmt	For	For
10	Approve Compensation of Sylvain Montcouquiol, Management Board Member	G	Mgmt	For	For
11	Approve Compensation of Jacques Richier, Chairman of the Supervisory Board	G	Mgmt	For	For
12	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
13	Approve Remuneration Policy of Chairman of the Management Board	G	Mgmt	For	For
14	Approve Remuneration Policy of Management Board Members	G	Mgmt	For	For
15	Approve Remuneration Policy of Supervisory Board Members	G	Mgmt	For	For
16	Ratify Appointment of Michaël Boukobza as Supervisory Board Member	G	Mgmt	For	For
17	Elect Michaël Boukobza as Supervisory Board Member	G	Mgmt	For	For
18	Elect Xavier Niel as Supervisory Board Member	G	Mgmt	For	For
19	Reelect Julie Avrane as Supervisory Board Member	G	Mgmt	For	For
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Unibail-Rodamco-Westfield SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business		Mgmt		
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	G	Mgmt	For	For
23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 71 Million	G	Mgmt	For	For
24	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 71 Million	G	Mgmt	For	For
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 22-24	G	Mgmt	For	For
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
28	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	G	Mgmt	For	For
29	Authorize up to 1.8 Percent of Issued Capital for Use in Restricted Stock Plans	G	Mgmt	For	For
30	Amend Article 15 of Bylaws Re: Participation to Board Meetings and Written Consultation	G	Mgmt	For	For
	Ordinary Business		Mgmt		
31	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Unigroup Guoxin Microelectronics Co., Ltd.

Meeting Date: 13/05/2025

Country: China

Ticker: 002049

Record Date: 07/05/2025

Meeting Type: Annual

Unigroup Guoxin Microelectronics Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Remuneration of Directors	G	Mgmt	For	For
7	Approve Remuneration of Supervisors	G	Mgmt	For	For
8	Approve Related Party Transaction	G	Mgmt	For	For
9	Approve Credit Line Application and Related Guarantee	G	Mgmt	For	For
10	Approve to Appoint Auditor	G	Mgmt	For	For
11	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	G	Mgmt	For	For

Unilever Plc

Meeting Date: 30/04/2025

Country: United Kingdom

Ticker: ULVR

Record Date: 28/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
3	Elect Benoit Potier as Director	G	Mgmt	For	For
4	Elect Zoe Yujnovich as Director	G	Mgmt	For	For
5	Re-elect Fernando Fernandez as Director	G	Mgmt	For	For
6	Re-elect Adrian Hennah as Director	G	Mgmt	For	For
7	Re-elect Susan Kilsby as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Unilever Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Re-elect Ruby Lu as Director	G	Mgmt	For	For
9	Re-elect Judith McKenna as Director	G	Mgmt	For	For
10	Re-elect Ian Meakins as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
11	Re-elect Nelson Peltz as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
12	Reappoint KPMG LLP as Auditors	G	Mgmt	For	For
13	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
14	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
15	Authorise Issue of Equity	G	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Unimicron Technology Corp.

Meeting Date: 17/06/2025

Country: Taiwan

Ticker: 3037

Record Date: 18/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Amend Procedures for Lending Funds to Other Parties	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Unimicron Technology Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	For

Union Pacific Corporation

Meeting Date: 08/05/2025 **Country:** USA **Ticker:** UNP
Record Date: 14/03/2025 **Meeting Type:** Annual

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

Blended Rationale: [SF-50000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.

Unipol Assicurazioni SpA

Meeting Date: 29/04/2025 **Country:** Italy **Ticker:** UNI
Record Date: 16/04/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
	Management Proposals		Mgmt		
1a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1b	Approve Allocation of Income and Dividend Distribution	G	Mgmt	For	For
	Shareholder Proposal Submitted by the Shareholders' Agreement		Mgmt		
2a	Fix Number of Directors	G	SH	None	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
	Appoint Directors (Slate Election) - Choose One of the Following Slates		Mgmt		
2b.1	Slate 1 Submitted by the Shareholders' Agreement	G	SH	None	Against
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
2b.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					
	Shareholder Proposals Submitted by the Shareholders' Agreement		Mgmt		
2c	Approve Remuneration of Directors	G	SH	None	For
<i>Blended Rationale: .</i>					
2d	Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	G	SH	None	Abstain
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates		Mgmt		
3a.1	Slate 1 Submitted by the Shareholders' Agreement	G	SH	None	Against
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
3a.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					

Unipol Assicurazioni SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Shareholder Proposal Submitted by the Shareholders' Agreement		Mgmt		
3b	Approve Internal Auditors' Remuneration	G	SH	None	For
	<i>Blended Rationale: .</i>				
	Management Proposals		Mgmt		
4a	Approve Remuneration Policy	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
4b	Approve Second Section of the Remuneration Report	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [SD-M0550-005] Termination payments have the potential to be excessive.</i>				
5a	Amend Performance Share Plan	G	Mgmt	For	For
5b	Approve Compensation Plan	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
	Extraordinary Business		Mgmt		
1a	Amend Company Bylaws Re: Article 5	G	Mgmt	For	For
1b	Amend Company Bylaws Re: Article 10	G	Mgmt	For	For
1c	Amend Company Bylaws Re: Article 11	G	Mgmt	For	For

Unipol Assicurazioni SpA

Meeting Date: 20/06/2025

Country: Italy

Ticker: UNI

Record Date: 11/06/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business		Mgmt		

Unipol Assicurazioni SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Total Non-Proportional Demerger of Cronos Vita Assicurazioni SpA in Favor of Unipol Assicurazioni SpA, Allianz SpA, Fideuram Vita SpA, Generali Italia SpA, and Poste Vita SpA	G	Mgmt	For	For

Uni-President China Holdings Ltd.

Meeting Date: 06/06/2025 **Country:** Cayman Islands **Ticker:** 220
Record Date: 30/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Fan Ren-Da, Anthony as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [HK-M0201-007] Chair of Audit Committee not independent</i>					
3b	Elect Lo Peter as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent.</i>					
3c	Elect Chen Johnny as Director	G	Mgmt	For	For
3d	Elect Chang, Karen Yi Fen as Director	G	Mgmt	For	For
4	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
5	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
7	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
8	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Uni-President Enterprises Corp.

Meeting Date: 29/05/2025

Country: Taiwan

Ticker: 1216

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect Chih Hsien Lo, a Representative of Kao Chuan Inv. Co., Ltd. with SHAREHOLDER NO.69100090 as Non-independent Director	G	Mgmt	For	For
4.2	Elect Shioh Ling Kao, a Representative of Kao Chuan Inv. Co., Ltd. with SHAREHOLDER NO.69100090 as Non-independent Director	G	Mgmt	For	For
4.3	Elect Jui Tien Huang, a Representative of Kao Chuan Inv. Co., Ltd. with SHAREHOLDER NO.69100090 as Non-independent Director	G	Mgmt	For	For
4.4	Elect Chung Ho Wu, a Representative of Young Yun Inv. Co., Ltd. with SHAREHOLDER NO.69102650 as Non-independent Director	G	Mgmt	For	For
4.5	Elect Po Ming Hou, a Representative of Yu Peng Inv. Co., Ltd. with SHAREHOLDER NO.82993970 as Non-independent Director	G	Mgmt	For	For
4.6	Elect Ping Chih Wu, a Representative of Taipo Inv. Co., Ltd. with SHAREHOLDER NO.69100060 as Non-independent Director	G	Mgmt	For	For
4.7	Elect Chung Sheng Lin, a Representative of Ping Zech Corp. with SHAREHOLDER NO.83023195 as Non-independent Director	G	Mgmt	For	For
4.8	Elect Po Yu Hou with SHAREHOLDER NO.23100013 as Non-independent Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Uni-President Enterprises Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.9	Elect Chang Sheng Lin with SHAREHOLDER NO.15900071 as Non-independent Director	G	Mgmt	For	For
4.10	Elect Ming Hui Chang with SHAREHOLDER NO.N120041XXX as Independent Director	G	Mgmt	For	For
4.11	Elect Wei Yung Tsung with SHAREHOLDER NO.F103385XXX as Independent Director	G	Mgmt	For	For
4.12	Elect Chun Jen Chen with SHAREHOLDER NO.A122512XXX as Independent Director	G	Mgmt	For	For
4.13	Elect Lee Feng Chien with SHAREHOLDER NO.G120041XXX as Independent Director	G	Mgmt	For	For
4.14	Elect Shin Chang Wu with SHAREHOLDER NO.G120193XXX as Independent Director	G	Mgmt	For	For
5	Approve the Lifting of the Non-competition Clause Imposed Upon the Company's Directors and Independent Directors in Accordance with Article 209 of the Company Act	G	Mgmt	For	For

Unisys Corporation

Meeting Date: 08/05/2025

Country: USA

Ticker: UIS

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Peter Altabef	G	Mgmt	For	For
1b	Elect Director Nathaniel A. Davis	G	Mgmt	For	For
1c	Elect Director Matthew J. Desch	G	Mgmt	For	For
1d	Elect Director Philippe Germond	G	Mgmt	For	For
1e	Elect Director Deborah Lee James	G	Mgmt	For	For
1f	Elect Director John A. Kritzmacher	G	Mgmt	For	For
1g	Elect Director Paul E. Martin	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Unisys Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Regina M. Paolillo	G	Mgmt	For	For
1i	Elect Director Troy K. Richardson	G	Mgmt	For	For
1j	Elect Director Roxanne Taylor	G	Mgmt	For	For
1k	Elect Director Michael M. Thomson	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Eliminate Supermajority Vote Requirement	G	Mgmt	For	For
6	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For
7	Amend Certificate of Incorporation to Clarify the Indemnification Provisions	G	Mgmt	For	For

United Airlines Holdings, Inc.

Meeting Date: 21/05/2025

Country: USA

Ticker: UAL

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rosalind Brewer	G	Mgmt	For	For
1b	Elect Director Michelle Freyre	G	Mgmt	For	For
1c	Elect Director Matthew Friend	G	Mgmt	For	For
1d	Elect Director Barney Harford	G	Mgmt	For	For
1e	Elect Director Michele J. Hooper	G	Mgmt	For	For
1f	Elect Director Walter Isaacson	G	Mgmt	For	For
1g	Elect Director J. Scott Kirby	G	Mgmt	For	For
1h	Elect Director Edward M. Philip	G	Mgmt	For	For
1i	Elect Director Edward L. Shapiro	G	Mgmt	For	For
1j	Elect Director Laysha Ward	G	Mgmt	For	For
1k	Elect Director James M. Whitehurst	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

United Airlines Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-004] One-off remuneration award is not in line with long-term shareholder economic interests. [LN-M0550-003] Discretionary compensation/remuneration adjustments are not in line with long-term shareholder economic interests.</i>					
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	G	SH	Against	Against
<i>Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.</i>					

UNITED ARROWS LTD.

Meeting Date: 23/06/2025 **Country:** Japan **Ticker:** 7606
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 46	G	Mgmt	For	For
2.1	Elect Director Matsuzaki, Yoshinori	G	Mgmt	For	For
2.2	Elect Director Kimura, Tatsuya	G	Mgmt	For	For
2.3	Elect Director Nakazawa, Takeo	G	Mgmt	For	For
2.4	Elect Director Tanaka, Kazuyasu	G	Mgmt	For	For
3	Elect Alternate Director and Audit Committee Member Tan, Satoshi	G	Mgmt	For	For

United Community Banks, Inc.

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** UCB
Record Date: 17/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jennifer M. Bazante	G	Mgmt	For	For

United Community Banks, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director George B. Bell	G	Mgmt	For	For
1.3	Elect Director James P. Clements	G	Mgmt	For	For
1.4	Elect Director Kenneth L. Daniels	G	Mgmt	For	For
1.5	Elect Director Sally Pope Davis	G	Mgmt	For	For
1.6	Elect Director Lance F. Drummond	G	Mgmt	For	For
1.7	Elect Director H. Lynn Harton	G	Mgmt	For	For
1.8	Elect Director John M. James	G	Mgmt	For	For
1.9	Elect Director Jennifer K. Mann	G	Mgmt	For	For
1.10	Elect Director Thomas A. Richlovsky	G	Mgmt	For	For
1.11	Elect Director Tim R. Wallis	G	Mgmt	For	For
1.12	Elect Director David H. Wilkins	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

United Energy Group Limited

Meeting Date: 03/06/2025

Country: Bermuda

Ticker: 467

Record Date: 27/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Elect Yiu Chi Shing as Director	G	Mgmt	For	For
4	Elect Zhang Meiyong as Director	G	Mgmt	For	For

United Energy Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Elect San Fung as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent. [HK-M0201-007] Chair of Audit Committee not independent [HK-M0201-012] Chair of Remuneration Committee not independent [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines. [DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
6	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
7	Approve RSM Hong Kong as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8a	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i></p>					
8b	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
8c	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i></p>					

United Microelectronics Corp.

Meeting Date: 28/05/2025 **Country:** Taiwan **Ticker:** 2303
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For

United Overseas Bank Limited (Singapore)

Meeting Date: 21/04/2025 **Country:** Singapore **Ticker:** U11
Record Date: **Meeting Type:** Annual

United Overseas Bank Limited (Singapore)

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	G	Mgmt	For	For
2	Approve Final and Special Dividend	G	Mgmt	For	For
3	Approve Directors' Fees	G	Mgmt	For	For
4	Approve Ernst & Young LLP as Auditors and Authorize Directors to Fix Their Remuneration	G	Mgmt	For	For
5	Elect Wee Ee Lim as Director	G	Mgmt	For	For
6	Elect Tracey Woon Kim Hong as Director	G	Mgmt	For	For
7	Elect Teo Lay Lim as Director	G	Mgmt	For	For
8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For
9	Approve Issuance of Shares Pursuant to the UOB Scrip Dividend Scheme	G	Mgmt	For	For
10	Authorize Share Repurchase Program	G	Mgmt	For	For

United Parcel Service, Inc.

Meeting Date: 08/05/2025

Country: USA

Ticker: UPS

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rodney Adkins	G	Mgmt	For	For
1b	Elect Director Eva Boratto	G	Mgmt	For	For
1c	Elect Director Kevin Clark	G	Mgmt	For	For
1d	Elect Director Wayne Hewett	G	Mgmt	For	For
1e	Elect Director Angela Hwang	G	Mgmt	For	For
1f	Elect Director Kate Johnson	G	Mgmt	For	For
1g	Elect Director William Johnson	G	Mgmt	For	For
1h	Elect Director Franck Moison	G	Mgmt	For	For
1i	Elect Director Christiana Smith Shi	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

United Parcel Service, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Russell Stokes	G	Mgmt	For	For
1k	Elect Director Carol B. Tome	G	Mgmt	For	For
1l	Elect Director Kevin M. Warsh	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	G	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					
5	Report on Risks Arising from Voluntary Carbon-Reduction Commitments	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-101] No demonstrable economical benefit to shareholders</i>					

United Parks & Resorts Inc.

Meeting Date: 13/06/2025 **Country:** USA **Ticker:** PRKS
Record Date: 15/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director James Chambers	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-005] Vote against for failure of the nom/gov committee to take action with respect to substantial votes against one or more directors last year.</i>					
1b	Elect Director Aayushi Dalal	G	Mgmt	For	For
1c	Elect Director William Gray	G	Mgmt	For	For
1d	Elect Director Timothy J. Hartnett	G	Mgmt	For	For
1e	Elect Director Nathaniel J. Lipman	G	Mgmt	For	For
1f	Elect Director Yoshikazu Maruyama	G	Mgmt	For	For
1g	Elect Director Thomas E. Moloney	G	Mgmt	For	For
1h	Elect Director Neha Jogani Narang	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-006] Nominee has demonstrated a pattern of poor meeting attendance.</i>					
1i	Elect Director Scott Ross	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

United Parks & Resorts Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Kimberly Schaefer	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-006] Nominee has demonstrated a pattern of poor meeting attendance.</i>					
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For
5	Amend Omnibus Stock Plan	G	Mgmt	For	For

United Rentals, Inc.

Meeting Date: 08/05/2025 Country: USA Ticker: URI
 Record Date: 10/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Julie M. Heuer Brandt	G	Mgmt	For	For
1b	Elect Director Marc A. Bruno	G	Mgmt	For	For
1c	Elect Director Larry D. De Shon	G	Mgmt	For	For
1d	Elect Director Matthew J. Flannery	G	Mgmt	For	For
1e	Elect Director Kim Harris Jones	G	Mgmt	For	For
1f	Elect Director Terri L. Kelly	G	Mgmt	For	For
1g	Elect Director Michael J. Kneeland	G	Mgmt	For	For
1h	Elect Director Francisco J. Lopez-Balboa	G	Mgmt	For	For
1i	Elect Director Gracia C. Martore	G	Mgmt	For	For
1j	Elect Director Shiv Singh	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Reduce Ownership Threshold for Shareholders to Request Action by Written Consent	G	SH	Against	Against
<i>Blended Rationale: [SF-S0238-002] Shareholders should have the right to act without waiting for the company to call a shareholder meeting. At this company, shareholders already have the right to act by calling a special meeting.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

United States Steel Corporation

Meeting Date: 06/05/2025

Country: USA

Ticker: X

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Management Nominee Director Tracy A. Atkinson	G	Mgmt	For	For
1b	Elect Management Nominee Director Andrea J. Ayers	G	Mgmt	For	For
1c	Elect Management Nominee Director David B. Burritt	G	Mgmt	For	For
1d	Elect Management Nominee Director Alicia J. Davis	G	Mgmt	For	For
1e	Elect Management Nominee Director Terry L. Dunlap	G	Mgmt	For	For
1f	Elect Management Nominee Director John J. Engel	G	Mgmt	For	For
1g	Elect Management Nominee Director Murry S. Gerber	G	Mgmt	For	For
1h	Elect Management Nominee Director Paul A. Mascarenas	G	Mgmt	For	For
1i	Elect Management Nominee Director Michael H. McGarry	G	Mgmt	For	For
1j	Elect Management Nominee Director David S. Sutherland	G	Mgmt	For	For
1k	Elect Dissident Nominee Director Jamie Boychuk *Withdrawn Resolution*	G	Mgmt		
1l	Elect Dissident Nominee Director Frederick D. DiSanto *Withdrawn Resolution*	G	Mgmt		
1m	Elect Dissident Nominee Director Robert P. Fisher, Jr. *Withdrawn Resolution*	G	Mgmt		
1n	Elect Dissident Nominee Director James K. Hayes *Withdrawn Resolution*	G	Mgmt		
1o	Elect Dissident Nominee Director Alan Kestenbaum *Withdrawn Resolution*	G	Mgmt		
1p	Elect Dissident Nominee Director Roger K. Newport *Withdrawn Resolution*	G	Mgmt		
1q	Elect Dissident Nominee Director Shelley Y. Simms *Withdrawn Resolution*	G	Mgmt		
1r	Elect Dissident Nominee Director Peter T. Thomas *Withdrawn Resolution*	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

United States Steel Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1s	Elect Dissident Nominee Director David J. Urban *Withdrawn Resolution*	G	Mgmt		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation	G	Mgmt	For	For

United Therapeutics Corporation

Meeting Date: 26/06/2025

Country: USA

Ticker: UTHR

Record Date: 28/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Christopher Causey	G	Mgmt	For	For
1b	Elect Director Raymond Dwek	G	Mgmt	For	For
1c	Elect Director Richard Giltner	G	Mgmt	For	For
1d	Elect Director Ray Kurzweil	G	Mgmt	For	For
1e	Elect Director Jan Malcolm	G	Mgmt	For	For
1f	Elect Director Linda Maxwell	G	Mgmt	For	For
1g	Elect Director Nilda Mesa	G	Mgmt	For	For
1h	Elect Director Judy Olian	G	Mgmt	For	For
1i	Elect Director Christopher Patusky	G	Mgmt	For	For
1j	Elect Director Martine Rothblatt	G	Mgmt	For	For
1k	Elect Director Louis Sullivan	G	Mgmt	For	For
1l	Elect Director Tommy Thompson	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

UnitedHealth Group Incorporated

Meeting Date: 02/06/2025

Country: USA

Ticker: UNH

Record Date: 04/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Charles Baker	G	Mgmt	For	For
1b	Elect Director Timothy Flynn	G	Mgmt	For	For
1c	Elect Director Paul Garcia	G	Mgmt	For	For
1d	Elect Director Kristen Gil	G	Mgmt	For	For
1e	Elect Director Stephen Hemsley	G	Mgmt	For	For
1f	Elect Director Michele Hooper	G	Mgmt	For	For
1g	Elect Director F. William McNabb, III	G	Mgmt	For	For
1h	Elect Director Valerie Montgomery Rice	G	Mgmt	For	For
1i	Elect Director John Noseworthy	G	Mgmt	For	For
1j	Elect Director Andrew Witty *Withdrawn Resolution*	G	Mgmt		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Submit Severance Agreement to Shareholder Vote	G	SH	Against	Against

Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.

Uniti Group Inc.

Meeting Date: 02/04/2025

Country: USA

Ticker: UNIT

Record Date: 10/02/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	G	Mgmt	For	For
2	Advisory Vote on Golden Parachutes	G	Mgmt	For	For
3	Amend Charter	G	Mgmt	For	For
4	Approve Conversion from a Maryland Corporation to a Delaware Corporation	G	Mgmt	For	For
5	Adjourn Meeting	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Uniti Group Inc.

Meeting Date: 29/05/2025

Country: USA

Ticker: UNIT

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Scott G. Bruce	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1b	Elect Director Francis X. ("Skip") Frantz	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1c	Elect Director Kenneth A. Gunderman	G	Mgmt	For	For
1d	Elect Director Carmen Perez-Carlton	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1e	Elect Director Harold Zeitz	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Unitil Corporation

Meeting Date: 30/04/2025

Country: USA

Ticker: UTL

Record Date: 21/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Anne L. Alonzo	G	Mgmt	For	For
1.2	Elect Director Katherine Kountze	G	Mgmt	For	For
1.3	Elect Director Jane Lewis-Raymond	G	Mgmt	For	For
1.4	Elect Director David A. Whiteley	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Unity Software Inc.

Meeting Date: 11/06/2025

Country: USA

Ticker: U

Record Date: 15/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Robynne Daly	G	Mgmt	For	For
1.2	Elect Director Shlomo Dovrat	G	Mgmt	For	For
1.3	Elect Director Egon Durban	G	Mgmt	For	For
1.4	Elect Director Barry Schuler	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0550-001] Pay is not aligned with performance and peers.</i>					

Universal Display Corporation

Meeting Date: 18/06/2025

Country: USA

Ticker: OLED

Record Date: 04/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Steven V. Abramson	G	Mgmt	For	For
1b	Elect Director Nigel Brown	G	Mgmt	For	For
1c	Elect Director Cynthia J. Comparin	G	Mgmt	For	For
1d	Elect Director Richard C. Elias	G	Mgmt	For	For
1e	Elect Director Elizabeth H. Gemmill	G	Mgmt	For	For
1f	Elect Director C. Keith Hartley	G	Mgmt	For	For
1g	Elect Director Celia M. Joseph	G	Mgmt	For	For
1h	Elect Director Lawrence Lacerte	G	Mgmt	For	For
1i	Elect Director Joan Lau	G	Mgmt	For	For
1j	Elect Director Sidney D. Rosenblatt	G	Mgmt	For	For
1k	Elect Director April Walker	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Universal Display Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Universal Health Services, Inc.

Meeting Date: 14/05/2025 Country: USA Ticker: UHS
 Record Date: 17/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Maria R. Singer	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Declassify the Board of Directors	G	SH	Against	For

Blended Rationale: [SF-S0201-002] Directors should be elected annually to discourage entrenchment and allow shareholders sufficient opportunity to exercise their oversight of the board.

Universal Music Group NV

Meeting Date: 14/05/2025 Country: Netherlands Ticker: UMG
 Record Date: 16/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1.	Open Meeting	G	Mgmt		
2.	Receive Annual Report	G	Mgmt		
3.	Approve Remuneration Report	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
4	Adopt Financial Statements	G	Mgmt	For	For
5.a.	Receive Explanation on Company's Dividend Policy	G	Mgmt		
5.b	Approve Dividends	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Universal Music Group NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.a.	Approve Discharge of Executive Directors	G	Mgmt	For	For
6.b.	Approve Discharge of Non-Executive Directors	G	Mgmt	For	For
7.	Reelect Vincent Vallejo as Executive Director	G	Mgmt	For	For
8.a.	Reelect Sherry Lansing as Non-Executive Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
8.b.	Reelect Haim Saban as Non-Executive Director	G	Mgmt	For	For
8.c.	Reelect Luc van Os as Non-Executive Director	G	Mgmt	For	For
9.	Approve Remuneration Policy of Executive Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
10.a.	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
10.b.	Approve Cancellation of Shares	G	Mgmt	For	For
11.	Other Business (Non-Voting)	G	Mgmt		
12	Close Meeting	G	Mgmt		

Universal Robina Corporation

Meeting Date: 15/05/2025

Country: Philippines

Ticker: URC

Record Date: 08/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Minutes of the Annual Meeting of the Stockholders	G	Mgmt	For	For
2	Approve Financial Statements for the Preceding Year	G	Mgmt	For	For

Universal Robina Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Amendment of Article Second of the Articles of Incorporation of the Corporation in Order to Include Additional Clauses in the Corporation's Primary and Secondary Purposes	G	Mgmt	For	For
	Elect 9 Directors by Cumulative Voting		Mgmt		
4.1	Elect James L. Go as Director	G	Mgmt	For	For
4.2	Elect Lance Y. Gokongwei as Director	G	Mgmt	For	For
4.3	Elect Patrick Henry C. Go as Director	G	Mgmt	For	For
4.4	Elect Johnson Robert G. Go, Jr. as Director	G	Mgmt	For	For
4.5	Elect Irwin C. Lee as Director	G	Mgmt	For	For
4.6	Elect Cesar V. Purisima as Director	G	Mgmt	For	For
4.7	Elect Rizalina G. Mantaring as Director	G	Mgmt	For	For
4.8	Elect Christine Marie B. Angco as Director	G	Mgmt	For	For
4.9	Elect Antonio Jose U. Periquet, Jr. as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-012] Chair of Remuneration Committee not independent[SF-S0250-013] Chair of the Nomination Committee is not independent.</i>					
5	Appoint SyCip Gorres Velayo & Co. as External Auditor	G	Mgmt	For	For
6	Ratify Acts of the Board of Directors and Its Committees, Officers and Management	G	Mgmt	For	For
7	Approve Other Matters	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>					

Unum Group

Meeting Date: 22/05/2025 Country: USA Ticker: UNM
Record Date: 24/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Theodore H. Bunting, Jr.	G	Mgmt	For	For
1b	Elect Director Susan L. Cross	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Unum Group

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Susan D. DeVore	G	Mgmt	For	For
1d	Elect Director Joseph J. Echevarria	G	Mgmt	For	For
1e	Elect Director Cynthia L. Egan	G	Mgmt	For	For
1f	Elect Director Kevin T. Kabat	G	Mgmt	For	For
1g	Elect Director Timothy F. Keaney	G	Mgmt	For	For
1h	Elect Director Gale V. King	G	Mgmt	For	For
1i	Elect Director Mojgan M. Lefebvre	G	Mgmt	For	For
1j	Elect Director Richard P. McKenney	G	Mgmt	For	For
1k	Elect Director Ronald P. O'Hanley	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Approve Nonqualified Employee Stock Purchase Plan	G	Mgmt	For	For

UOL Group Limited

Meeting Date: 28/04/2025 **Country:** Singapore **Ticker:** U14
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	G	Mgmt	For	For
2	Approve First and Final Dividend	G	Mgmt	For	For
3	Approve Directors' Fees	G	Mgmt	For	For
4	Elect Wee Ee Lim as Director	G	Mgmt	For	For
5	Elect Sim Hwee Cher as Director	G	Mgmt	For	For
6	Elect Yip Wai Ping Annabelle as Director	G	Mgmt	For	For
7	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

UOL Group Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0300-001] Potential to be excessively dilutive to existing shareholders.</i>					
9	Authorize Share Repurchase Program	G	Mgmt	For	For

Upland Software, Inc.

Meeting Date: 04/06/2025 **Country:** USA **Ticker:** UPLD
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director David Chung	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee. [RU-M0201-028]</i>					
1b	Elect Director Timothy W. Mattox	G	Mgmt	For	For
1c	Elect Director David D. May	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-004] Vote against longest tenured member of nominating committee because the board is not majority independent</i>					
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Upstart Holdings, Inc.

Meeting Date: 23/05/2025 **Country:** USA **Ticker:** UPST
Record Date: 26/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Peter Bernard	G	Mgmt	For	For
1.2	Elect Director Paul Gu	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Urban Edge Properties

Meeting Date: 07/05/2025

Country: USA

Ticker: UE

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jeffrey S. Olson	G	Mgmt	For	For
1b	Elect Director Mary L. Baglivo	G	Mgmt	For	For
1c	Elect Director Steven H. Grapstein	G	Mgmt	For	For
1d	Elect Director Norman K. Jenkins	G	Mgmt	For	For
1e	Elect Director Kevin P. O'Shea	G	Mgmt	For	For
1f	Elect Director Catherine D. Rice	G	Mgmt	For	For
1g	Elect Director Katherine M. Sandstrom	G	Mgmt	For	For
1h	Elect Director Douglas W. Sesler	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Urban Logistics REIT PLC

Meeting Date: 13/06/2025

Country: United Kingdom

Ticker: SHED

Record Date: 11/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash and Share Acquisition of Urban Logistics REIT plc by LondonMetric Property plc	G	Mgmt	For	For

Urban Logistics REIT PLC

Meeting Date: 13/06/2025

Country: United Kingdom

Ticker: SHED

Record Date: 11/06/2025

Meeting Type: Court

Urban Logistics REIT PLC

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Court Meeting Approve Scheme of Arrangement	G	Mgmt	For	For

Urban Outfitters, Inc.

Meeting Date: 04/06/2025 **Country:** USA **Ticker:** URBN
Record Date: 01/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Edward N. Antoian	G	Mgmt	For	For
1.2	Elect Director Kelly Campbell	G	Mgmt	For	For
1.3	Elect Director Harry S. Cherken, Jr.	G	Mgmt	For	For
1.4	Elect Director Mary C. Egan	G	Mgmt	For	For
1.5	Elect Director Margaret A. Hayne	G	Mgmt	For	For
1.6	Elect Director Richard A. Hayne	G	Mgmt	For	For
1.7	Elect Director Amin N. Maredia	G	Mgmt	For	For
1.8	Elect Director Wesley S. McDonald	G	Mgmt	For	For
1.9	Elect Director Todd R. Morgenfeld	G	Mgmt	For	For
1.10	Elect Director John C. Mulliken	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

US Foods Holding Corp.

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** USFD
Record Date: 25/03/2025 **Meeting Type:** Annual

US Foods Holding Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Cheryl A. Bachelder	G	Mgmt	For	For
1b	Elect Director David W. Bullock	G	Mgmt	For	For
1c	Elect Director David E. Flitman	G	Mgmt	For	For
1d	Elect Director Marla Gottschalk	G	Mgmt	For	For
1e	Elect Director Carl Andrew Pforzheimer	G	Mgmt	For	For
1f	Elect Director Quentin Roach	G	Mgmt	For	For
1g	Elect Director David M. Tehle	G	Mgmt	For	For
1h	Elect Director Ann E. Ziegler	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Provide Right to Call a Special Meeting at a 15 Percent Ownership Threshold	G	SH	None	For

Blended Rationale: [SF-S0235-002] We believe the proposed amendment is reasonable and on balance does not substantially diminish shareholder rights.

USANA Health Sciences, Inc.

Meeting Date: 19/05/2025

Country: USA

Ticker: USNA

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kevin G. Guest	G	Mgmt	For	For
1.2	Elect Director Xia Ding	G	Mgmt	For	For
1.3	Elect Director John T. Fleming	G	Mgmt	For	For
1.4	Elect Director Gilbert A. Fuller	G	Mgmt	For	For
1.5	Elect Director J. Scott Nixon	G	Mgmt	For	For
1.6	Elect Director Peggie J. Pelosi	G	Mgmt	For	For
1.7	Elect Director Frederic J. Winssinger	G	Mgmt	For	For
1.8	Elect Director Timothy E. Wood	G	Mgmt	For	For
2	Approve Omnibus Stock Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

USANA Health Sciences, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Ushio, Inc.

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 6925
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	G	Mgmt	For	For
2	Amend Articles to Change Location of Head Office	G	Mgmt	For	For
3.1	Elect Director Asahi, Takabumi	G	Mgmt	For	For
3.2	Elect Director Nakano, Tetsuo	G	Mgmt	For	For
3.3	Elect Director Kamiyama, Kazuhisa	G	Mgmt	For	For
3.4	Elect Director Sasaki, Toyonari	G	Mgmt	For	For
3.5	Elect Director Matsuzaki, Masatoshi	G	Mgmt	For	For
3.6	Elect Director Mashita, Naoaki	G	Mgmt	For	For
3.7	Elect Director Masuyama, Mika	G	Mgmt	For	For

USS Co., Ltd.

Meeting Date: 24/06/2025 **Country:** Japan **Ticker:** 4732
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 22.8	G	Mgmt	For	For
2.1	Elect Director Ando, Yukihiro	G	Mgmt	For	For
2.2	Elect Director Seta, Dai	G	Mgmt	For	For
2.3	Elect Director Yamanaka, Masafumi	G	Mgmt	For	For
2.4	Elect Director Ikeda, Hiromitsu	G	Mgmt	For	For

USS Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.5	Elect Director Nishijima, Etsuko	G	Mgmt	For	For
2.6	Elect Director Takahashi, Hisao	G	Mgmt	For	For
2.7	Elect Director Sowa, Nobuko	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Goto, Kenichi	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Miyake, Keiji	G	Mgmt	For	For
3.3	Appoint Statutory Auditor Ogawa, Jun	G	Mgmt	For	For

Valaris Limited

Meeting Date: 12/06/2025 **Country:** Bermuda **Ticker:** VAL
Record Date: 15/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Elizabeth D. Leykum	G	Mgmt	For	For
1b	Elect Director Anton Dibowitz	G	Mgmt	For	For
1c	Elect Director Dick Fagerstal	G	Mgmt	For	For
1d	Elect Director Joseph Goldschmid	G	Mgmt	For	For
1e	Elect Director Catherine J. Hughes	G	Mgmt	For	For
1f	Elect Director Kristian Johansen	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Valeo SE

Meeting Date: 22/05/2025 **Country:** France **Ticker:** FR
Record Date: 20/05/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 0.42 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G	Mgmt	For	For
5	Reelect Christophe Périllat as Director	G	Mgmt	For	For
6	Reelect Mari-Noëlle Jégo-Laveissière as Director	G	Mgmt	For	For
7	Reelect Véronique Weill as Director	G	Mgmt	For	For
8	Elect Gilles Le Borgne as Director	G	Mgmt	For	For
9	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
10	Approve Compensation of Gilles Michel, Chairman of the Board	G	Mgmt	For	For
11	Approve Compensation of Christophe Périllat, CEO	G	Mgmt	For	For
12	Approve Remuneration Policy of Directors	G	Mgmt	For	For
13	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
14	Approve Remuneration Policy of CEO	G	Mgmt	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 70 Million	G	Mgmt	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 23 Million	G	Mgmt	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 23 Million	G	Mgmt	For	For

Valeo SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 16-18	G	Mgmt	For	For
20	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
21	Authorize Capital Increase of up to 9.40 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
24	Amend Articles 16, 23, and 26 of Bylaws to Incorporate Legal Changes	G	Mgmt	For	For
	Ordinary Business		Mgmt		
25	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Valiant Holding AG

Meeting Date: 14/05/2025

Country: Switzerland

Ticker: VATN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Sustainability Report	E, S	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
5	Approve Allocation of Income and Dividends of CHF 5.80 per Share	G	Mgmt	For	For
6	Amend Articles Re: Remuneration of Executive Committee	G	Mgmt	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Valiant Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.5 Million	G	Mgmt	For	For
7.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.6 Million for Fiscal Year 2025	G	Mgmt	For	For
7.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.6 Million for Fiscal Year 2026	G	Mgmt	For	For
8.1	Reelect Markus Gyax as Director and Board Chair	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
8.2	Reelect Christoph Buehler as Director	G	Mgmt	For	For
8.3	Reelect Barbara Artmann as Director	G	Mgmt	For	For
8.4	Reelect Maya Bundt as Director	G	Mgmt	For	For
8.5	Reelect Roger Harlacher as Director	G	Mgmt	For	For
8.6	Reelect Roland Herrmann as Director	G	Mgmt	For	For
8.7	Reelect Marion Khueny as Director	G	Mgmt	For	For
8.8	Reelect Ronald Traechsel as Director	G	Mgmt	For	For
9.1	Reappoint Maya Bundt as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
9.2	Reappoint Markus Gyax as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
9.3	Reappoint Roger Harlacher as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
10	Ratify PricewaterhouseCoopers AG as Auditors	G	Mgmt	For	For
11	Designate burckhardt AG as Independent Proxy	G	Mgmt	For	For
12	Transact Other Business (Voting)	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>					

Valley National Bancorp

Meeting Date: 20/05/2025

Country: USA

Ticker: VLY

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Eric P. Edelstein	G	Mgmt	For	For
1b	Elect Director Eyal Efrat	G	Mgmt	For	For
1c	Elect Director Peter V. Maio	G	Mgmt	For	For
1d	Elect Director Kathleen C. Perrott	G	Mgmt	For	For
1e	Elect Director Ira Robbins	G	Mgmt	For	For
1f	Elect Director Nitzan Sandor	G	Mgmt	For	For
1g	Elect Director Suresh L. Sani	G	Mgmt	For	For
1h	Elect Director Lisa J. Schultz	G	Mgmt	For	For
1i	Elect Director Jennifer W. Steans	G	Mgmt	For	For
1j	Elect Director Jeffrey S. Wilks	G	Mgmt	For	For
1k	Elect Director Sidney S. Williams, Jr.	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Vallourec SA

Meeting Date: 22/05/2025

Country: France

Ticker: VK

Record Date: 20/05/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.50 per Share	G	Mgmt	For	For
4	Ratify Appointment of Keith James Howell as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Vallourec SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
6	Approve Compensation of Philippe Guillemot, Chairman and CEO	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
7	Approve Remuneration Policy of Chairman and CEO	G	Mgmt	For	For
8	Approve Remuneration Policy of Directors	G	Mgmt	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
10	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	G	Mgmt	For	For
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
12	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	G	Mgmt	For	For
13	Amend Article 10 of Bylaws to Incorporate Legal Changes	G	Mgmt	For	For
	Ordinary Business		Mgmt		
14	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Valmont Industries, Inc.

Meeting Date: 28/04/2025

Country: USA

Ticker: VMI

Record Date: 03/03/2025

Meeting Type: Annual

Valmont Industries, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director James B. Milliken	G	Mgmt	For	For
1.2	Elect Director Catherine James Paglia	G	Mgmt	For	For
1.3	Elect Director Deborah H. Caplan	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Valneva SE

Meeting Date: 25/06/2025 **Country:** France **Ticker:** VLA
Record Date: 23/06/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Treatment of Losses	G	Mgmt	For	For
4	Approve Transaction with Daniele Guyot-Caparrós Re: Indemnification Agreement	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0105-003] The information provided is insufficient to make an informed voting decision.</i>					
5	Approve Transaction with Frederic Jacotot Re: Settlement Agreement	G	Mgmt	For	For
6	Approve Transaction with Bpifrance Participations SA Re: Services Agreement	G	Mgmt	For	For
7	Reelect James Sulat as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8	Elect Gerd Zettlmeissl as Director	G	Mgmt	For	For
9	Renew Appointment of Deloitte & Associés as Auditor	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Remuneration Policy of Thomas Lingelbach, CEO	G	Mgmt	For	For
11	Approve Remuneration Policy of Franck Grimaud, Vice-CEO	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
12	Approve Remuneration Policy of Juan Carlos Jaramillo, Vice-CEO	G	Mgmt	For	For
13	Approve Remuneration Policy of Peter Buhler, Vice-CEO	G	Mgmt	For	For
14	Approve Remuneration Policy of Dipal Patel, Vice-CEO	G	Mgmt	For	For
15	Approve Remuneration Policy of Directors	G	Mgmt	For	For
16	Approve Compensation Report	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
17	Approve Compensation of Anne-Marie Graffin, Chairwoman of the Board	G	Mgmt	For	For
18	Approve Compensation of Thomas Lingelbach, CEO	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>					
19	Approve Compensation of Franck Grimaud, Vice-CEO	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>					
20	Approve Compensation of Juan Carlos Jaramillo, Vice-CEO	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>					
21	Approve Compensation of Peter Buhler, Vice-CEO	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>					

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
22	Approve Compensation of Dipal Patel, Vice-CEO	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i></p>					
23	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
25	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 5,175,000	G	Mgmt	For	For
26	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 5,018,145	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i></p>					
27	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 5,018,145	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i></p>					
28	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 5,018,145	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i></p>					
29	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 5,018,145	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i></p>					

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
30	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above Under Items 25-29	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
31	Authorize Capitalization of Reserves of Up to EUR 5,175,000 for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
32	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
33	Authorize Capital Increase of Up to EUR 5,018,145 for Future Exchange Offers	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
34	Set Total Limit for Capital Increase to Result from Issuance Requests Under Item 25 at EUR 5,175,000 and Under Items 26-29 and 32-33 at EUR 5,018,145	G	Mgmt	For	For
35	Authorize up to 4 Percent of Issued Capital for Use in Stock Option Plans	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [RU-M3500-001] Proposal would result in excessive dilution.</i>					
36	Authorize up to 4 Percent of Issued Capital for Use in Restricted Stock Plans	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [RU-M3500-001] Proposal would result in excessive dilution. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging.</i>					
37	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 35-36 at 4 Percent of Issued Capital	G	Mgmt	For	For

Valneva SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
38	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	Against	For
<i>Blended Rationale: [LN-M0510-999] This issuance would be in company's interest.</i>					
39	Amend Article 12 of Bylaws to Incorporate Legal Changes	G	Mgmt	For	For
40	Amend Article 16.2 of Bylaws Re: Voting by Mail and Written Consultation	G	Mgmt	For	For
41	Amend Articles 27, 29, 30, 31, and 32 of Bylaws to Incorporate Legal Changes	G	Mgmt	For	For
	Ordinary Business		Mgmt		
42	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Van Lanschot Kempen NV

Meeting Date: 10/04/2025 **Country:** Netherlands **Ticker:** VLK
Record Date: 13/03/2025 **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		
2	Discuss Return of Capital	G	Mgmt		
3.a	Approve Increase in Par Value by EUR 1.40	G	Mgmt	For	For
3.b	Approve Reduction in Capital by EUR 1.40 per Share with Repayment to Shareholder	G	Mgmt	For	For
4	Close Meeting	G	Mgmt		

Van Lanschot Kempen NV

Meeting Date: 22/05/2025 **Country:** Netherlands **Ticker:** VLK
Record Date: 24/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		

Van Lanschot Kempen NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.	Open Meeting	G	Mgmt		
2.a.	Receive Report of Supervisory Board (Non-Voting)	G	Mgmt		
2.b.	Receive Report of Management Board (Non-Voting)	G	Mgmt		
3.	Approve Remuneration Report	G	Mgmt	For	For
4.a.	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
4.b.	Receive Explanation on Company's Reserves and Dividend Policy	G	Mgmt		
4.c.	Approve Dividends	G	Mgmt	For	For
5.a.	Approve Discharge of Management Board	G	Mgmt	For	For
5.b.	Approve Discharge of Supervisory Board	G	Mgmt	For	For
6.a.	Announce Intention to Reappoint Erik van Houwelingen to Management Board	G	Mgmt		
6.b.	Announce Intention to Appoint Thomas Vanderlinden to Management Board	G	Mgmt		
7.a.	Announce Vacancies on the Supervisory Board	G	Mgmt		
7.b.	Announce Vacancies on the Supervisory Board Arising in 2026	G	Mgmt		
8.a.	Ratify KPMG Accountants NV as Auditors	G	Mgmt	For	For
8.b.	Appoint KPMG as Auditor for Sustainability Reporting	G	Mgmt	For	For
9.a.	Receive Annual Report by the Former Board of Directors of Accuro NV	G	Mgmt		
9.b.	Adopt Financial Statements of Accuro NV's	G	Mgmt	For	For
9.c.	Approve Discharge of Directors of Accuro NV	G	Mgmt	For	For
10.	Authorize Repurchase of Shares	G	Mgmt	For	For
11.a.	Grant Board Authority to Issue Shares	G	Mgmt	For	For
11.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
12.	Close Meeting	G	Mgmt		

Vanquis Banking Group Plc

Meeting Date: 14/05/2025

Country: United Kingdom

Ticker: VANQ

Record Date: 12/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Re-elect Sir Peter Estlin as Director	G	Mgmt	For	For
4	Re-elect Ian McLaughlin as Director	G	Mgmt	For	For
5	Re-elect Dave Watts as Director	G	Mgmt	For	For
6	Re-elect Karen Briggs as Director	G	Mgmt	For	For
7	Re-elect Michele Greene as Director	G	Mgmt	For	For
8	Re-elect Oliver Laird as Director	G	Mgmt	For	For
9	Re-elect Graham Lindsay as Director	G	Mgmt	For	For
10	Re-elect Jackie Noakes as Director	G	Mgmt	For	For
11	Reappoint Deloitte LLP as Auditors	G	Mgmt	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
13	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
14	Authorise Issue of Equity	G	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
17	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
18	Authorise Issue of Equity in Relation to Additional Tier 1 Securities	G	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Securities	G	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Varonis Systems, Inc.

Meeting Date: 05/06/2025

Country: USA

Ticker: VRNS

Record Date: 10/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Carlos Aued	G	Mgmt	For	For
1.2	Elect Director Kevin Comolli	G	Mgmt	For	For
1.3	Elect Director John J. Gavin, Jr.	G	Mgmt	For	For
1.4	Elect Director Fred van den Bosch	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Kost Forer Gabbay & Kasierer as Auditors	G	Mgmt	For	For
4	Approve Qualified Employee Stock Purchase Plan	G	Mgmt	For	For
5	Amend Omnibus Stock Plan	G	Mgmt	For	For

Vastned NV

Meeting Date: 30/04/2025

Country: Belgium

Ticker: VASTB

Record Date: 16/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1.1	Receive Directors' Reports (Non-Voting)	G	Mgmt		
1.2	Receive Auditors' Reports (Non-Voting)	G	Mgmt		
1.3	Approve Financial Statements	G	Mgmt	For	For
1.4	Approve Allocation of Income	G	Mgmt	For	For
1.5	Approve Remuneration Report	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.6	Approve Discharge of Directors	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.7	Approve Discharge of Auditors	G	Mgmt	For	For
1.8	Ratify Ernst & Young as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Vastned NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.9	Approve Auditors' Remuneration	G	Mgmt	For	For
1.10	Approve Revised Remuneration Policy	G	Mgmt	For	For
1.11	Approve Additional One-Off Fee of EUR 25,000 per Independent Director	G	Mgmt	For	For
1.12	Authorize Board to Allocate Up to a Maximum Number of Treasury Shares in the Framework of the Revised Remuneration Policy	G	Mgmt	For	For
2.1	Receive Financial Statements of Vastned Retail N.V. (Non-Voting)	G	Mgmt		
2.2	Adopt Financial Statements of Vastned Retail N.V.	G	Mgmt	For	For
2.3	Approve Discharge of Directors of Vastned Retail N.V.	G	Mgmt	For	For
2.4	Approve Discharge of Supervisory Board of Vastned Retail N.V.	G	Mgmt	For	For
3.1	Receive Financial Statements of Vastned Retail Nederland B.V. (Non-Voting)	G	Mgmt		
3.2	Adopt Financial Statements of Vastned Retail Nederland B.V.	G	Mgmt	For	For
3.3	Approve Discharge of Directors of Vastned Retail Nederland B.V.	G	Mgmt	For	For
3.4	Receive Financial Statements of Vastned Retail Monumenten B.V. (Non-Voting)	G	Mgmt		
3.5	Adopt Financial Statements of Vastned Retail Monumenten B.V.	G	Mgmt	For	For
3.6	Approve Discharge of Directors of Vastned Retail Monumenten B.V.	G	Mgmt	For	For

VAT Group AG

Meeting Date: 29/04/2025

Country: Switzerland

Ticker: VACN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

VAT Group AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Approve Non-Financial Report	E, S	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 6.25 per Share	G	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
4.1.1	Reelect Martin Komischke as Director and Board Chair	G	Mgmt	For	For
4.1.2	Reelect Urs Leinhaeuser as Director	G	Mgmt	For	For
4.1.3	Reelect Hermann Gerlinger as Director	G	Mgmt	For	For
4.1.4	Reelect Libo Zhang as Director	G	Mgmt	For	For
4.1.5	Reelect Daniel Lippuner as Director	G	Mgmt	For	For
4.1.6	Reelect Petra Denk as Director	G	Mgmt	For	For
4.1.7	Reelect Thomas Piliszczuk as Director	G	Mgmt	For	For
4.1.8	Elect Clara-Ann Gordon as Director	G	Mgmt	For	For
4.1.9	Elect Michael Allison as Director	G	Mgmt	For	For
4.2.1	Reappoint Urs Leinhaeuser as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
4.2.2	Reappoint Hermann Gerlinger as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
4.2.3	Reappoint Libo Zhang as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
5	Designate Roger Foehn as Independent Proxy	G	Mgmt	For	For
6	Ratify KPMG AG as Auditors	G	Mgmt	For	For
7.1	Approve Remuneration Report	G	Mgmt	For	For
7.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 882,785 for Fiscal Year 2024	G	Mgmt	For	For
7.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.9 Million for Fiscal Year 2026	G	Mgmt	For	For
7.4	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 2.2 Million for Fiscal Year 2026	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

VAT Group AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.5	Approve Remuneration of Directors in the Amount of CHF 1.7 Million for the Period from 2025 AGM to 2026 AGM	G	Mgmt	For	For
8	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Vaxcyte, Inc.

Meeting Date: 12/06/2025 **Country:** USA **Ticker:** PCVX
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director John Furey	G	Mgmt	For	For
1.2	Elect Director Jacks Lee	G	Mgmt	For	For
1.3	Elect Director Heath Lukatch	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>					
4	Amend Certificate of Incorporation to Allow the Exculpation of Certain Officers	G	Mgmt	For	For

Vector, Inc.

Meeting Date: 29/05/2025 **Country:** Japan **Ticker:** 6058
Record Date: 28/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 32	G	Mgmt	For	For

Vector, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval - Indemnify Directors	G	Mgmt	For	For
3.1	Elect Director Nishie, Keiji	G	Mgmt	For	For
3.2	Elect Director Goto, Yosuke	G	Mgmt	For	For
3.3	Elect Director Kiryu, Saori	G	Mgmt	For	For
3.4	Elect Director Matsuda, Kota	G	Mgmt	For	For
3.5	Elect Director Naka, Michimasa	G	Mgmt	For	For
3.6	Elect Director Inoue, Masatoshi	G	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Mori, Kazutora	G	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Yaginuma, Satoshi	G	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Nose, Yasunobu	G	Mgmt	For	For
5	Elect Alternate Director and Audit Committee Member Owaki, Yasuyuki	G	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For
8	Approve Restricted Stock Plan	G	Mgmt	For	For

Veeco Instruments Inc.

Meeting Date: 08/05/2025

Country: USA

Ticker: VECO

Record Date: 12/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sujeet Chand	G	Mgmt	For	For
1.2	Elect Director William J. Miller	G	Mgmt	For	For
1.3	Elect Director Thomas St. Dennis	G	Mgmt	For	For

Veeco Instruments Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Veeva Systems Inc.

Meeting Date: 18/06/2025 **Country:** USA **Ticker:** VEEV
Record Date: 21/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Tim Cabral	G	Mgmt	For	For
1b	Elect Director Mark Carges	G	Mgmt	For	For
1c	Elect Director Peter P. Gassner	G	Mgmt	For	For
1d	Elect Director Mary Lynne Hedley	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1e	Elect Director Priscilla Hung	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1f	Elect Director Marshall L. Mohr	G	Mgmt	For	For
1g	Elect Director Gordon Ritter	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
1h	Elect Director Paul Sekhri	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1i	Elect Director Matthew J. Wallach	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Veidekke ASA

Meeting Date: 07/05/2025 **Country:** Norway **Ticker:** VEI
Record Date: 29/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
2	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
3	Operational Update	G	Mgmt		
4	Approve Company's Corporate Governance Statement	G	Mgmt	For	For
5	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 9.00 Per Share	G	Mgmt	For	For
6	Ratify KPMG as Auditor	G	Mgmt	For	For
7.1	Reelect Egil Haugsdal as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
7.2	Reelect Per-Ingemar Persson as Director	G	Mgmt	For	For
7.3	Reelect Hanne Ronneberg as Director	G	Mgmt	For	For
7.4	Reelect Carola Laven as Director	G	Mgmt	For	For
7.5	Reelect Pal Eitrheim as Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-006] Nominee has demonstrated a pattern of poor meeting attendance.</i>					
7.6	Reelect Nils Morten Bohler as Director	G	Mgmt	For	For
7.7	Reelect Anne-Lene Midseim as Director	G	Mgmt	For	For
8	Approve Remuneration of Directors in the Amount of NOK 706,000 for Chair and NOK 358,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
9.1	Reelect Arne Austreid (Chair) Member of Nominating Committee	G	Mgmt	For	For
9.2	Reelect Erik Must as Member of Nominating Committee	G	Mgmt	For	For
9.3	Reelect Karl Mathisen as Member of Nominating Committee	G	Mgmt	For	For
10	Approve Remuneration of Nominating Committee	G	Mgmt	For	For

Veidekke ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Approve Remuneration Statement; Approve Guidelines for Compensation for Executive Management	G	Mgmt	For	For
12	Approve Remuneration of Auditor	G	Mgmt	For	For
13	Approve Creation of NOK 6.5 Million Pool of Capital without Preemptive Rights	G	Mgmt	For	For
14	Approve Equity Plan Financing Through Issuance of Shares	G	Mgmt	For	For
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
16	Approve Equity Plan Financing Through Repurchase of Shares	G	Mgmt	For	For

Ventas, Inc.

Meeting Date: 13/05/2025

Country: USA

Ticker: VTR

Record Date: 19/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Melody C. Barnes	G	Mgmt	For	For
1b	Elect Director Theodore R. Bigman	G	Mgmt	For	For
1c	Elect Director Debra A. Cafaro	G	Mgmt	For	For
1d	Elect Director Michael J. Embler	G	Mgmt	For	For
1e	Elect Director Matthew J. Lustig	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1f	Elect Director Roxanne M. Martino	G	Mgmt	For	For
1g	Elect Director Marguerite M. Nader	G	Mgmt	For	For
1h	Elect Director Sean P. Nolan	G	Mgmt	For	For
1i	Elect Director Walter C. Rakowich	G	Mgmt	For	For
1j	Elect Director Joe V. Rodriguez, Jr.	G	Mgmt	For	For
1k	Elect Director Sumit Roy	G	Mgmt	For	For
1l	Elect Director Maurice S. Smith	G	Mgmt	For	For

Ventas, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Increase Authorized Common Stock	G	Mgmt	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For

Venture Corporation Limited

Meeting Date: 24/04/2025 Country: Singapore Ticker: V03
 Record Date: Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Elect Wong Ngit Liong as Director	G	Mgmt	For	For
4	Elect Tan Seok Hoong @Mrs Audrey Liow as Director	G	Mgmt	For	For
5	Elect Chua Kee Lock as Director	G	Mgmt	For	For
6	Elect Chong Siak Ching as Director	G	Mgmt	For	For
7	Approve Directors' Fees	G	Mgmt	For	For
8	Approve Deloitte & Touche LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For
10	Approve Grant of Options and/or Share Awards and Issuance of Shares Pursuant to the Venture Corporation Executives' Share Option Scheme 2025 and Venture Corporation Restricted Share Plan 2021	G	Mgmt	For	For
11	Authorize Share Repurchase Program	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Meeting Date: 24/04/2025

Country: France

Ticker: VIE

Record Date: 22/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.40 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	For
5	Reelect Pierre-André de Chalendar as Director	G	Mgmt	For	For
6	Elect Philippe Brassac as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
7	Elect Elena Salgado as Director	G	Mgmt	For	For
8	Elect Arnaud Caudoux as Director	G	Mgmt	For	For
9	Appoint Deloitte & Associés as Auditor	G	Mgmt	For	For
10	Appoint Deloitte & Associés as Auditor for Sustainability Reporting	G	Mgmt	For	For
11	Approve Compensation of Antoine Frérot, Chairman of the Board	G	Mgmt	For	For
12	Approve Compensation of Estelle Brachlianoff, CEO	G	Mgmt	For	For
13	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
14	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
15	Approve Remuneration Policy of CEO	G	Mgmt	For	For
16	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.5 Million	G	Mgmt	For	For
17	Approve Remuneration Policy of Directors	G	Mgmt	For	For

Veolia Environnement SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Extraordinary Business	G	Mgmt	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	G	Mgmt	For	For
21	Authorize up to 0.35 Percent of Issued Capital for Use in Restricted Stock Plans	G	Mgmt	For	For
22	Amend Bylaws to Add Corporate Purpose	G	Mgmt	For	For
23	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Veracyte, Inc.

Meeting Date: 17/06/2025

Country: USA

Ticker: VCYT

Record Date: 21/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Eliav Barr	G	Mgmt	For	For
1b	Elect Director Muna Bhanji	G	Mgmt	For	For
1c	Elect Director Karin Eastham	G	Mgmt	For	For
1d	Elect Director Jens Holstein	G	Mgmt	For	For
1e	Elect Director Tom Miller	G	Mgmt	For	For
1f	Elect Director Brent Shafer	G	Mgmt	For	For
<i>Blended Rationale:</i> .					
1g	Elect Director Marc Stapley	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
<i>Blended Rationale: [SF-M0552-002] We believe that it is in the best interests of shareholders for issuers to hold votes on executive compensation every year.</i>					

Veracyte, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Amend Omnibus Stock Plan	G	Mgmt	For	For

Verallia SA

Meeting Date: 25/04/2025 **Country:** France **Ticker:** VRLA
Record Date: 23/04/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1.70 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	For
5	Reelect Cécile Tandeau de Marsac as Director	G	Mgmt	For	For
6	Reelect Brasil Warrant Administração de Bens e Empresas S.A. (BWSA) as Director	G	Mgmt	For	For
7	Reelect Bpifrance Investissement as Director	G	Mgmt	For	For
8	Renew Appointment of BM&A as Auditor	G	Mgmt	For	For
9	Appoint BM&A as Auditor for Sustainability Reporting	G	Mgmt	For	For
10	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
11	Approve Remuneration Policy of CEO	G	Mgmt	For	For
12	Approve Remuneration Policy of Directors	G	Mgmt	For	For
13	Approve Compensation of Michel Giannuzzi, Chairman of the Board	G	Mgmt	For	For
14	Approve Compensation of Patrice Lucas, CEO	G	Mgmt	For	For
15	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital Extraordinary Business	G	Mgmt	For	For
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
18	Authorize Capitalization of Reserves of Up to EUR 82 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 206 Million	G	Mgmt	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Binding Priority Rights) up to Aggregate Nominal Amount of EUR 82 Million	G	Mgmt	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 40 Million	G	Mgmt	For	For
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 40 Million	G	Mgmt	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-22	G	Mgmt	For	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
25	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Key Employees and Corporate Officers With Performance Conditions Attached	G	Mgmt	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For

Verallia SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	G	Mgmt	For	For
28	Amend Article 16 of Bylaws Re: Board Deliberations	G	Mgmt	For	For
29	Amend Article 15 of Bylaws Re: Directors Length of Term	G	Mgmt	For	For
30	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Veralto Corp.

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** VLTO
Record Date: 24/03/2025 **Meeting Type:** Annual

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

VERBUND AG

Meeting Date: 29/04/2025 **Country:** Austria **Ticker:** VER
Record Date: 19/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 2.80 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
5	Ratify Ernst & Young as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Approve Remuneration Policy	G	Mgmt	For	For
8	Reelect Robert Stajic as Supervisory Board Member	G	Mgmt	For	For
9	Approve Spin-Off of the "Household and Small Enterprise" Business Unit to VERBUND Energy4Customers GmbH	G	Mgmt	For	For

Veris Residential, Inc.
Meeting Date: 11/06/2025

Country: USA

Ticker: VRE

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Frederic Cumenal	G	Mgmt	For	For
1.2	Elect Director Ronald M. Dickerman	G	Mgmt	For	For
1.3	Elect Director Tammy K. Jones	G	Mgmt	For	For
1.4	Elect Director A. Akiva Katz	G	Mgmt	For	For
1.5	Elect Director Nori Gerardo Lietz	G	Mgmt	For	For
1.6	Elect Director Victor B. MacFarlane	G	Mgmt	For	For
1.7	Elect Director Mahbod Nia	G	Mgmt	For	For

Veris Residential, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director Howard S. Stern	G	Mgmt	For	For
1.9	Elect Director Stephanie L. Williams	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

VeriSign, Inc.

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** VRSN
Record Date: 01/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director D. James Bidzos	G	Mgmt	For	For
1.2	Elect Director Courtney D. Armstrong	G	Mgmt	For	For
1.3	Elect Director Yehuda Ari Buchalter	G	Mgmt	For	For
1.4	Elect Director Kathleen A. Cote	G	Mgmt	For	For
1.5	Elect Director Thomas F. Frist, III	G	Mgmt	For	For
1.6	Elect Director Jamie S. Gorelick	G	Mgmt	For	For
1.7	Elect Director Debra W. McCann	G	Mgmt	For	For
1.8	Elect Director Timothy Tomlinson	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For
5	Provide Right to Act by Written Consent	G	SH	Against	Against

Blended Rationale: [SF-S0238-002] Shareholders should have the right to act without waiting for the company to call a shareholder meeting. At this company, shareholders already have the right to act by calling a special meeting.

Verisk Analytics, Inc.

Meeting Date: 20/05/2025 **Country:** USA **Ticker:** VRSK
Record Date: 24/03/2025 **Meeting Type:** Annual

Verisk Analytics, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jeffrey Dailey	G	Mgmt	For	For
1b	Elect Director Bruce Hansen	G	Mgmt	For	For
1c	Elect Director Gregory Hendrick	G	Mgmt	For	For
1d	Elect Director Kathleen A. Hogenson	G	Mgmt	For	For
1e	Elect Director Samuel G. Liss	G	Mgmt	For	For
1f	Elect Director Christopher J. Perry	G	Mgmt	For	For
1g	Elect Director Sabra R. Purtil	G	Mgmt	For	For
1h	Elect Director Lee M. Shavel	G	Mgmt	For	For
1i	Elect Director Olumide Soroye	G	Mgmt	For	For
1j	Elect Director Kimberly S. Stevenson	G	Mgmt	For	For
1k	Elect Director Therese M. Vaughan	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Eliminate Supermajority Vote Requirement for Limitation on Beneficial Ownership of the Company	G	Mgmt	For	For
5	Eliminate Supermajority Vote Requirement for Certain Business Combinations	G	Mgmt	For	For
6	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For
7	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	G	Mgmt	For	For
8	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Veritex Holdings, Inc.

Meeting Date: 27/05/2025

Country: USA

Ticker: VBTX

Record Date: 28/04/2025

Meeting Type: Annual

Veritex Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director C. Malcolm Holland, III	G	Mgmt	For	For
1.2	Elect Director Arcilia Acosta	G	Mgmt	For	For
1.3	Elect Director Pat S. Bolin	G	Mgmt	For	For
1.4	Elect Director April Box	G	Mgmt	For	For
1.5	Elect Director Blake Bozman	G	Mgmt	For	For
1.6	Elect Director William D. Ellis	G	Mgmt	For	For
1.7	Elect Director William E. Fallon	G	Mgmt	For	For
1.8	Elect Director Mark C. Griege	G	Mgmt	For	For
1.9	Elect Director Gordon Huddleston	G	Mgmt	For	For
1.10	Elect Director Steven D. Lerner	G	Mgmt	For	For
1.11	Elect Director Manuel J. Mehos	G	Mgmt	For	For
1.12	Elect Director Gregory B. Morrison	G	Mgmt	For	For
1.13	Elect Director John T. Sughrue	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For

Verizon Communications Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: VZ

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Shellye Archambeau	G	Mgmt	For	For
1.2	Elect Director Roxanne Austin	G	Mgmt	For	For
1.3	Elect Director Mark Bertolini	G	Mgmt	For	For
1.4	Elect Director Vittorio Colao	G	Mgmt	For	For
1.5	Elect Director Caroline Litchfield	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Verizon Communications Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.6	Elect Director Laxman Narasimhan	G	Mgmt	For	For
1.7	Elect Director Clarence Otis, Jr.	G	Mgmt	For	For
1.8	Elect Director Daniel Schulman	G	Mgmt	For	For
1.9	Elect Director Carol Tome	G	Mgmt	For	For
1.10	Elect Director Hans Vestberg	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Report on Climate Lobbying	E, S	SH	Against	Against
<i>Blended Rationale: The company already provides sufficient disclosure and/or reporting regarding this issue or is already enhancing its relevant disclosures.</i>					
5	Report on Potential Hazards of Lead Cables and Potential Remediation Costs	E	SH	Against	Against
<i>Blended Rationale: The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					
6	Report on Risks Related to Discrimination Against Ad Buyers and Sellers Based on Religious/Political Views	E, S	SH	Against	Against
<i>Blended Rationale: The company already provides sufficient disclosure and/or reporting regarding this issue or is already enhancing its relevant disclosures.</i>					

Vertex Pharmaceuticals Incorporated

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** VRTX
Record Date: 17/03/2025 **Meeting Type:** Annual

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

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Vertex Pharmaceuticals Incorporated

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

Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.

Vertex, Inc.

Meeting Date: 11/06/2025 **Country:** USA **Ticker:** VERX
Record Date: 16/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Philip Saunders	G	Mgmt	For	For
1.2	Elect Director J. Richard Stamm	G	Mgmt	For	For
1.3	Elect Director Mark J. Mendola	G	Mgmt	For	For
2	Ratify Crowe LLP as Auditors	G	Mgmt	For	For

Vertiv Holdings Co.

Meeting Date: 18/06/2025 **Country:** USA **Ticker:** VRT
Record Date: 21/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director David M. Cote	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1b	Elect Director Giordano Albertazzi	G	Mgmt	For	For

Vertiv Holdings Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director Joseph J. DeAngelo	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1d	Elect Director Joseph van Dokkum	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1e	Elect Director Roger Fradin	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1f	Elect Director Jakki L. Haussler	G	Mgmt	For	For
1g	Elect Director Jacob Kotzubei	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1h	Elect Director Matthew Louie	G	Mgmt	For	For
1i	Elect Director Edward L. Monser	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1j	Elect Director Steven S. Reinemund	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Vestas Wind Systems A/S

Meeting Date: 08/04/2025

Country: Denmark

Ticker: VWS

Record Date: 01/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	G	Mgmt		
2	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 0.55 Per Share	G	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
5	Approve Remuneration of Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Vestas Wind Systems A/S

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.a	Reelect Anders Erik Runevad as Director	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>					
6.b	Reelect Eva Merete Sofelde Berneke as Director	G	Mgmt	For	For
6.c	Reelect Helle Thorning-Schmidt as Director	G	Mgmt	For	For
6.d	Reelect Henriette Hallberg Thygesen as Director	G	Mgmt	For	For
6.e	Reelect Karl-Henrik Sundstrom as Director	G	Mgmt	For	For
6.f	Reelect Lena Marie Olving as Director	G	Mgmt	For	For
6.g	Elect Bruno Stephane Emmanuel Bensasson as New Director	G	Mgmt	For	For
6.h	Elect Claudio Facchin as New Director	G	Mgmt	For	For
7	Ratify Deloitte as Auditors; Ratify Deloitte as Auditors for Sustainability Reporting	G	Mgmt	For	For
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	G	Mgmt	For	For
8.2	Authorize Share Repurchase Program	G	Mgmt	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	G	Mgmt	For	For
10	Other Business	G	Mgmt		

Vesuvius Plc

Meeting Date: 16/05/2025

Country: United Kingdom

Ticker: VSVS

Record Date: 14/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	For
4	Elect Italia Boninelli as Director	G	Mgmt	For	For
5	Re-elect Patrick Andre as Director	G	Mgmt	For	For
6	Re-elect Carla Bailo as Director	G	Mgmt	For	For
7	Re-elect Mark Collis as Director	G	Mgmt	For	For
8	Re-elect Carl-Peter Forster as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
9	Re-elect Dinggui Gao as Director	G	Mgmt	For	For
10	Re-elect Friederike Helfer as Director	G	Mgmt	For	For
11	Re-elect Eva Lindqvist as Director	G	Mgmt	For	For
12	Re-elect Robert MacLeod as Director	G	Mgmt	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
14	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
15	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
16	Authorise Issue of Equity	G	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For
21	Amend Articles of Association to Increase the Aggregate Limit on Non-Executive Directors' Fees	G	Mgmt	For	For

Meeting Date: 23/04/2025

Country: Switzerland

Ticker: VETN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Non-Financial Report	E, S	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 1.00 per Registered Share Series A and CHF 0.20 per Registered Share Series B	G	Mgmt	For	For
4.1	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
4.2	Approve Remuneration of Directors in the Amount of CHF 1.3 Million	G	Mgmt	For	For
4.3	Approve Remuneration of Executive Committee in the Amount of CHF 5.8 Million	G	Mgmt	For	For
5.1.1	Reelect Soenke Bandixen as Director	G	Mgmt	For	For
5.1.2	Reelect Claude Cornaz as Director and Board Chair	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>					
5.1.3	Reelect Pascal Cornaz as Director	G	Mgmt	For	For
5.1.4	Reelect Richard Fritschi as Director	G	Mgmt	For	For
5.1.5	Reelect Raffaella Marzi as Director	G	Mgmt	For	For
5.1.6	Reelect Diane Nicklas as Director	G	Mgmt	For	For
5.1.7	Reelect Jean-Philippe Rochat as Director	G	Mgmt	For	For
5.1.8	Reelect Urs Ryffel as Director	G	Mgmt	For	For
5.2.1	Reappoint Claude Cornaz as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					

Vetropack Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.2.2	Reappoint Richard Fritschi as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
5.2.3	Reappoint Raffaella Marzi as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
5.3	Designate Proxy Voting Services GmbH as Independent Proxy	G	Mgmt	For	For
5.4	Ratify Ernst & Young AG as Auditors	G	Mgmt	For	For
6	Transact Other Business (Voting)	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i></p>					

VGP SA

Meeting Date: 09/05/2025 **Country:** Belgium **Ticker:** VGP
Record Date: 25/04/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual/Special Meeting		Mgmt		
	Annual Meeting Agenda		Mgmt		
1	Receive Directors' and Auditors' Reports (Non-Voting)	G	Mgmt		
2	Receive Consolidated Financial Statements (Non-Voting)	G	Mgmt		
3	Approve Financial Statements, Allocation of Income, and Dividends of EUR 2.75 per Share	G	Mgmt	For	For
4	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
5	Approve Discharge of Directors	G	Mgmt	For	For
6	Approve Discharge of Auditors	G	Mgmt	For	For

VGP SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Reelect VM Invest NV Represented by Bart Van Malderen as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
8	Reelect Jan Van Geet s.r.o. Represented by Jan Van Geet as Director	G	Mgmt	For	For
9	Approve Resignation of Katherina Reiche as Independent Director	G	Mgmt	For	For
10	Elect CM Advisors Ltd Represented by Chris Morrish as Independent Director	G	Mgmt	For	For
11	Ratify KPMG as Auditors and Approve Auditors' Remuneration	G	Mgmt	For	For
12.1	Authorize Implementation of Approved Resolutions	G	Mgmt	For	For
12.2	Authorize Filing of Required Documents/Formalities at Trade Registry	G	Mgmt	For	For
	Special Meeting Agenda		Mgmt		
1.1	Approve Change-of-Control Clause Re: Green Bond Issued by the Company on April 2, 2025	G	Mgmt	For	For
2.1	Authorize Implementation of Approved Resolutions	G	Mgmt	For	For
2.2	Authorize Filing of Required Documents/Formalities at Trade Registry	G	Mgmt	For	For

Vibra Energia SA

Meeting Date: 16/04/2025 **Country:** Brazil **Ticker:** VBRR3
Record Date: **Meeting Type:** Extraordinary
Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Authorize Capitalization of Reserves Without Issuance of Shares and Amend Article 4 Accordingly and Consolidate Bylaws	G	Mgmt	For	For

Meeting Date: 16/04/2025

Country: Brazil

Ticker: VBBR3

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Management Statements for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i></p>					
2	Approve Capital Budget	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends	G	Mgmt	For	For
4	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	For
5	Elect Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i></p>					
6	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	G	Mgmt	None	Against
<p><i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i></p>					
7.1	Elect Rinaldo Pecchio Junior as Fiscal Council Member and Walbert Antonio dos Santos as Alternate	G	Mgmt	For	For
7.2	Elect Roberto Kutschat Neto as Fiscal Council Member and Ana Cristina Ribeiro Kattar as Alternate	G	Mgmt	For	For
7.3	Elect Sandro Ferreira Rodrigues da Silva as Fiscal Council Member and Aramis Sa de Andrade as Alternate	G	Mgmt	For	For
8	Approve Remuneration of Company's Management, Fiscal Council, and Advisory Committees	G	Mgmt	For	For

Vibra Energia SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	If Voting FOR on Item 9, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.		Mgmt		
9	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	G	Mgmt	None	For
10.1	Percentage of Votes to Be Assigned - Elect Aristoteles Nogueira Filho as Independent Director	G	SH	None	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders</i>					
10.2	Percentage of Votes to Be Assigned - Elect Claudio Antonio Goncalves as Independent Director	G	Mgmt	None	For
10.3	Percentage of Votes to Be Assigned - Elect Fabio Schvartsman as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-S0000-001] We believe the election of this director is not in shareholders' best interests.</i>					
10.4	Percentage of Votes to Be Assigned - Elect Marcel Juviniانو Barros as Independent Director	G	Mgmt	None	For
10.5	Percentage of Votes to Be Assigned - Elect Mateus Affonso Bandeira as Independent Director	G	Mgmt	None	For
10.6	Percentage of Votes to Be Assigned - Elect Nildemar Secches as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board</i>					
10.7	Percentage of Votes to Be Assigned - Elect Sergio Agapito Lires Rial as Independent Director	G	Mgmt	None	For
10.8	Percentage of Votes to Be Assigned - Elect Walter Schalka as Independent Director	G	Mgmt	None	For

Vicat SA

Meeting Date: 11/04/2025

Country: France

Ticker: VCT

Record Date: 09/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 2 per Share	G	Mgmt	For	For
4	Approve Discharge of Directors	G	Mgmt	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G	Mgmt	For	For
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
7	Reelect Bruno Salmon as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
8	Elect Kristell Guizouarn as Director	G	Mgmt	For	For
9	Approve Remuneration Policy of Corporate Officers	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
10	Approve Compensation Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
11	Approve Compensation of Guy Sidos, Chairman and CEO	G	Mgmt	For	For
12	Approve Compensation of Didier Petetin, Vice-CEO	G	Mgmt	For	For

Vicat SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Approve Compensation of Lukas Epple, Vice-CEO	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p> <p><i>[LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
14	Approve Remuneration of Directors in the Aggregate Amount of EUR 600,000	G	Mgmt	For	For
15	Appoint Deloitte & Associates as Auditor	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
16	Amend Article 18 of Bylaws Re: Written Consultation	G	Mgmt	For	For
17	Amend Articles 9 and 26 of Bylaws Re: Rights and Obligations Attached to Shares; Voting Rights	G	Mgmt	For	For
18	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

VICI Properties Inc.

Meeting Date: 29/04/2025

Country: USA

Ticker: VICI

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director James R. Abrahamson	G	Mgmt	For	For
1b	Elect Director Diana F. Cantor	G	Mgmt	For	For
1c	Elect Director Monica H. Douglas	G	Mgmt	For	For
1d	Elect Director Elizabeth I. Holland	G	Mgmt	For	For
1e	Elect Director Craig Macnab	G	Mgmt	For	For
1f	Elect Director Edward B. Pitoniak	G	Mgmt	For	For
1g	Elect Director Michael D. Rumbolz	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Vicor Corporation

Meeting Date: 20/06/2025

Country: USA

Ticker: VICR

Record Date: 25/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Samuel J. Anderson	G	Mgmt	For	For
1.2	Elect Director Jason L. Carlson	G	Mgmt	For	For
1.3	Elect Director Philip D. Davies	G	Mgmt	For	For
1.4	Elect Director Andrew T. D'Amico	G	Mgmt	For	For
1.5	Elect Director Estia J. Eichten	G	Mgmt	For	Withhold
<p><i>Blended Rationale: [SF-M0201-004] Vote against tenured member because the board is not majority independent. [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified</i></p>					
1.6	Elect Director Zmira Lavie	G	Mgmt	For	For
1.7	Elect Director Michael S. McNamara	G	Mgmt	For	For
1.8	Elect Director James F. Schmidt	G	Mgmt	For	For
1.9	Elect Director John Shen	G	Mgmt	For	For
1.10	Elect Director Claudio Tuozzolo	G	Mgmt	For	For
1.11	Elect Director Patrizio Vinciarelli	G	Mgmt	For	For

Victoria's Secret & Co.

Meeting Date: 18/06/2025

Country: USA

Ticker: VSCO

Record Date: 21/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Donna James	G	Mgmt	For	For
1.2	Elect Director Irene Chang Britt	G	Mgmt	For	For
1.3	Elect Director Sarah Davis	G	Mgmt	For	For
1.4	Elect Director Jacqueline Hernández	G	Mgmt	For	For
1.5	Elect Director Rod Little	G	Mgmt	For	For
1.6	Elect Director David McCreight	G	Mgmt	For	For
1.7	Elect Director Mariam Naficy	G	Mgmt	For	For
1.8	Elect Director Lauren Peters	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Victoria's Secret & Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.9	Elect Director Anne Sheehan	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.10	Elect Director Hillary Super	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Vidrala SA

Meeting Date: 29/04/2025 **Country:** Spain **Ticker:** VID
Record Date: 24/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For
2	Approve Discharge of Board	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends	G	Mgmt	For	For
4	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
5	Authorize Share Repurchase and Capital Reduction via Cancellation of Repurchased Shares	G	Mgmt	For	For
6	Authorize Capitalization of Reserves for Bonus Issue	G	Mgmt	For	For
7	Reelect Carlos Delclaux as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>				
8	Advisory Vote on Remuneration Report	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
9	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
10	Approve Minutes of Meeting	G	Mgmt	For	For

Viking Holdings Ltd

Meeting Date: 15/05/2025

Country: Bermuda

Ticker: VIK

Record Date: 18/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Torstein Hagen	G	Mgmt	For	For
1b	Elect Director Richard Fear	G	Mgmt	For	For
1c	Elect Director Morten Garman	G	Mgmt	For	For
1d	Elect Director Paul Hackwell	G	Mgmt	For	For
1e	Elect Director Karine Hagen	G	Mgmt	For	For
1f	Elect Director Tore Myrholt	G	Mgmt	For	For
1g	Elect Director Pat Naccarato	G	Mgmt	For	For
1h	Elect Director Jack Weingart	G	Mgmt	For	For
2	Elect Torstein Hagen as Board Chairman	G	Mgmt	For	For
3	Approve Ernst & Young AS as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Viking Therapeutics, Inc.

Meeting Date: 20/05/2025

Country: USA

Ticker: VKTX

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Matthew W. Foehr	G	Mgmt	For	Withhold
<p><i>Blended Rationale: 1 - [SF-M0201-005] Vote against for failure by the board to take action with respect to substantial votes against one or more directors last year.2 - [RU-M0201-028] Vote against longest tenured director standing for election for failure to adequately account for diversity on the board</i></p>					
1.2	Elect Director Charles A. Rowland, Jr.	G	Mgmt	For	For
2	Ratify CBIZ CPAs P.C. as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Vimeo, Inc.

Meeting Date: 09/06/2025

Country: USA

Ticker: VMEO

Record Date: 21/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Adam Cahan	G	Mgmt	For	For
1.2	Elect Director Adam Gross	G	Mgmt	For	For
1.3	Elect Director Jay Herratti	G	Mgmt	For	For
1.4	Elect Director Lydia Jett	G	Mgmt	For	For
1.5	Elect Director Kirsten Kliphouse	G	Mgmt	For	For
1.6	Elect Director Mo Koyfman	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified</i>					
1.7	Elect Director Philip Moyer	G	Mgmt	For	For
1.8	Elect Director Glenn H. Schiffman	G	Mgmt	For	For
1.9	Elect Director Alexander von Furstenberg	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

VINCI SA

Meeting Date: 17/04/2025 **Country:** France **Ticker:** DG
Record Date: 15/04/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 4.75 per Share	G	Mgmt	For	For
4	Reelect Yannick Assouad as Director	G	Mgmt	For	For
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
5	Elect Pierre Anjolras as Director	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Elect Karla Bertocco Trindade as Director	G	Mgmt	For	For
7	Elect Maria Victoria Zingoni as Director	G	Mgmt	For	For
8	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	G	Mgmt	For	For
9	Elect Ernst & Young Audit as Auditor	G	Mgmt	For	For
10	Appoint Ernst & Young Audit as Auditor for Sustainability Reporting	G	Mgmt	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
12	Approve Remuneration Policy of Directors	G	Mgmt	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	G	Mgmt	For	For
14	Approve Remuneration Policy of CEO from the Date of his Appointment	G	Mgmt	For	For
15	Approve Remuneration Policy of Chairman of the Board as from the Dissociation of Functions	G	Mgmt	For	For
16	Approve Compensation Report	G	Mgmt	For	For
17	Approve Compensation of Xavier Huillard, Chairman and CEO	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
19	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 300 Million	G	Mgmt	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 150 Million	G	Mgmt	For	For

VINCI SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
22	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 150 Million	G	Mgmt	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	G	Mgmt	For	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	G	Mgmt	For	For
27	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees with Performance Conditions Attached	G	Mgmt	For	For
28	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Vir Biotechnology, Inc.

Meeting Date: 29/05/2025

Country: USA

Ticker: VIR

Record Date: 01/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jeffrey S. Hatfield	G	Mgmt	For	For
1b	Elect Director Saira Ramasastry	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Meeting Date: 19/06/2025

Country: France

Ticker: VIRP

Record Date: 17/06/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Discharge Directors	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Treatment of Losses and Dividends of EUR 1.45 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G	Mgmt	For	For
5	Reelect Pierre Madelpuech as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
6	Reelect Cyrille Petit Conseil as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
7	Renew Appointment of Rodolphe Durand as Censor	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0157-001] The company has not provided a rationale for the election of a censor.</i>					
8	Approve Compensation Report of Directors	G	Mgmt	For	For
9	Approve Compensation Report of CEO and Vice-CEOs	G	Mgmt	For	For
10	Approve Compensation of Marie-Hélène Dick-Madelpuech, Chairwoman of the Board	G	Mgmt	For	For
11	Approve Compensation of Sébastien Huron, CEO	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
12	Approve Compensation of Habib Ramdani, Vice-CEO	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
13	Approve Compensation of Marc Bistuer, Vice-CEO	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i>					

Virbac SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Approve Remuneration Policy of Chairwoman of the Board	G	Mgmt	For	For
15	Approve Remuneration Policy of Directors	G	Mgmt	For	For
16	Approve Remuneration Policy of Future CEO	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
17	Approve Remuneration Policy of Habib Ramdani, Acting CEO	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
18	Approve Remuneration Policy of Habib Ramdani, Vice-CEO	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i>					
19	Approve Remuneration Policy of Marc Bistuer, Vice-CEO	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i>					
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					
	Extraordinary Business		Mgmt		
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
22	Amend Articles 11.2, 11.6, and 12 of Bylaws to Incorporate Legal Changes	G	Mgmt	For	For
23	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Virgin Galactic Holdings, Inc.

Meeting Date: 05/06/2025 **Country:** USA **Ticker:** SPCE
Record Date: 09/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Raymond Mabus, Jr.	G	Mgmt	For	For

Virgin Galactic Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Michael Colglazier	G	Mgmt	For	For
1c	Elect Director Henio Arcangeli, Jr.	G	Mgmt	For	For
1d	Elect Director Luigi Brambilla	G	Mgmt	For	For
1e	Elect Director Tina Jonas	G	Mgmt	For	For
1f	Elect Director Craig Kreeger	G	Mgmt	For	For
1g	Elect Director Wanda Sigur	G	Mgmt	For	For
1h	Elect Director Diana Strandberg	G	Mgmt	For	For
1i	Elect Director W. Gilbert (Gil) West	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Approve Qualified Employee Stock Purchase Plan	G	Mgmt	For	For

Viridien

Meeting Date: 30/04/2025

Country: France

Ticker: VIRI

Record Date: 28/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income and Absence of Dividends	G	Mgmt	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
4	Appoint DELOITTE & ASSOCIES as Auditor	G	Mgmt	For	For
5	Appoint BDO PARIS as Auditor	G	Mgmt	For	For
6	Appoint BDO PARIS as Auditor for Sustainability Reporting	G	Mgmt	For	For
7	Reelect Philippe Salle as Director	G	Mgmt	For	For
8	Reelect Anne-France Laclide-Drouin as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Reelect Michael Daly as Director	G	Mgmt	For	For
10	Ratify Appointment of Amélie Oyarzabal as Director	G	Mgmt	For	For
11	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G	Mgmt	For	For
12	Approve Compensation Report	G	Mgmt	For	For
13	Approve Compensation of Philippe Salle, Chairman of the Board	G	Mgmt	For	For
14	Approve Compensation of Sophie Zurquiyah, CEO	G	Mgmt	For	For
15	Approve Remuneration Policy of Directors	G	Mgmt	For	For
16	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
17	Approve Remuneration Policy of CEO	G	Mgmt	For	For
18	Approve Remuneration Policy of Chairman and CEO	G	Mgmt	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
21	Authorize Capitalization of Reserves of Up to EUR 716,146.50 for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 3,580,732.50	G	Mgmt	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 716,146.50	G	Mgmt	For	For
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 716,146.50	G	Mgmt	For	For

Viridien

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 22-24	G	Mgmt	For	For
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
28	Amend Article 9.4 of Bylaws Re: Written Consultation	G	Mgmt	For	For
29	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Virtu Financial, Inc.

Meeting Date: 02/06/2025

Country: USA

Ticker: VIRT

Record Date: 09/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director William F. Cruger, Jr.	G	Mgmt	For	For
1.2	Elect Director Christopher C. Quick	G	Mgmt	For	For
1.3	Elect Director Vincent Viola	G	Mgmt	For	Withhold
<p><i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i></p>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
5	Amend Omnibus Stock Plan	G	Mgmt	For	For

Virtus Investment Partners, Inc.

Meeting Date: 14/05/2025

Country: USA

Ticker: VRTS

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Peter L. Bain	G	Mgmt	For	For
1b	Elect Director Susan S. Fleming	G	Mgmt	For	For
1c	Elect Director Timothy A. Holt	G	Mgmt	For	For
1d	Elect Director Melody L. Jones	G	Mgmt	For	For
1e	Elect Director W. Howard Morris	G	Mgmt	For	For
1f	Elect Director John C. Weisenseel	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Viscofan SA

Meeting Date: 28/04/2025

Country: Spain

Ticker: VIS

Record Date: 23/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Standalone Financial Statements	G	Mgmt	For	For
2	Approve Consolidated Financial Statements	G	Mgmt	For	For
3	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
4	Approve Discharge of Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
5	Approve Allocation of Income and Dividends	G	Mgmt	For	For
6	Approve Scrip Dividends	G	Mgmt	For	For
7	Approve Scrip Dividends	G	Mgmt	For	For
8	Approve Reduction in Share Capital via Cancellation of Treasury Shares	G	Mgmt	For	For
9	Renew Appointment of PricewaterhouseCoopers as Auditor	G	Mgmt	For	For

Viscofan SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Advisory Vote on Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i></p>					
11	Approve Long-Term Incentive Plan	G	Mgmt	For	For
12	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

VisEra Technologies Co., Ltd.

Meeting Date: 22/05/2025 **Country:** Taiwan **Ticker:** 6789
Record Date: 21/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Amend Procedures Governing the Acquisition or Disposal of Assets	G	Mgmt	For	For
5	Approve Issuance of Restricted Stocks	G	Mgmt	For	For

Vishay Intertechnology, Inc.

Meeting Date: 20/05/2025 **Country:** USA **Ticker:** VSH
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Renee B. Booth	G	Mgmt	For	For
1.2	Elect Director Michiko Kurahashi	G	Mgmt	For	For
1.3	Elect Director Joel Smejkal	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Vishay Intertechnology, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

Vista Energy SAB de CV

Meeting Date: 09/04/2025

Country: Mexico

Ticker: VISTAA

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders		Mgmt		
1	Ratify Reduction in Variable Portion of Company's Capital	G	Mgmt	For	For
2	Approve Individual and Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
3	Approve Board's Report on Principal Policies and Accounting and Information Criteria Followed in Preparation of Financial Information	G	Mgmt	For	For
4	Approve Report on Activities and Operations Undertaken by Board	G	Mgmt	For	For
5	Approve Report of Audit and Corporate Practices Committees Chairs	G	Mgmt	For	For
6	Approve Board Report Related to Policy of Acquisition and Sale of Company's Shares	G	Mgmt	For	For
7	Approve Remuneration of Directors	G	Mgmt	For	For
8	Set Maximum Amount of Share Repurchase Reserve for up to USD 50 Million for Fiscal Year 2025	G	Mgmt	For	For
9	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

Visteon Corporation

Meeting Date: 05/06/2025

Country: USA

Ticker: VC

Record Date: 10/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director James J. Barrese	G	Mgmt	For	For
1b	Elect Director Naomi M. Bergman	G	Mgmt	For	For
1c	Elect Director Jeffrey D. Jones	G	Mgmt	For	For
1d	Elect Director Bunsei Kure	G	Mgmt	For	For
1e	Elect Director Sachin S. Lawande	G	Mgmt	For	For
1f	Elect Director Joanne M. Maguire	G	Mgmt	For	For
1g	Elect Director Robert J. Manzo	G	Mgmt	For	For
1h	Elect Director Francis M. Scricco	G	Mgmt	For	For
1i	Elect Director David L. Treadwell	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Vistra Corp.

Meeting Date: 30/04/2025

Country: USA

Ticker: VST

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Scott B. Helm	G	Mgmt	For	For
1.2	Elect Director Hilary E. Ackermann	G	Mgmt	For	For
1.3	Elect Director Arcilia C. Acosta	G	Mgmt	For	For
1.4	Elect Director Gavin R. Baiera	G	Mgmt	For	For
1.5	Elect Director Paul M. Barbas	G	Mgmt	For	For
1.6	Elect Director James A. Burke	G	Mgmt	For	For
1.7	Elect Director Lisa Crutchfield	G	Mgmt	For	For
1.8	Elect Director Julie A. Lagacy	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Vistra Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.9	Elect Director John W. (Bill) Pitesa	G	Mgmt	For	For
1.10	Elect Director John R. (J. R.) Sult	G	Mgmt	For	For
1.11	Elect Director Robert C. Walters	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	G	Mgmt	For	For
4	Amend Certificate of Incorporation	G	Mgmt	For	For
5	Eliminate Supermajority Vote Requirement	G	Mgmt	For	For
6	Approve Qualified Employee Stock Purchase Plan	G	Mgmt	For	For
7	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Vistry Group Plc

Meeting Date: 14/05/2025 **Country:** United Kingdom **Ticker:** VTY
Record Date: 12/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
3	Re-elect Gregory Fitzgerald as Director	G	Mgmt	For	For
4	Re-elect Timothy Lawlor as Director	G	Mgmt	For	For
5	Re-elect Rowan Baker as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
6	Re-elect Helen Owers as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
7	Re-elect Usman Shamshad Nabi as Director	G	Mgmt	For	For

Vistry Group Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Re-elect Paul Whetsell as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
9	Re-elect Robert Woodward as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
10	Re-elect Alice Woodwark as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
11	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
13	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
14	Authorise Issue of Equity	G	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For
18	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
19	Approve the Conversion of the Merger Reserve to a Distributable Reserve	G	Mgmt	For	For

Vitrolife AB

Meeting Date: 29/04/2025

Country: Sweden

Ticker: VITR

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Patrik Tigerschild as Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive President's Report	G	Mgmt		
8.a	Receive Financial Statements and Statutory Reports	G	Mgmt		
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	G	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9.b	Approve Allocation of Income and Dividends of SEK 1.10 Per Share	G	Mgmt	For	For
9.c.1	Approve Discharge of Jon Sigurdsson	G	Mgmt	For	For
9.c.2	Approve Discharge of Lars Holmqvist	G	Mgmt	For	For
9.c.3	Approve Discharge of Pia Marions	G	Mgmt	For	For
9.c.4	Approve Discharge of Henrik Blomquist	G	Mgmt	For	For
9.c.5	Approve Discharge of Karen Lykke Sorensen	G	Mgmt	For	For
9.c.6	Approve Discharge of Bronwyn Brophy O'Connor	G	Mgmt	For	For
10	Receive Nomination Committee's Report	G	Mgmt		
11	Determine Number of Members (5) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of SEK 1.35 Million for Chair and SEK 450,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	G	Mgmt	For	For
13.1	Reelect Lars Holmqvist as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
13.2	Reelect Pia Marions as Director	G	Mgmt	For	For
13.3	Reelect Henrik Blomquist as Director	G	Mgmt	For	For
13.4	Reelect Karen Lykke Sorensen as Director	G	Mgmt	For	For

Vitrolife AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13.5	Reelect Jon Sigurdsson (Chair) as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence.[LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>					
13.6	Ratify Deloitte AB as Auditors	G	Mgmt	For	For
14	Authorize Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	G	Mgmt	For	For
15	Approve Issuance of up to 13.5 Million Shares without Preemptive Rights	G	Mgmt	For	For
16	Authorize Share Repurchase Program	G	Mgmt	For	For
17	Approve Remuneration Report	G	Mgmt	For	For
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
19.1	Approve Performance Share Plan LTIP 2025 for Key Employees; Approve Issuance of Warrants; Approve Transfer of Shares and/or Warrants	G	Mgmt	For	For
19.2	Approve Performance Share Plan LTIP 2025 for Key Employees; Approve Issuance of Warrants; Approve Equity Swap Agreement with a Third Party	G	Mgmt	For	For
20	Close Meeting	G	Mgmt		

Viva Biotech Holdings

Meeting Date: 12/06/2025

Country: Cayman Islands

Ticker: 1873

Record Date: 06/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2a	Elect Mao Chen Cheney as Director	G	Mgmt	For	For
2b	Elect Wu Ying as Director	G	Mgmt	For	For
2c	Elect Wang Haiguang as Director	G	Mgmt	For	For

Viva Biotech Holdings

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
5B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
5C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Vivendi SE

Meeting Date: 28/04/2025

Country: France

Ticker: VIV

Record Date: 24/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	G	Mgmt	For	For
4	Approve Treatment of Losses and Dividends of EUR 0.04 per Share	G	Mgmt	For	For
5	Approve Compensation Report	G	Mgmt	For	For
<i>Blended Rationale: ...</i>					
6	Approve Compensation of Yannick Bolloré, Chairman of the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i>					

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Compensation of Arnaud de Puyfontaine, Chairman of the Management Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i></p>					
8	Approve Compensation of Frédéric Crepin, Management Board Member	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i></p>					
9	Approve Compensation of François Laroze, Management Board Member	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i></p>					
10	Approve Compensation of Claire Léost, Management Board Member	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i></p>					
11	Approve Compensation of Céline Merle-Béral, Management Board Member	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i></p>					
12	Approve Compensation of Maxime Saada, Management Board Member	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i></p>					
13	Approve Remuneration Policy of Supervisory Board Members and Chairman	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Approve Remuneration Policy of Chairman of the Management Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [SD-M0550-001]</i> <i>Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
15	Approve Remuneration Policy of Management Board Members	G	Mgmt	For	For
16	Reelect Sandrine Le Bihan as Representative of Employee Shareholders to the Board	G	Mgmt	For	For
17	Ratify Appointment of Laure Delahousse as Supervisory Board Member	G	Mgmt	For	For
18	Ratify Appointment of Philippe Labro as Supervisory Board Member	G	Mgmt	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 225 Million	G	Mgmt	For	For
22	Authorize Capitalization of Reserves of Up to EUR 55 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	For
24	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	G	Mgmt	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	G	Mgmt	For	For
27	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Vobile Group Limited

Meeting Date: 27/06/2025

Country: Cayman Islands

Ticker: 3738

Record Date: 23/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2a	Elect Wong Wai Kwan as Director	G	Mgmt	For	For
2b	Elect Tang Yi Hoi Hermes as Director	G	Mgmt	For	For
2c	Elect Chan, Laverna Jun Lin as Director	G	Mgmt	For	For
3	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Volkswagen AG

Meeting Date: 16/05/2025

Country: Germany

Ticker: VOW3

Record Date: 24/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 6.30 per Ordinary Share and EUR 6.36 per Preferred Share	G	Mgmt	For	For
3.1	Approve Discharge of Management Board Member O. Blume for Fiscal Year 2024	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.2	Approve Discharge of Management Board Member A. Antlitz for Fiscal Year 2024	G	Mgmt	For	For
3.3	Approve Discharge of Management Board Member R. Brandstaetter for Fiscal Year 2024	G	Mgmt	For	For
3.4	Approve Discharge of Management Board Member G. Doellner for Fiscal Year 2024	G	Mgmt	For	For
3.5	Approve Discharge of Management Board Member M. Doess for Fiscal Year 2024	G	Mgmt	For	For
3.6	Approve Discharge of Management Board Member G. Kilian for Fiscal Year 2024	G	Mgmt	For	For
3.7	Approve Discharge of Management Board Member T. Schaefer for Fiscal Year 2024	G	Mgmt	For	For
3.8	Approve Discharge of Management Board Member T. Schmall-von Westerholt for Fiscal Year 2024	G	Mgmt	For	For
3.9	Approve Discharge of Management Board Member H. Stars for Fiscal Year 2024	G	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member H. D. Poetsch for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [LN-M0261-001] Concerns with the level of oversight provided by the supervisory board.</i></p>					
4.2	Approve Discharge of Supervisory Board Member J. Hofmann for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
4.3	Approve Discharge of Supervisory Board Member H. S. Al Jaber for Fiscal Year 2024	G	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member M. B. E. Al-Mahmoud for Fiscal Year 2024	G	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member R. Beck (from Jan. 9, 2024) for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.6	Approve Discharge of Supervisory Board Member H. Buck for Fiscal Year 2024	G	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member M. Carnero Sojo for Fiscal Year 2024	G	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member D. Cavallo for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
4.9	Approve Discharge of Supervisory Board Member J. W. Hamburg for Fiscal Year 2024	G	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member M. Heiss for Fiscal Year 2024	G	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member A. Homburg for Fiscal Year 2024	G	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member G. Horvath for Fiscal Year 2024	G	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member D. Nowak for Fiscal Year 2024	G	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member H. M. Piech for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [LN-M0261-001] Concerns with the level of oversight provided by the supervisory board.</i></p>					
4.15	Approve Discharge of Supervisory Board Member F. O. Porsche for Fiscal Year 2024	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [LN-M0261-001] Concerns with the level of oversight provided by the supervisory board.</i></p>					
4.16	Approve Discharge of Supervisory Board Member W. Porsche for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [LN-M0261-001] Concerns with the level of oversight provided by the supervisory board.</i></p>					

Volkswagen AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.17	Approve Discharge of Supervisory Board Member G. Scarpino for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
4.18	Approve Discharge of Supervisory Board Member K. Schnur for Fiscal Year 2024	G	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member C. Schoenhardt for Fiscal Year 2024	G	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member S. Weil for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>					
5	Elect Mohammed Al-Sowaidi to the Supervisory Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i></p>					
6	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i></p>					
7	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2025, for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2025 and First Quarter of Fiscal Year 2026	G	Mgmt	For	For

Voltaia

Meeting Date: 15/05/2025 **Country:** France **Ticker:** VLTSA
Record Date: 13/05/2025 **Meeting Type:** Annual/Special

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

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Allocation of Income and Absence of Dividends	G	Mgmt	For	For
4	Reelect Sarah Caulliez as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [SD-M0201-005] Nominee is not independent and serves on a key committee. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5	Elect Alexis Grolin as Director	G	Mgmt	For	For
6	Elect Bertrand Cousin as Director	G	Mgmt	For	For
7	Approve Compensation of Laurence Mulliez, Chairwoman of the Board	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8	Approve Compensation of Sébastien Clerc, CEO	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
9	Approve Compensation Report of Corporate Officers	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
10	Approve Remuneration Policy of Corporate Officers	G	Mgmt	For	For
11	Approve Remuneration Policy of Chairwoman of the Board	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
12	Approve Remuneration Policy of CEO	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i>					
13	Approve Remuneration of Directors in the Aggregate Amount of EUR 500,000	G	Mgmt	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries in the Framework of an Equity Line, up to Aggregate Nominal Amount of EUR 150 Million	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>				
17	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries (Banks or Institutions Financing Sustainable Development), up to Aggregate Nominal Amount of EUR 150 Million	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>				
18	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries (Investors Active in Sustainable Energy Sector), up to Aggregate Nominal Amount of EUR 150 Million	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>				
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 600 Million	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>				
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>				
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 600 Million	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>				
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>				
23	Authorize Capital Increase of Up to EUR 600 Million for Future Exchange Offers	G	Mgmt	For	Against
	<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>				

Voltalia

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
24	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
25	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 750 Million	G	Mgmt	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
27	Amend Article 12 of Bylaws to Incorporate Legal Changes	G	Mgmt	For	For
28	Amend Article 23 of Bylaws Re: Shareholder Equity to Below Half the Nominal Value of Company's Issued Capital	G	Mgmt	For	For

Voltronic Power Technology Corp.

Meeting Date: 28/05/2025 **Country:** Taiwan **Ticker:** 6409
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve Cash Distribution from Capital Reserve	G	Mgmt	For	For
5	Approve Issuance of Restricted Stocks	G	Mgmt	For	For

Volvo AB

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

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive President's Report	G	Mgmt		
8	Receive Financial Statements and Statutory Reports	G	Mgmt		
9	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 8 Per Share and an Extra Dividend of SEK 10.50 Per Share	G	Mgmt	For	For
11.1	Approve Discharge of Matti Alahuhta	G	Mgmt	For	For
11.2	Approve Discharge of Bo Annvik	G	Mgmt	For	For
11.3	Approve Discharge of Par Boman	G	Mgmt	For	For
11.4	Approve Discharge of Jan Carlson	G	Mgmt	For	For
11.5	Approve Discharge of Eric Elzvik	G	Mgmt	For	For
11.6	Approve Discharge of Martha Finn Brooks	G	Mgmt	For	For
11.7	Approve Discharge of Kurt Jofs	G	Mgmt	For	For
11.8	Approve Discharge of Martin Lundstedt (Board Member)	G	Mgmt	For	For
11.9	Approve Discharge of Kathryn V. Marinello	G	Mgmt	For	For
11.10	Approve Discharge of Martina Merz	G	Mgmt	For	For
11.11	Approve Discharge of Helena Stjernholm	G	Mgmt	For	For
11.12	Approve Discharge of Carl-Henric Svanberg	G	Mgmt	For	For
11.13	Approve Discharge of Lars Ask (Employee Representative)	G	Mgmt	For	For
11.14	Approve Discharge of Mari Larsson (Employee Representative)	G	Mgmt	For	For
11.15	Approve Discharge of Urban Spannär (Employee Representative)	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11.16	Approve Discharge of Therese Koggdal (Employee Representative)	G	Mgmt	For	For
11.17	Approve Discharge of Danny Bilger (Deputy Employee Representative)	G	Mgmt	For	For
11.18	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	G	Mgmt	For	For
11.19	Approve Discharge of Erik Svensson (Deputy Employee Representative)	G	Mgmt	For	For
11.20	Approve Discharge of Martin Lundstedt (as CEO)	G	Mgmt	For	For
12.1	Determine Number of Members (11) of Board of Directors	G	Mgmt	For	For
12.2	Determine Number Deputy Members (0) of Board of Directors	G	Mgmt	For	For
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	G	Mgmt	For	For
14.1	Reelect Matti Alahuhta as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
14.2	Reelect Bo Annvik as Director	G	Mgmt	For	For
14.3	Reelect Par Boman as Director	G	Mgmt	For	For
14.4	Reelect Jan Carlson as Director	G	Mgmt	For	For
14.5	Reelect Eric Elzvik as Director	G	Mgmt	For	For
14.6	Reelect Martha Finn Brooks as Director	G	Mgmt	For	For
14.7	Reelect Kurt Jofs as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
14.8	Reelect Martin Lundstedt as Director	G	Mgmt	For	For
14.9	Reelect Kathryn V. Marinello as Director	G	Mgmt	For	For
14.10	Reelect Martina Merz as Director	G	Mgmt	For	For
14.11	Reelect Helena Stjernholm as Director	G	Mgmt	For	For

Volvo AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15	Elect Par Boman as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
16	Approve Remuneration of Auditors	G	Mgmt	For	For
17	Ratify Deloitte AB as Auditors	G	Mgmt	For	For
18.1	Elect Fredrik Persson as Member of Nominating Committee	G	Mgmt	For	For
18.2	Elect Anders Oscarsson as Member of Nominating Committee	G	Mgmt	For	For
18.3	Elect Carina Silberg as Member of Nominating Committee	G	Mgmt	For	For
18.4	Elect Anders Algotsson as Member of Nominating Committee	G	Mgmt	For	For
18.5	Elect Chair of the Board as Member of Nominating Committee	G	Mgmt	For	For
19	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i>					
Shareholder Proposals Submitted by Carl Axel Bruno			Mgmt		
20	Approve Proposal Regarding Development of Standardized Low-power Charger for Electric Buses and Electric Trucks	G	SH	None	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests</i>					

Volvo Car AB

Meeting Date: 03/04/2025

Country: Sweden

Ticker: VOLCAR.B

Record Date: 26/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Volvo Car AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive President's Report	G	Mgmt		
8.a	Receive Financial Statements and Statutory Reports	G	Mgmt		
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	G	Mgmt		
9.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9.b	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
9c.1	Approve Discharge of Eric Li (Li Shufu)	G	Mgmt	For	For
9c.2	Approve Discharge of Lone Fonss Schroder	G	Mgmt	For	For
9c.3	Approve Discharge of Daniel Li (Li Donghui)	G	Mgmt	For	For
9c.4	Approve Discharge of Anna Mossberg	G	Mgmt	For	For
9c.5	Approve Discharge of Diarmuid O'Connell	G	Mgmt	For	For
9c.6	Approve Discharge of Jim Rowan	G	Mgmt	For	For
9c.7	Approve Discharge of Jonas Samuelson	G	Mgmt	For	For
9c.8	Approve Discharge of Lila Tretikov	G	Mgmt	For	For
9c.9	Approve Discharge of Winfried Vahland	G	Mgmt	For	For
9c.10	Approve Discharge of Ruby Lu	G	Mgmt	For	For
9c.11	Approve Discharge of Adrian Avdullahu	G	Mgmt	For	For
9c.12	Approve Discharge of Bjorn Olsson	G	Mgmt	For	For
9c.13	Approve Discharge of Jorgen Olsson	G	Mgmt	For	For
9c.14	Approve Discharge of Zara Biske	G	Mgmt	For	For
9c.15	Approve Discharge of Anna Margitin	G	Mgmt	For	For
9c.16	Approve Discharge of Marie Stenqvist	G	Mgmt	For	For
9c.17	Approve Discharge of CEO Jim Rowan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Volvo Car AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10.a	Determine Number of Members (9) and Deputy Members of Board (0)	G	Mgmt	For	For
10.b	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.84 Million to Vice Chair and SEK 1.2 Million to Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
11.b	Approve Remuneration of Auditors	G	Mgmt	For	For
12.a	Reelect Eric Li (Li Shufu) as Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-006] Nominee has demonstrated a pattern of poor meeting attendance.</i>					
12.b	Reelect Lone Fonss Schroder as Director	G	Mgmt	For	For
12.c	Reelect Daniel Li (Li Donghui) as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
12.d	Reelect Anna Mossberg as Director	G	Mgmt	For	For
12.e	Reelect Diarmuid O'Connell as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
12.f	Reelect Jim Rowan as Director	G	Mgmt	For	For
12.g	Reelect Jonas Samuelson as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
12.h	Reelect Lila Tretikov as Director	G	Mgmt	For	For
12.i	Reelect Ruby Lu as Director	G	Mgmt	For	For
12.j	Reelect Eric Li (Li Shufu) as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [RU-M0201-006] Nominee has demonstrated a pattern of poor meeting attendance.</i>					
12.k	Reelect Lone Fonss Schroder as Vice Chair	G	Mgmt	For	For
13	Ratify Deloitte AB as Auditors	G	Mgmt	For	For

Volvo Car AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
16.A2	Approve Performance Share Plan 2025 for Key Employees	G	Mgmt	For	For
16.B1	Approve Equity Plan Financing	G	Mgmt	For	For
16.B2	Approve Alternative Equity Plan Financing	G	Mgmt	For	For
17	Approve Equity Plan Financing	G	Mgmt	For	For
18	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	G	Mgmt	For	For
19	Close Meeting	G	Mgmt		

Vonovia SE

Meeting Date: 28/05/2025

Country: Germany

Ticker: VNA

Record Date: 21/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.22 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
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	G	Mgmt	For	For

Vonovia SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Approve Remuneration Policy	G	Mgmt	For	For
8.1	Elect Michael Ruediger to the Supervisory Board	G	Mgmt	For	For
8.2	Elect Marcus Schenck to the Supervisory Board	G	Mgmt	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
10	Approve Creation of EUR 246.9 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	G	Mgmt	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	G	Mgmt	For	For

Vontier Corporation

Meeting Date: 27/05/2025

Country: USA

Ticker: VNT

Record Date: 02/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Karen C. Francis	G	Mgmt	For	For
1b	Elect Director Gloria R. Boyland	G	Mgmt	For	For
1c	Elect Director Maryrose Sylvester	G	Mgmt	For	For
1d	Elect Director Robert L. Eatroff	G	Mgmt	For	For
1e	Elect Director David M. Foulkes	G	Mgmt	For	For
1f	Elect Director Christopher J. Klein	G	Mgmt	For	For
1g	Elect Director Mark D. Morelli	G	Mgmt	For	For
1h	Elect Director J. Darrell Thomas	G	Mgmt	For	For

Vontier Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Vontobel Holding AG

Meeting Date: 02/04/2025

Country: Switzerland

Ticker: VONN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Non-Financial Report	E, S	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
4	Approve Allocation of Income and Dividends of CHF 3.00 per Share	G	Mgmt	For	For
5.1	Reelect Andreas Utermann as Director	G	Mgmt	For	For
5.2	Reelect Maja Baumann as Director	G	Mgmt	For	For
5.3	Reelect Elisabeth Bourqui as Director	G	Mgmt	For	For
5.4	Reelect Kristine Braden as Director	G	Mgmt	For	For
5.5	Reelect David Cole as Director	G	Mgmt	For	For
5.6	Reelect Annika Falkengren as Director	G	Mgmt	For	For
5.7	Reelect Stefan Locker as Director	G	Mgmt	For	For
5.8	Reelect Mary Pang as Director	G	Mgmt	For	For
5.9	Reelect Bjoern Wettergren as Director	G	Mgmt	For	For
5.10	Elect Zeno Staub as Director	G	Mgmt	For	For
6	Reelect Andreas Utermann as Board Chair	G	Mgmt	For	Against

Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.

Vontobel Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.1	Reappoint Annika Falkengren as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
7.2	Reappoint Andreas Utermann as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
7.3	Reappoint Bjoern Wettergren as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
7.4	Appoint Stefan Loacker as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
8	Designate VISCHER AG as Independent Proxy	G	Mgmt	For	For
9	Ratify Ernst & Young AG as Auditors	G	Mgmt	For	For
10.1	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
10.2	Approve Fixed Remuneration of Directors in the Amount of CHF 5.2 Million	G	Mgmt	For	For
10.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.1 Million for the Period July 1, 2025 - June 30, 2026	G	Mgmt	For	For
10.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 6.3 Million for Fiscal Year 2024	G	Mgmt	For	For
10.5	Approve Performance Share Awards to the Executive Committee in the Amount of CHF 6.3 Million	G	Mgmt	For	For
10.6	Approve Additional Performance Share Awards to the Executive Committee in the Amount of CHF 452,073	G	Mgmt	For	For

Vontobel Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Amend Articles Re: Rules on Remuneration	G	Mgmt	For	For
12	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Vornado Realty Trust

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** VNO
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Steven Roth	G	Mgmt	For	For
1.2	Elect Director Candace K. Beinecke	G	Mgmt	For	For
1.3	Elect Director Michael D. Fascitelli	G	Mgmt	For	For
1.4	Elect Director Beatrice Hamza Bassey	G	Mgmt	For	For
1.5	Elect Director William W. Helman, IV	G	Mgmt	For	For
1.6	Elect Director David M. Mandelbaum	G	Mgmt	For	For
1.7	Elect Director Raymond J. McGuire	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.8	Elect Director Mandakini Puri	G	Mgmt	For	For
1.9	Elect Director Daniel R. Tisch	G	Mgmt	For	For
1.10	Elect Director Russell B. Wight, Jr.	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Voya Financial, Inc.

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** VOYA
Record Date: 26/03/2025 **Meeting Type:** Annual

Voya Financial, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lynne Biggar	G	Mgmt	For	For
1b	Elect Director S. Biff Bowman	G	Mgmt	For	For
1c	Elect Director Yvette S. Butler	G	Mgmt	For	For
1d	Elect Director Jane P. Chwick	G	Mgmt	For	For
1e	Elect Director Kathleen DeRose	G	Mgmt	For	For
1f	Elect Director Hikmet Ersek	G	Mgmt	For	For
1g	Elect Director Ruth Ann M. Gillis	G	Mgmt	For	For
1h	Elect Director Heather Lavallee	G	Mgmt	For	For
1i	Elect Director Robert G. Leary	G	Mgmt	For	For
1j	Elect Director Aylwin B. Lewis	G	Mgmt	For	For
1k	Elect Director William J. Mullaney	G	Mgmt	For	For
1l	Elect Director Joseph V. Tripodi	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Vulcan Materials Company

Meeting Date: 09/05/2025 **Country:** USA **Ticker:** VMC
Record Date: 14/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lydia H. Kennard	G	Mgmt	For	For
1b	Elect Director Kathleen L. Quirk	G	Mgmt	For	For
1c	Elect Director David P. Steiner	G	Mgmt	For	For
1d	Elect Director Lee J. Styslinger, III	G	Mgmt	For	For
2	Approve Omnibus Stock Plan	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

W. P. Carey Inc.

Meeting Date: 12/06/2025

Country: USA

Ticker: WPC

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mark A. Alexander	G	Mgmt	For	For
1b	Elect Director Constantin H. Beier	G	Mgmt	For	For
1c	Elect Director Tonit M. Calaway	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1d	Elect Director Peter J. Farrell	G	Mgmt	For	For
1e	Elect Director Robert J. Flanagan	G	Mgmt	For	For
1f	Elect Director Jason E. Fox	G	Mgmt	For	For
1g	Elect Director Rhonda O. Gass	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1h	Elect Director Margaret G. Lewis	G	Mgmt	For	For
1i	Elect Director Christopher J. Niehaus	G	Mgmt	For	For
1j	Elect Director Elisabeth T. Stheeman	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

W. R. Berkley Corporation

Meeting Date: 11/06/2025

Country: USA

Ticker: WRB

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ronald E. Blaylock	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1b	Elect Director Mary C. Farrell	G	Mgmt	For	For
1c	Elect Director Marie A. Mattson	G	Mgmt	For	For
1d	Elect Director Robert A. Rusbult	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

W. R. Berkley Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Increase Authorized Common Stock	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
5	Adopt Director Resignation Guideline	G	SH	Against	Against

Blended Rationale: [SF-S4578-108] Corporate policy decisions are best left to the board absent demonstrable harm to shareholders by prior board action or inaction. The board can be held accountable for its decisions through the election of directors.

W.W. Grainger, Inc.

Meeting Date: 30/04/2025

Country: USA

Ticker: GWW

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	G	Mgmt	For	For
1b	Elect Director George S. Davis	G	Mgmt	For	For
1c	Elect Director Katherine D. Jaspon	G	Mgmt	For	For
1d	Elect Director Christopher J. Klein	G	Mgmt	For	For
1e	Elect Director D.G. Macpherson	G	Mgmt	For	For
1f	Elect Director Cindy J. Miller	G	Mgmt	For	For
1g	Elect Director Neil S. Novich	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1h	Elect Director Beatriz R. Perez	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1i	Elect Director E. Scott Santi	G	Mgmt	For	For
1j	Elect Director Susan Slavik Williams	G	Mgmt	For	For
1k	Elect Director Lucas E. Watson	G	Mgmt	For	For
1l	Elect Director Steven A. White	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

W.W. Grainger, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Eliminate Cumulative Voting	G	Mgmt	For	For

Wabash National Corporation

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** WNC
Record Date: 19/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Therese M. Bassett	G	Mgmt	For	For
1b	Elect Director John G. Boss	G	Mgmt	For	For
1c	Elect Director Trent J. Broberg	G	Mgmt	For	For
1d	Elect Director Larry J. Magee	G	Mgmt	For	For
1e	Elect Director Ann D. Murtlow	G	Mgmt	For	For
1f	Elect Director Sudhanshu Priyadarshi	G	Mgmt	For	For
1g	Elect Director Scott K. Sorensen	G	Mgmt	For	For
1h	Elect Director Stuart A. Taylor, II	G	Mgmt	For	For
1i	Elect Director Brent L. Yeagy	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For

Wacker Chemie AG

Meeting Date: 07/05/2025 **Country:** Germany **Ticker:** WCH
Record Date: 15/04/2025 **Meeting Type:** Annual

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

Wacker Chemie AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 2.50 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
5.1	Ratify PricewaterhouseCoopers GmbH as Auditor for Fiscal Year 2025 and as Auditor for the Review of the Interim Financial Statements and Reports for Fiscal Year 2026	G	Mgmt	For	For
5.2	Appoint PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For

Wacker Neuson SE

Meeting Date: 23/05/2025

Country: Germany

Ticker: WAC

Record Date: 16/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.60 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For

Wacker Neuson SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
5	Ratify Forvis Mazars GmbH & Co. KG as Auditors for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0500-001] NEDs receive options on the same terms and conditions as executives.</i>					
7.1	Elect Johann Neunteufel to the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [LN-M0201-010] As chairman of the board, responsible for lack of diversity. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
7.2	Elect Peter Riegler to the Supervisory Board	G	Mgmt	For	For
7.3	Elect Matthias Schueppen to the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
7.4	Elect Ralph Wacker to the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8	Approve Remuneration Policy	G	Mgmt	For	For
9	Approve Supervisory Board Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0500-001] NEDs receive options on the same terms and conditions as executives.</i>					

Wacoal Holdings Corp.

Meeting Date: 25/06/2025 **Country:** Japan **Ticker:** 3591
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Yajima, Masaaki	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.2	Elect Director Miyagi, Akira	G	Mgmt	For	For
1.3	Elect Director Kawanishi, Keisuke	G	Mgmt	For	For
1.4	Elect Director Iwai, Tsunehiko	G	Mgmt	For	For
1.5	Elect Director Yamauchi, Chizuru	G	Mgmt	For	For
1.6	Elect Director Sato, Hisae	G	Mgmt	For	For

Wacoal Holdings Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.7	Elect Director Nitto, Koji	G	Mgmt	For	For
1.8	Elect Director Harada, Tetsuro	G	Mgmt	For	For
2.1	Appoint Statutory Auditor Okamoto, Katsuhiko	G	Mgmt	For	For
2.2	Appoint Statutory Auditor Shiho, Harunobu	G	Mgmt	For	For

Wacom Co., Ltd.

Meeting Date: 26/06/2025 Country: Japan Ticker: 6727
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Restore Shareholder Authority to Vote on Share Buybacks - Restore Shareholder Authority to Vote on Income Allocation	G	Mgmt	For	For
2.1	Elect Director Ide, Nobutaka	G	Mgmt	For	For
2.2	Elect Director Komine, Sayatake	G	Mgmt	For	For
2.3	Elect Director Kojima, Amane	G	Mgmt	For	For
2.4	Elect Director Inazumi, Ken	G	Mgmt	For	For
2.5	Elect Director Inamasu, Mikako	G	Mgmt	For	For
2.6	Elect Director Nakajima, Takafumi	G	Mgmt	For	For
3	Elect Director and Audit Committee Member Hosokubo, Osamu	G	Mgmt	For	For
4	Appoint Shareholder Director Nominee Makino, Nao	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0250-002] AGAINST shareholder proposal as the proposed candidate is not likely to contribute to improvement of corporate governance of the company.</i>					
5	Amend Articles to Establish Business Restructuring Supervisory Committee	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
6	Amend Articles to Add Provisions on Handling of Acquisition Proposals	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

Wacom Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Initiate Share Repurchase Program	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0152-002] AGAINST shareholder proposal as the proposed capital policy is inappropriate considering the financial performance of the company.</i>					
8	Amend Restricted Stock Plan	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0315-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

Walker & Dunlop, Inc.

Meeting Date: 01/05/2025 **Country:** USA **Ticker:** WD
Record Date: 07/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director William M. Walker	G	Mgmt	For	For
1.2	Elect Director Jeffery R. Hayward	G	Mgmt	For	For
1.3	Elect Director Ellen Levy	G	Mgmt	For	For
1.4	Elect Director Gary S. Pinkus	G	Mgmt	For	For
1.5	Elect Director John Rice	G	Mgmt	For	For
1.6	Elect Director Dana L. Schmaltz	G	Mgmt	For	For
1.7	Elect Director Donna C. Wells	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Wallenstam AB

Meeting Date: 29/04/2025 **Country:** Sweden **Ticker:** WALL.B
Record Date: 17/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For

Wallenstam AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Board's Report	G	Mgmt		
8	Receive Financial Statements and Statutory Reports	G	Mgmt		
9	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 0.50 Per Share	G	Mgmt	For	For
11.1	Approve Discharge of Lars-Ake Bokenberger	G	Mgmt	For	For
11.2	Approve Discharge of Karin Mattsson	G	Mgmt	For	For
11.3	Approve Discharge of Agneta Wallenstam	G	Mgmt	For	For
11.4	Approve Discharge of Mikael Soderlund	G	Mgmt	For	For
11.5	Approve Discharge of Rebecka Wallenstam	G	Mgmt	For	For
11.6	Approve Discharge of Hans Wallenstam	G	Mgmt	For	For
12.1	Determine Number of Members (6) and Deputy Members (0) of Board	G	Mgmt	For	For
12.2	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
13.1	Approve Remuneration of Board Chair in the Amount of SEK 1.1 Million	G	Mgmt	For	For
13.2	Approve Remuneration of Board Deputy Chair in the Amount of SEK 310,000	G	Mgmt	For	For
13.3	Approve Remuneration of Each Board Member in the Amount of SEK 200,000	G	Mgmt	For	For
13.4	Approve Remuneration of Auditors	G	Mgmt	For	For
14.1a	Reelect Lars-Ake Bokenberger as Director	G	Mgmt	For	For
14.1b	Reelect Karin Mattsson as Director	G	Mgmt	For	For
14.1c	Reelect Agneta Wallenstam as Director	G	Mgmt	For	For
14.1d	Reelect Mikael Soderlund as Director	G	Mgmt	For	For
14.1e	Reelect Rebecka Wallenstam as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Wallenstam AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14.1f	Elect Karl Engelbrektson as New Director	G	Mgmt	For	For
14.2	Reelect Lars-Ake Bokenberger as Board Chair	G	Mgmt	For	For
15	Ratify KPMG as Auditors	G	Mgmt	For	For
16	Elect Lars-Ake Bokenberger, Hans Wallenstam and Dick Bergqvist (Chair) as Members of Nominating Committee	G	Mgmt	For	For
17	Approve Remuneration Report	G	Mgmt	For	For
18	Authorize Share Repurchase Program	G	Mgmt	For	For
19	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	For
20	Close Meeting	G	Mgmt		

Wal-Mart de Mexico SAB de CV

Meeting Date: 10/04/2025

Country: Mexico

Ticker: WALMEX

Record Date: 02/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.a	Approve Report of Audit and Corporate Practices Committees	G	Mgmt	For	For
1.b	Approve CEO's Report and Board Opinion on CEO's Report	G	Mgmt	For	For
1.c	Approve Board of Directors' Report	G	Mgmt	For	For
1.d	Approve Report on Compliance with Fiscal Obligations	G	Mgmt	For	For
1.e	Approve Report Re: Employee Stock Purchase Plan; Approve New Employee Stock Purchase Plan	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Approve Consolidated Financial Statements	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
3.a	Approve Allocation of Income	G	Mgmt	For	For
3.b	Approve Ordinary Dividend of MXN 1.30 Per Share	G	Mgmt	For	For

Wal-Mart de Mexico SAB de CV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.c	Approve Extraordinary Dividend of MXN 0.39 Per Share	G	Mgmt	For	For
4	Approve Report on Share Repurchase Reserves	G	Mgmt	For	For
5.a	Accept Resignation of Leigh Hopkins as Director	G	Mgmt	For	For
5.b	Accept Resignation of Kathryn McLay as Director	G	Mgmt	For	For
5.c	Accept Resignation of Tom Ward as Director	G	Mgmt	For	For
5.d	Ratify Venessa Yates as Director	G	Mgmt	For	For
5.e	Elect Rachel Brand as Director	G	Mgmt	For	For
5.f1	Ratify Guilherme Loureiro as Director	G	Mgmt	For	For
5.f2	Ratify Karthik Raghupathy as Director	G	Mgmt	For	For
5.f3	Ratify Ignacio Caride as Director	G	Mgmt	For	For
5.f4	Ratify Eric Perez Grovas as Director	G	Mgmt	For	For
5.f5	Ratify Maria Teresa Arnal as Director	G	Mgmt	For	For
5.f6	Ratify Elizabeth Kwo as Director	G	Mgmt	For	For
5.f7	Ratify Ernesto Cervera as Director	G	Mgmt	For	For
5.f8	Ratify Viridiana Rios as Director	G	Mgmt	For	For
5.g	Ratify Ernesto Cervera as Chair of Audit and Corporate Practices Committees	G	Mgmt	For	For
5.h	Approve Discharge of Board of Directors and Officers	G	Mgmt	For	For
5.i	Approve Directors and Officers Liability	G	Mgmt	For	For
5.j1	Approve Remuneration of Board Chair	G	Mgmt	For	For
5.j2	Approve Remuneration of Directors	G	Mgmt	For	For
5.j3	Approve Remuneration of Chair of Audit and Corporate Practices Committees	G	Mgmt	For	For
5.j4	Approve Remuneration of Members of Audit and Corporate Practices Committees	G	Mgmt	For	For
6	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Cesar Conde	G	Mgmt	For	For
1b	Elect Director Timothy P. Flynn	G	Mgmt	For	For
1c	Elect Director Sarah J. Friar	G	Mgmt	For	For
1d	Elect Director Carla A. Harris	G	Mgmt	For	For
1e	Elect Director Thomas W. Horton	G	Mgmt	For	For
1f	Elect Director Marissa A. Mayer	G	Mgmt	For	For
1g	Elect Director C. Douglas McMillon	G	Mgmt	For	For
1h	Elect Director Robert E. Moritz, Jr.	G	Mgmt	For	For
1i	Elect Director Brian Niccol	G	Mgmt	For	For
1j	Elect Director Gregory B. Penner	G	Mgmt	For	For
1k	Elect Director Randall L. Stephenson	G	Mgmt	For	For
1l	Elect Director Steuart L. Walton	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Commission Third Party Assessment on Policies Regarding Law Enforcement Information Requests Related to Medication Use	S	SH	Against	Against
<i>Blended Rationale: The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					
6	Report on Reduction of Plastic Packaging and Recyclability Claims	E	SH	Against	Against
<i>Blended Rationale: The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					
7	Revisit Plastic Packaging Policies	E, S	SH	Against	Against
<i>Blended Rationale: The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>					

Walmart Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Conduct and Report a Third-Party Racial Equity Audit	S	SH	Against	Against
	<i>Blended Rationale: The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>				
9	Report on Delays in Revising Diversity, Equity, and Inclusion (DEI) Initiatives	E, S	SH	Against	Against
	<i>Blended Rationale: The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>				
10	Report on Health and Safety Governance	S	SH	Against	Against
	<i>Blended Rationale: The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>				
11	Report on Risks of Discriminating Based on Religious and Political Views	E, S	SH	Against	Against
	<i>Blended Rationale: The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.</i>				

Walsin Lihwa Corp.

Meeting Date: 16/05/2025

Country: Taiwan

Ticker: 1605

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Amend Procedures for Endorsement and Guarantees	G	Mgmt	For	Against
	<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>				
5	Approve Release of Restrictions of Competitive Activities of Vice Chairman SHYI CHIN WANG, a representative of CHIN XIN INVESTMENT CO., LTD.	G	Mgmt	For	For
6	Approve Release of Restrictions of Competitive Activities of Director YU HENG CHIAO	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Wan Hai Lines Ltd.

Meeting Date: 29/05/2025

Country: Taiwan

Ticker: 2615

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For

Wanhua Chemical Group Co., Ltd.

Meeting Date: 15/05/2025

Country: China

Ticker: 600309

Record Date: 09/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Profit Distribution	G	Mgmt	For	For
3	Approve Completion of the 2024 Investment Plan and 2025 Investment Plan Report	G	Mgmt	For	For
4	Approve Annual Report	G	Mgmt	For	For
5	Approve Report of the Board of Directors	G	Mgmt	For	For
6	Approve Report of the Board of Supervisors	G	Mgmt	For	For
7	Approve Report of the Independent Directors	G	Mgmt	For	For
8	Approve Payment of Remuneration to Auditors	G	Mgmt	For	For
9	Approve to Appoint Auditor	G	Mgmt	For	For
10	Approve Related Party Transaction Agreement	G	Mgmt	For	For
11	Approve Guarantee Plan	G	Mgmt	For	For
12	Approve Application for Continued Registration of Non-financial Corporate Debt Financing Instruments (DFI)	G	Mgmt	For	For
13	Approve Bond Issuance Plan	G	Mgmt	For	For
14	Approve Amendments to Articles of Association	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Wanhua Chemical Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	APPROVE REPURCHASE OF THE COMPANY'S SHARES		Mgmt		
15.1	Approve Purpose	G	Mgmt	For	For
15.2	Approve Type	G	Mgmt	For	For
15.3	Approve Manner	G	Mgmt	For	For
15.4	Approve Implementation Period	G	Mgmt	For	For
15.5	Approve the Purpose, Quantity, Proportion of the Company's Total Share Capital and Total Amount of Funds for Repurchased Shares	G	Mgmt	For	For
15.6	Approve Price or Price Range and Pricing Principle of the Share Repurchase	G	Mgmt	For	For
15.7	Approve Capital Source Used for the Share Repurchase	G	Mgmt	For	For
15.8	Approve Relevant Arrangements for Legal Cancellation or Transfer After Repurchasing Shares	G	Mgmt	For	For
15.9	Approve Arrangements Related to the Prevention of Infringement of Creditors' Interests	G	Mgmt	For	For
15.10	Approve Specific Authorization to Repurchase Shares	G	Mgmt	For	For
16	Approve to Determine the Company's Main Responsibilities and Businesses	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
17.1	Elect Wang Hao as Director	G	Mgmt	For	For
17.2	Elect Qi Guishan as Director	G	Mgmt	For	For

Warehouses De Pauw SCA

Meeting Date: 30/04/2025

Country: Belgium

Ticker: WDP

Record Date: 16/04/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	This is a Duplicate Meeting for Ballots Received via Proxy Providers		Mgmt		
	Annual/Special Meeting		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Warehouses De Pauw SCA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda		Mgmt		
1	Receive Special Board Report Re: Renewal of Authorized Capital	G	Mgmt		
2.1	Authorize Increase in Share Capital of up to 50 Percent of Authorized Capital With Preemptive Rights by Cash Contributions	G	Mgmt	For	For
2.2	Authorize Increase in Share Capital of up to 50 Percent of Authorized Capital by Optional Dividend	G	Mgmt	For	For
2.3a	Authorize Increase in Share Capital of up to 20 Percent of Authorized Capital Without Preemptive Rights by Various Means	G	Mgmt	For	For
2.3b	Authorize Increase in Share Capital of up to 10 Percent of Authorized Capital Without Preemptive Rights by Various Means	G	Mgmt	For	For
2.4	Amend Article 8 to Reflect Changes in Capital	G	Mgmt	For	For
	Annual Meeting Agenda		Mgmt		
1	Receive Directors' Reports (Non-Voting)	G	Mgmt		
2	Receive Auditors' Reports (Non-Voting)	G	Mgmt		
3	Acknowledge Optional Dividend Payment	G	Mgmt		
4	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
5	Approve Discharge of Directors	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
6	Approve Discharge of Auditors	G	Mgmt	For	For
7	Ratify KPMG as Auditors and Approve Auditors' Remuneration	G	Mgmt	For	For
8	Appoint KPMG for Sustainability Reporting and Approve Their Remuneration	G	Mgmt	For	For
9	Approve Remuneration Policy	G	Mgmt	For	For
10	Approve Remuneration Report	G	Mgmt	For	For
11.1	Approve Change-of-Control Clause Re: Credit Agreements	G	Mgmt	For	For

Warehouses De Pauw SCA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11.2	Approve Change-of-Control Clause Re: Credit Agreements Permitted Between the Date of the Convocation to the General Meeting and the Effective Session of the General Meeting	G	Mgmt	For	For
C.1	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	G	Mgmt	For	For

Warner Bros. Discovery, Inc.

Meeting Date: 02/06/2025 **Country:** USA **Ticker:** WBD
Record Date: 04/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Samuel A. Di Piazza, Jr.	G	Mgmt	For	For
1.2	Elect Director Richard W. Fisher	G	Mgmt	For	For
1.3	Elect Director Paul A. Gould	G	Mgmt	For	For
1.4	Elect Director Debra L. Lee	G	Mgmt	For	For
1.5	Elect Director Joseph M. Levin	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.6	Elect Director Anton J. Levy	G	Mgmt	For	For
1.7	Elect Director Kenneth W. Lowe	G	Mgmt	For	For
1.8	Elect Director Fazal F. Merchant	G	Mgmt	For	For
1.9	Elect Director Anthony J. Noto	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board.</i>					
1.10	Elect Director Paula A. Price	G	Mgmt	For	For
1.11	Elect Director Daniel E. Sanchez	G	Mgmt	For	For
1.12	Elect Director Geoffrey Y. Yang	G	Mgmt	For	For
1.13	Elect Director David M. Zaslav	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Warner Bros. Discovery, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Provide Right to Call Special Meeting	G	Mgmt	For	For
5	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For

Washington Trust Bancorp, Inc.

Meeting Date: 22/04/2025 **Country:** USA **Ticker:** WASH
Record Date: 25/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Joseph P. Gencarella	G	Mgmt	For	For
1.2	Elect Director Edward O. Handy, III	G	Mgmt	For	For
1.3	Elect Director John T. Ruggieri	G	Mgmt	For	For
2	Ratify Crowe LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Wasion Holdings Limited

Meeting Date: 15/05/2025 **Country:** Cayman Islands **Ticker:** 3393
Record Date: 09/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Elect Ji Wei as Director	G	Mgmt	For	For
4	Elect Zheng Xiao Ping as Director	G	Mgmt	For	For
5	Elect Jiang Xinjian as Director	G	Mgmt	For	For
6	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
7	Approve EY as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Wasion Holdings Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
10	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Waste Connections, Inc.

Meeting Date: 16/05/2025 **Country:** Canada **Ticker:** WCN
Record Date: 21/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Andrea E. Bertone	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1b	Elect Director Edward E. "Ned" Guillet	G	Mgmt	For	For
1c	Elect Director Michael W. Harlan	G	Mgmt	For	For
1d	Elect Director Elise L. Jordan	G	Mgmt	For	For
1e	Elect Director Cherylyn Harley LeBon	G	Mgmt	For	For
1f	Elect Director Susan "Sue" Lee	G	Mgmt	For	For
1g	Elect Director Ronald J. Mittelstaedt	G	Mgmt	For	For
1h	Elect Director Carl D. Sparks	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Grant Thornton LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Waste Management, Inc.

Meeting Date: 13/05/2025 **Country:** USA **Ticker:** WM
Record Date: 18/03/2025 **Meeting Type:** Annual

Waste Management, Inc.

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

Waters Corporation

Meeting Date: 22/05/2025

Country: USA

Ticker: WAT

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Flemming Ornskov	G	Mgmt	For	For
1.2	Elect Director Linda Baddour	G	Mgmt	For	For
1.3	Elect Director Udit Batra	G	Mgmt	For	For
1.4	Elect Director Dan Brennan	G	Mgmt	For	For
1.5	Elect Director Richard Fearon	G	Mgmt	For	For
1.6	Elect Director Pearl S. Huang	G	Mgmt	For	For
1.7	Elect Director Wei Jiang	G	Mgmt	For	For
1.8	Elect Director Heather Knight	G	Mgmt	For	For
1.9	Elect Director Christopher A. Kuebler	G	Mgmt	For	For
1.10	Elect Director Mark Vergnano	G	Mgmt	For	For

Waters Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For

Watsco, Inc.

Meeting Date: 02/06/2025 **Country:** USA **Ticker:** WSO
Record Date: 04/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Gary L. Tapella	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Watts Water Technologies, Inc.

Meeting Date: 21/05/2025 **Country:** USA **Ticker:** WTS
Record Date: 26/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Rebecca J. Boll	G	Mgmt	For	For
1.2	Elect Director Michael J. Dubose	G	Mgmt	For	For
1.3	Elect Director David A. Dunbar	G	Mgmt	For	For
1.4	Elect Director Louise K. Goeser	G	Mgmt	For	For
1.5	Elect Director Kenneth Napolitano	G	Mgmt	For	For
1.6	Elect Director Joseph T. Noonan	G	Mgmt	For	For
1.7	Elect Director Robert J. Pagano, Jr.	G	Mgmt	For	For
1.8	Elect Director Merilee Raines	G	Mgmt	For	For

Watts Water Technologies, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.9	Elect Director Joseph W. Reitmeier	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Wayfair Inc.

Meeting Date: 20/05/2025 **Country:** USA **Ticker:** W
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Niraj Shah	G	Mgmt	For	For
1b	Elect Director Steven Conine	G	Mgmt	For	For
1c	Elect Director Diana Frost	G	Mgmt	For	For
1d	Elect Director Andrea Jung	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0201-006] Nominee has demonstrated a pattern of poor meeting attendance.</i>					
1e	Elect Director Jeremy King	G	Mgmt	For	For
1f	Elect Director Michael Kumin	G	Mgmt	For	For
1g	Elect Director Jeffrey Naylor	G	Mgmt	For	For
1h	Elect Director Michael E. Sneed	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Waypoint REIT Ltd.

Meeting Date: 12/05/2025 **Country:** Australia **Ticker:** WPR
Record Date: 10/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Resolutions for Waypoint REIT Limited (Company)		Mgmt		
2	Approve Remuneration Report	G	Mgmt	For	For
3	Elect Susan MacDonald as Director	G	Mgmt	For	For
4	Elect Gai McGrath as Director	G	Mgmt	For	For

Waypoint REIT Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Resolution for Waypoint REIT Limited (Company) and Waypoint REIT Trust (Trust)		Mgmt		
5	Approve Grant of Performance Rights and Restricted Securities Rights to Hadyn Stephens	G	Mgmt	For	For
	Resolution for Waypoint REIT Limited (Company)		Mgmt		
6	Approve Proportional Takeover Provisions in the Company Constitution	G	Mgmt	For	For
	Resolution for Waypoint REIT Trust (Trust)		Mgmt		
7	Approve Proportional Takeover Provisions in the Trust Constitution	G	Mgmt	For	For

WDB Holdings Co., Ltd.

Meeting Date: 26/06/2025

Country: Japan

Ticker: 2475

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 38.5	G	Mgmt	For	For
2	Amend Articles to Change Location of Head Office	G	Mgmt	For	For
3.1	Elect Director Nakano, Toshimitsu	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i>					
3.2	Elect Director Otsuka, Miki	G	Mgmt	For	For
3.3	Elect Director Kato, Masahisa	G	Mgmt	For	For
3.4	Elect Director Kuroda, Kiyoyuki	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
3.5	Elect Director Kimura, Hiroshi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
4	Elect Director and Audit Committee Member Meboso, Minoru	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Weatherford International plc

Meeting Date: 11/06/2025

Country: Ireland

Ticker: WFRD

Record Date: 10/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Steven Beringhause	G	Mgmt	For	For
1b	Elect Director Benjamin C. Duster, IV	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1c	Elect Director Neal P. Goldman	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1d	Elect Director Jacqueline C. Mutschler	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1e	Elect Director Girishchandra K. Saligram	G	Mgmt	For	For
1f	Elect Director Charles M. Sledge	G	Mgmt	For	For
2	Ratify the Appointment of KPMG LLP as Auditor and KPMG Chartered Accountants, Dublin as Statutory Auditor under Irish Law, and Authorize the Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For
6	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For

Webster Financial Corporation

Meeting Date: 21/05/2025

Country: USA

Ticker: WBS

Record Date: 01/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director John R. Ciulla	G	Mgmt	For	For
1b	Elect Director William L. Atwell	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Webster Financial Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1c	Elect Director John P. Cahill	G	Mgmt	For	For
1d	Elect Director William D. Haas	G	Mgmt	For	For
1e	Elect Director E. Carol Hayles	G	Mgmt	For	For
1f	Elect Director Mona Aboelnaga Kanaan	G	Mgmt	For	For
1g	Elect Director Maureen B. Mitchell	G	Mgmt	For	For
1h	Elect Director Laurence C. Morse	G	Mgmt	For	For
1i	Elect Director Richard O'Toole	G	Mgmt	For	For
1j	Elect Director Mark Pettie	G	Mgmt	For	For
1k	Elect Director Lauren C. States	G	Mgmt	For	For
1l	Elect Director William E. Whiston	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Webuild SpA

Meeting Date: 16/04/2025 **Country:** Italy **Ticker:** WBD
Record Date: 07/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Allocation of Dividend	G	Mgmt	For	For
2.1	Approve Remuneration Policy	G	Mgmt		
2.2	Approve Second Section of the Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For

WEC Energy Group, Inc.

Meeting Date: 08/05/2025

Country: USA

Ticker: WEC

Record Date: 07/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Warner L. Baxter	G	Mgmt	For	For
1.2	Elect Director Ave M. Bie	G	Mgmt	For	For
1.3	Elect Director Danny L. Cunningham	G	Mgmt	For	For
1.4	Elect Director William M. Farrow, III	G	Mgmt	For	For
1.5	Elect Director Cristina A. Garcia-Thomas	G	Mgmt	For	For
1.6	Elect Director Maria C. Green	G	Mgmt	For	For
1.7	Elect Director Gale E. Klappa	G	Mgmt	For	For
1.8	Elect Director Thomas K. Lane	G	Mgmt	For	For
1.9	Elect Director John D. Lange	G	Mgmt	For	For
1.10	Elect Director Scott J. Lauber	G	Mgmt	For	For
1.11	Elect Director Ulice Payne, Jr.	G	Mgmt	For	For
1.12	Elect Director Mary Ellen Stanek	G	Mgmt	For	For
1.13	Elect Director Glen E. Tellock	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Eliminate Supermajority Vote Requirement to Amend Articles of Incorporation	G	Mgmt	For	For
5	Eliminate Supermajority Vote Requirement to Amend Bylaws	G	Mgmt	For	For
6	Adopt Simple Majority Vote	G	SH	Against	Against

Blended Rationale: [SF-S0000-007] This item was proposed by the company Board and we consider it to be in the best interest of shareholders to not support the proposal.

WEG SA

Meeting Date: 29/04/2025

Country: Brazil

Ticker: WEGE3

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
	<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>				
2	Approve Capital Budget, Allocation of Income and Dividends	G	Mgmt	For	Abstain
	<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>				
3	Approve Remuneration of Company's Management	G	Mgmt	For	For
4	Elect Fiscal Council Members	G	Mgmt	For	Abstain
	<i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i>				
5	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	G	Mgmt	None	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
6	Elect Lucia Maria Martins Casasanta as Fiscal Council Member and Silvia Maura Rodrigues Pereira as Alternate Appointed by Minority Shareholder	G	SH	None	For
	<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>				
7	Approve Remuneration of Fiscal Council Members	G	Mgmt	For	For
8	Approve Newspapers to Publish Company's Legal Announcements	G	Mgmt	For	For

Meeting Date: 29/04/2025

Country: Brazil

Ticker: WEGE3

Record Date:

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Long-Term Incentive Plan	G	Mgmt	For	For
2	Authorize Capitalization of Reserves Without Issuance of Shares and Amend Article 5 Accordingly	G	Mgmt	For	For
3	Add Articles 37 and 38 Re: Statutory Audit Committee	G	Mgmt	For	For
4	Amend Article 35 Re: Fiscal Council	G	Mgmt	For	For
5	Amend Article 11	G	Mgmt	For	For

Weichai Power Co., Ltd.

Meeting Date: 20/05/2025

Country: China

Ticker: 2338

Record Date: 15/05/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Compliance of the Spin-Off and Listing on the Main Board of the Hong Kong Stock Exchange of Weichai Lovol Intelligent Agricultural Technology Co., Ltd.	G	Mgmt	For	For
2	Approve Initial Public Offering of H Shares of Weichai Lovol Intelligent Agricultural Technology Co., Ltd and Its Spin-Off and Listing on the Main Board of the Hong Kong Stock Exchange	G	Mgmt	For	For
3	Approve Plan of the Spin-Off and Listing of Weichai Lovol Intelligent Agricultural Technology Co., Ltd on the Main Board of the Hong Kong Stock Exchange	G	Mgmt	For	For
4	Approve Compliance of the Listing of Weichai Lovol Intelligent Agricultural Technology Co., Ltd with the "Rules for the Spin-Off of Listed Companies (For Trial Implementation)	G	Mgmt	For	For

Weichai Power Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Spin-Off and Listing of Weichai Lovol Intelligent Agricultural Technology Co., Ltd on the Main Board of the Hong Kong Stock Exchange Being Conducive to Safeguarding Legal Rights and Interests of Shareholders and Creditors of the Company	G	Mgmt	For	For
6	Approve Ability of the Company to Maintain Its Independence and Sustainable Operation Ability	G	Mgmt	For	For
7	Approve Weichai Lovol Intelligent Agricultural Technology Co., Ltd Possessing the Appropriate Capacity to Regulate Its Operations	G	Mgmt	For	For
8	Approve Completeness and Compliance of the Statutory Procedures Performed for the Spin-Off and the Validity of the Legal Documents to be Submitted in Relation Thereto	G	Mgmt	For	For
9	Approve Analysis in Relation to the Objectives, Commercial Reasonableness, Necessity and Feasibility of the Spin-Off	G	Mgmt	For	For
10	Approve Provision of Assured Entitlement to the Holders of H Shares of the Company Only in Connection with the Spin-Off and Listing of Weichai Lovol Intelligent Agricultural Technology Co., Ltd. on the Main Board of the Hong Kong Stock Exchange	G	Mgmt	For	For
11	Authorize Board and Its Authorized Persons to Deal with Matters Relating to the Possible Spin-off	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE SHARE REPURCHASE OF A SHARES OF THE COMPANY		Mgmt		
12.01	Approve Purpose of the A Share Repurchase	G	Mgmt	For	For
12.02	Approve Fulfilment of Relevant Conditions for the A Share Repurchase	G	Mgmt	For	For
12.03	Approve Method of the A Share Repurchase and Price Range of the A Share Repurchase	G	Mgmt	For	For

Weichai Power Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12.04	Approve Type, Use and Number of Shares to be Repurchased, Proportion to the Total Share Capital of the Company and Proposed Total Amount of Funds for the A Share Repurchase	G	Mgmt	For	For
12.05	Approve Source of Funds	G	Mgmt	For	For
12.06	Approve Repurchase Period	G	Mgmt	For	For
12.07	Approve Grant of Authorization to Deal with the A Share Repurchase	G	Mgmt	For	For

Weichai Power Co., Ltd.

Meeting Date: 20/05/2025

Country: China

Ticker: 2338

Record Date: 15/05/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Provision of Assured Entitlement to the Holders of H Shares of the Company Only in Connection with the Spin-Off and Listing of Weichai Lovol Intelligent Agricultural Technology Co., Ltd. on the Main Board of the Hong Kong Stock Exchange	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE SHARE REPURCHASE OF CERTAIN A SHARES OF THE COMPANY		Mgmt		
2.01	Approve Purpose of the A Share Repurchase	G	Mgmt	For	For
2.02	Approve Fulfilment of Relevant Conditions for the A Share Repurchase	G	Mgmt	For	For
2.03	Approve Method of the A Share Repurchase and Price Range of the A Share Repurchase	G	Mgmt	For	For
2.04	Approve Type, Use and Number of Shares to be Repurchased, Proportion to the Total Share Capital of the Company and Proposed Total Amount of Funds for the A Share Repurchase	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Weichai Power Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.05	Approve Source of Funds	G	Mgmt	For	For
2.06	Approve Repurchase Period	G	Mgmt	For	For
2.07	Approve Grant of Authorization to Deal with the A Share Repurchase	G	Mgmt	For	For

Weichai Power Co., Ltd.

Meeting Date: 20/05/2025

Country: China

Ticker: 2338

Record Date: 13/05/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	CLASS MEETING FOR HOLDERS OF A SHARES Approve Provision of Assured Entitlement to the Holders of H Shares of the Company Only in Connection with the Spin-Off and Listing of Weichai Lovol Intelligent Agricultural Technology Co., Ltd. on the Main Board of the Hong Kong Stock Exchange	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.</i>					
2.01	RESOLUTIONS IN RELATION TO THE SHARE REPURCHASE OF CERTAIN A SHARES OF THE COMPANY Approve Purpose of the A Share Repurchase	G	Mgmt	For	For
2.02	Approve Fulfilment of Relevant Conditions for the A Share Repurchase	G	Mgmt	For	For
2.03	Approve Method of the A Share Repurchase and Price Range of the A Share Repurchase	G	Mgmt	For	For
2.04	Approve Type, Use and Number of Shares to be Repurchased, Proportion to the Total Share Capital of the Company and Proposed Total Amount of Funds for the A Share Repurchase	G	Mgmt	For	For
2.05	Approve Source of Funds	G	Mgmt	For	For
2.06	Approve Repurchase Period	G	Mgmt	For	For
2.07	Approve Grant of Authorization to Deal with the A Share Repurchase	G	Mgmt	For	For

Weichai Power Co., Ltd.

Meeting Date: 20/05/2025

Country: China

Ticker: 2338

Record Date: 13/05/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Compliance of the Spin-Off and Listing on the Main Board of the Hong Kong Stock Exchange of Weichai Lovol Intelligent Agricultural Technology Co., Ltd.	G	Mgmt	For	For
2	Approve Initial Public Offering of H Shares of Weichai Lovol Intelligent Agricultural Technology Co., Ltd and Its Spin-Off and Listing on the Main Board of the Hong Kong Stock Exchange	G	Mgmt	For	For
3	Approve Plan of the Spin-Off and Listing of Weichai Lovol Intelligent Agricultural Technology Co., Ltd on the Main Board of the Hong Kong Stock Exchange	G	Mgmt	For	For
4	Approve Compliance of the Listing of Weichai Lovol Intelligent Agricultural Technology Co., Ltd with the "Rules for the Spin-Off of Listed Companies (For Trial Implementation)"	G	Mgmt	For	For
5	Approve Spin-Off and Listing of Weichai Lovol Intelligent Agricultural Technology Co., Ltd on the Main Board of the Hong Kong Stock Exchange Being Conducive to Safeguarding Legal Rights and Interests of Shareholders and Creditors of the Company	G	Mgmt	For	For
6	Approve Ability of the Company to Maintain Its Independence and Sustainable Operation Ability	G	Mgmt	For	For
7	Approve Weichai Lovol Intelligent Agricultural Technology Co., Ltd Possessing the Appropriate Capacity to Regulate Its Operations	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Weichai Power Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Completeness and Compliance of the Statutory Procedures Performed for the Spin-Off and the Validity of the Legal Documents to be Submitted in Relation Thereto	G	Mgmt	For	For
9	Approve Analysis in Relation to the Objectives, Commercial Reasonableness, Necessity and Feasibility of the Spin-Off	G	Mgmt	For	For
10	Approve Provision of Assured Entitlement to the Holders of H Shares of the Company Only in Connection with the Spin-Off and Listing of Weichai Lovol Intelligent Agricultural Technology Co., Ltd. on the Main Board of the Hong Kong Stock Exchange	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.</i>					
11	Authorize Board and Its Authorized Persons to Deal with Matters Relating to the Possible Spin-off	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE SHARE REPURCHASE OF A SHARES OF THE COMPANY		Mgmt		
12.01	Approve Purpose of the A Share Repurchase	G	Mgmt	For	For
12.02	Approve Fulfilment of Relevant Conditions for the A Share Repurchase	G	Mgmt	For	For
12.03	Approve Method of the A Share Repurchase and Price Range of the A Share Repurchase	G	Mgmt	For	For
12.04	Approve Type, Use and Number of Shares to be Repurchased, Proportion to the Total Share Capital of the Company and Proposed Total Amount of Funds for the A Share Repurchase	G	Mgmt	For	For
12.05	Approve Source of Funds	G	Mgmt	For	For
12.06	Approve Repurchase Period	G	Mgmt	For	For
12.07	Approve Grant of Authorization to Deal with the A Share Repurchase	G	Mgmt	For	For

Weichai Power Co., Ltd.

Meeting Date: 13/06/2025

Country: China

Ticker: 2338

Record Date: 09/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Annual Report	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Supervisory Committee	G	Mgmt	For	For
4	Approve Audited Financial Statements and Auditors' Report	G	Mgmt	For	For
5	Approve Final Financial Report	G	Mgmt	For	For
6	Approve Financial Budget Report	G	Mgmt	For	For
7	Approve Profit Distribution Plan	G	Mgmt	For	For
8	Approve Grant of Mandate to the Board of Directors for the Payment of Interim Dividend	G	Mgmt	For	For
9	Approve KPMG Huazhen LLP as Auditors	G	Mgmt	For	For
10	Approve Hexin Accountants LLP as Internal Control Auditors	G	Mgmt	For	For
11	Approve New Financial Services Agreement and Relevant New Caps	G	Mgmt	For	For
12	Approve Temporary Termination of the Possible Spin-off and Separate Listing of the Shares of Weichai Torch Technology Co., Ltd.	G	Mgmt	For	For
13	Approve Dissolution of the Supervisory Committee and Amend Articles of Association	G	Mgmt	For	For
14	Amend Rules of Procedure for General Meetings	G	Mgmt	For	For
15	Amend Rules of Procedure for Board Meetings	G	Mgmt	For	For

Meeting Date: 13/06/2025

Country: China

Ticker: 2338

Record Date: 06/06/2025

Meeting Type: Annual

Weichai Power Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Annual Report	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Supervisory Committee	G	Mgmt	For	For
4	Approve Audited Financial Statements and Auditors' Report	G	Mgmt	For	For
5	Approve Final Financial Report	G	Mgmt	For	For
6	Approve Financial Budget Report	G	Mgmt	For	For
7	Approve Profit Distribution Plan	G	Mgmt	For	For
8	Approve Grant of Mandate to the Board of Directors for the Payment of Interim Dividend	G	Mgmt	For	For
9	Approve KPMG Huazhen LLP as Auditors	G	Mgmt	For	For
10	Approve Hexin Accountants LLP as Internal Control Auditors	G	Mgmt	For	For
11	Approve New Financial Services Agreement and Relevant New Caps	G	Mgmt	For	For
12	Approve Temporary Termination of the Possible Spin-off and Separate Listing of the Shares of Weichai Torch Technology Co., Ltd.	G	Mgmt	For	For
13	Approve Dissolution of the Supervisory Committee and Amend Articles of Association	G	Mgmt	For	For
14	Amend Rules of Procedure for General Meetings	G	Mgmt	For	For
15	Amend Rules of Procedure for Board Meetings	G	Mgmt	For	For

Weis Markets, Inc.

Meeting Date: 01/05/2025

Country: USA

Ticker: WMK

Record Date: 13/03/2025

Meeting Type: Annual

Weis Markets, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jonathan H. Weis	G	Mgmt	For	For
1.2	Elect Director Harold G. Graber	G	Mgmt	For	For
1.3	Elect Director Dennis G. Hatchell	G	Mgmt	For	For
1.4	Elect Director Edward J. Lauth, III	G	Mgmt	For	Withhold
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board [SF-M0201-005] Vote against for failure of the nom/gov committee to take action with respect to substantial votes against one or more directors last year.</i></p>					
1.5	Elect Director Gerrald B. Silverman	G	Mgmt	For	For
2	Ratify RSM US LLP as Auditors	G	Mgmt	For	For

WELL Health Technologies Corp.

Meeting Date: 30/06/2025 **Country:** Canada **Ticker:** WELL
Record Date: 07/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Fix Number of Directors at Six	G	Mgmt	For	For
2.1	Elect Director Hamed Shahbazi	G	Mgmt	For	For
2.2	Elect Director Tara McCarville	G	Mgmt	For	For
2.3	Elect Director Kenneth Cawkell	G	Mgmt	For	Withhold
<p><i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i></p>					
2.4	Elect Director John Kim	G	Mgmt	For	For
2.5	Elect Director Thomas Liston	G	Mgmt	For	For
2.6	Elect Director Sybil E. Jen Lau	G	Mgmt	For	For
3	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

Wells Fargo & Company

Meeting Date: 29/04/2025 **Country:** USA **Ticker:** WFC
Record Date: 03/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Steven D. Black	G	Mgmt	For	For
1b	Elect Director Mark A. Chancy	G	Mgmt	For	For
1c	Elect Director Celeste A. Clark	G	Mgmt	For	For
1d	Elect Director Theodore F. Craver, Jr.	G	Mgmt	For	For
1e	Elect Director Richard K. Davis	G	Mgmt	For	For
1f	Elect Director Fabian T. Garcia	G	Mgmt	For	For
1g	Elect Director Wayne M. Hewett	G	Mgmt	For	For
1h	Elect Director CeCelia G. Morken	G	Mgmt	For	For
1i	Elect Director Maria R. Morris	G	Mgmt	For	For
1j	Elect Director Felicia F. Norwood	G	Mgmt	For	For
1k	Elect Director Ronald L. Sargent	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1l	Elect Director Charles W. Scharf	G	Mgmt	For	For
1m	Elect Director Suzanne M. Vautrinot	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Report on Prevention of Workplace Harassment and Discrimination	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					
5	Report on Congruency of Political Spending with Company Values and Priorities	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					
6	Report Annually on Energy Supply Ratio	E	SH	Against	For
<i>Blended Rationale: [DC-D0000-010] Decarb policy - proposal is considered in alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
7	Report on Respecting Indigenous Peoples' Rights	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					

Welltower Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: WELL

Record Date: 27/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kenneth J. Bacon	G	Mgmt	For	For
1b	Elect Director Karen B. DeSalvo	G	Mgmt	For	For
1c	Elect Director Andrew Gundlach	G	Mgmt	For	For
1d	Elect Director Dennis G. Lopez	G	Mgmt	For	For
1e	Elect Director Shankh Mitra	G	Mgmt	For	For
1f	Elect Director Ade J. Patton	G	Mgmt	For	For
1g	Elect Director Sergio D. Rivera	G	Mgmt	For	For
1h	Elect Director Johnese M. Spisso	G	Mgmt	For	For
1i	Elect Director Kathryn M. Sullivan	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Wendel SE

Meeting Date: 15/05/2025

Country: France

Ticker: MF

Record Date: 13/05/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Treatment of Losses and Dividends of EUR 4.70 per Share	G	Mgmt	For	For
4	Approve Transaction with Corporate Officers	G	Mgmt	For	For
5	Approve Transaction with Wendel-Participations SE	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Reelect Nicolas ver Hulst as Supervisory Board Member	G	Mgmt	For	For
7	Reelect Bénédicte Coste as Supervisory Board Member	G	Mgmt	For	For
8	Reelect François de Mitry as Supervisory Board Member	G	Mgmt	For	For
9	Reelect Priscilla de Moustier as Supervisory Board Member	G	Mgmt	For	For
10	Renew Appointment of Deloitte & Associés as Auditor	G	Mgmt	For	For
11	Renew Appointment of Deloitte & Associés as Auditor for Sustainability Reporting	G	Mgmt	For	For
12	Appoint Forvis Mazars as Auditor	G	Mgmt	For	For
13	Appoint Forvis Mazars as Auditor for Sustainability Reporting	G	Mgmt	For	For
14	Approve Compensation Report	G	Mgmt	For	For
15	Approve Compensation of Laurent Mignon, Chairman of the Management Board	G	Mgmt	For	For
16	Approve Compensation of David Darmon, Management Board Member	G	Mgmt	For	For
17	Approve Compensation of Nicolas ver Hulst, Chairman of the Supervisory board	G	Mgmt	For	For
18	Approve Remuneration Policy of Chairman of the Management Board	G	Mgmt	For	For
19	Approve Remuneration Policy of Management Board Members	G	Mgmt	For	For
20	Approve Remuneration Policy of Supervisory Board Members	G	Mgmt	For	For
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans for Employees and Employees of International Subsidiaries	G	Mgmt	For	For
23	Authorize up to 1.25 Percent of Issued Capital for Use in Restricted Stock Plans	G	Mgmt	For	For
24	Amend Articles 14, 15 and 25 of Bylaws to Incorporate Legal Changes	G	Mgmt	For	For

Wendel SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
25	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

Wereldhave NV

Meeting Date: 09/05/2025 Country: Netherlands Ticker: WHA
Record Date: 11/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1.	Open Meeting	G	Mgmt		
2.a.	Receive Report of Management Board (Non-Voting)	G	Mgmt		
2.b.	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
2.c.	Approve Dividends	G	Mgmt	For	For
2.d.	Approve Discharge of Management Board	G	Mgmt	For	For
2.e.	Approve Discharge of Supervisory Board	G	Mgmt	For	For
2.f.	Approve Remuneration Report	G	Mgmt	For	For
3	Appoint Deloitte Accountants B.V. as Auditors	G	Mgmt	For	For
4.	Amend Articles Re: Changes of Law and Relocation of Registered Office	G	Mgmt	For	For
5.a.	Grant Board Authority to Issue Shares	G	Mgmt	For	For
5.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 5.a.	G	Mgmt	For	For
5.c.	Grant Board Authority to Issue Shares in Connection with a Rights Issue	G	Mgmt	For	For
5.d.	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 5.c.	G	Mgmt	For	For
6.	Authorize Repurchase of Shares	G	Mgmt	For	For
7.	Approve Remuneration Policy of Management Board	G	Mgmt	For	For
8	Allow Questions	G	Mgmt		

Wereldhave NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.	Close Meeting	G	Mgmt		

Werner Enterprises, Inc.

Meeting Date: 13/05/2025 **Country:** USA **Ticker:** WERN
Record Date: 04/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michelle D. Greene	G	Mgmt	For	For
1.2	Elect Director Jack A. Holmes	G	Mgmt	For	For
1.3	Elect Director Carmen A. Tapio	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Wesbanco, Inc.

Meeting Date: 16/04/2025 **Country:** USA **Ticker:** WSBC
Record Date: 03/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Rosie Allen-Herring	G	Mgmt	For	For
1.2	Elect Director John L. Bookmyer	G	Mgmt	For	For
1.3	Elect Director Christopher V. Criss	G	Mgmt	For	For
1.4	Elect Director Lisa A. Knutson	G	Mgmt	For	For
1.5	Elect Director Gregory S. Proctor, Jr.	G	Mgmt	For	For
1.6	Elect Director Joseph R. Robinson	G	Mgmt	For	For
1.7	Elect Director Kerry M. Stemler	G	Mgmt	For	For
1.8	Elect Director Louis M. Altman	G	Mgmt	For	For
1.9	Elect Director Zahid Afzal	G	Mgmt	For	For
1.10	Elect Director Lee J. Burdman	G	Mgmt	For	For

Wesbanco, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

WESCO International, Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: WCC

Record Date: 27/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director John J. Engel	G	Mgmt	For	For
1.2	Elect Director Glynis A. Bryan	G	Mgmt	For	For
1.3	Elect Director Anne M. Cooney	G	Mgmt	For	For
1.4	Elect Director Matthew J. Espe	G	Mgmt	For	For
1.5	Elect Director Bobby J. Griffin	G	Mgmt	For	For
1.6	Elect Director Sundaram "Naga" Nagarajan	G	Mgmt	For	For
1.7	Elect Director Steven A. Raymund	G	Mgmt	For	For
1.8	Elect Director James L. Singleton	G	Mgmt	For	For
1.9	Elect Director Easwaran Sundaram	G	Mgmt	For	For
1.10	Elect Director Laura K. Thompson	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	G	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Wesdome Gold Mines Ltd.

Meeting Date: 27/05/2025

Country: Canada

Ticker: WDO

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Anthea Bath	G	Mgmt	For	For
1.2	Elect Director Louise Grondin	G	Mgmt	For	For
1.3	Elect Director Philip Yee	G	Mgmt	For	For
1.4	Elect Director Jacqueline Ricci	G	Mgmt	For	For
1.5	Elect Director Brian Skanderbeg	G	Mgmt	For	For
1.6	Elect Director Edie Thome	G	Mgmt	For	For
1.7	Elect Director Edward Dowling	G	Mgmt	For	For
1.8	Elect Director Bill Washington	G	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

West Fraser Timber Co. Ltd.

Meeting Date: 23/04/2025

Country: Canada

Ticker: WFG

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Holders of Common and Class B Shares		Mgmt		
1	Fix Number of Directors at Twelve	G	Mgmt	For	For
2.1	Elect Director Henry H. (Hank) Ketcham	G	Mgmt	For	For
2.2	Elect Director Doyle N. Beneby	G	Mgmt	For	For
2.3	Elect Director Eric L. Butler	G	Mgmt	For	For
2.4	Elect Director Reid E. Carter	G	Mgmt	For	For
2.5	Elect Director John N. Floren	G	Mgmt	For	For
2.6	Elect Director Ellis Ketcham Johnson	G	Mgmt	For	For
2.7	Elect Director Brian G. Kenning	G	Mgmt	For	For
2.8	Elect Director Marian Lawson	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

West Fraser Timber Co. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.9	Elect Director Sean P. McLaren	G	Mgmt	For	For
2.10	Elect Director Colleen M. McMorrow	G	Mgmt	For	For
2.11	Elect Director Janice G. Rennie	G	Mgmt	For	For
2.12	Elect Director Gillian D. Winckler	G	Mgmt	For	For
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

West Japan Railway Co.

Meeting Date: 18/06/2025

Country: Japan

Ticker: 9021

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 47.5	G	Mgmt	For	For
2.1	Elect Director Hasegawa, Kazuaki	G	Mgmt	For	For
2.2	Elect Director Nozaki, Haruko	G	Mgmt	For	For
2.3	Elect Director Iino, Kenji	G	Mgmt	For	For
2.4	Elect Director Miyabe, Yoshiyuki	G	Mgmt	For	For
2.5	Elect Director Kanai, Yutaka	G	Mgmt	For	For
2.6	Elect Director Kurasaka, Shoji	G	Mgmt	For	For
2.7	Elect Director Haruna, Koichi	G	Mgmt	For	For
2.8	Elect Director Inoue, Akira	G	Mgmt	For	For
2.9	Elect Director Okuda, Hideo	G	Mgmt	For	For
2.10	Elect Director Urushihara, Takeshi	G	Mgmt	For	For
2.11	Elect Director Umetani, Yasuo	G	Mgmt	For	For

West Pharmaceutical Services, Inc.

Meeting Date: 06/05/2025

Country: USA

Ticker: WST

Record Date: 28/02/2025

Meeting Type: Annual

West Pharmaceutical Services, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mark A. Buthman	G	Mgmt	For	For
1b	Elect Director William F. Feehery	G	Mgmt	For	For
1c	Elect Director Robert F. Friel	G	Mgmt	For	For
1d	Elect Director Eric M. Green	G	Mgmt	For	For
1e	Elect Director Janet B. Haugen	G	Mgmt	For	For
1f	Elect Director Thomas W. Hofmann	G	Mgmt	For	For
1g	Elect Director Molly E. Joseph	G	Mgmt	For	For
1h	Elect Director Deborah L. V. Keller	G	Mgmt	For	For
1i	Elect Director Myla P. Lai-Goldman	G	Mgmt	For	For
1j	Elect Director Stephen H. Lockhart	G	Mgmt	For	For
1k	Elect Director Douglas A. Michels	G	Mgmt	For	For
1l	Elect Director Paolo Pucci	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Provide Right to Call Special Meeting	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Westamerica Bancorporation

Meeting Date: 24/04/2025

Country: USA

Ticker: WABC

Record Date: 05/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director E. Joseph Bowler	G	Mgmt	For	For
1.2	Elect Director Alisa Belew	G	Mgmt	For	For
1.3	Elect Director Martin Camsey	G	Mgmt	For	For
1.4	Elect Director Melanie Martella Chiesa	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Westamerica Bancorporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Michele Hassid	G	Mgmt	For	For
1.6	Elect Director David L. Payne	G	Mgmt	For	For
1.7	Elect Director Edward B. Sylvester	G	Mgmt	For	For
1.8	Elect Director Inez Wondeh	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Crowe LLP as Auditors	G	Mgmt	For	For

Western Alliance Bancorporation

Meeting Date: 11/06/2025 Country: USA Ticker: WAL
 Record Date: 14/04/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Bruce D. Beach	G	Mgmt	For	For
1.2	Elect Director Juan R. Figuereo	G	Mgmt	For	For
1.3	Elect Director Howard N. Gould	G	Mgmt	For	For
1.4	Elect Director Greta Guggenheim	G	Mgmt	For	For
1.5	Elect Director Christopher A. Halmy	G	Mgmt	For	For
1.6	Elect Director Mary Chris Jammet	G	Mgmt	For	For
1.7	Elect Director Marianne Boyd Johnson	G	Mgmt	For	For
1.8	Elect Director Mary Tuuk Kuras	G	Mgmt	For	For
1.9	Elect Director Robert P. Latta	G	Mgmt	For	For
1.10	Elect Director Anthony T. Meola	G	Mgmt	For	For
1.11	Elect Director Bryan K. Segedi	G	Mgmt	For	For
1.12	Elect Director Donald D. Snyder	G	Mgmt	For	For
1.13	Elect Director Kenneth A. Vecchione	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify RSM US LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Westinghouse Air Brake Technologies Corporation

Meeting Date: 15/05/2025

Country: USA

Ticker: WAB

Record Date: 19/03/2025

Meeting Type: Annual

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

Westlake Corporation

Meeting Date: 08/05/2025

Country: USA

Ticker: WLK

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Albert Y. Chao	G	Mgmt	For	For
1.2	Elect Director David T. Chao	G	Mgmt	For	For
1.3	Elect Director Michael J. Graff	G	Mgmt	For	Withhold
<p><i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified. [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines. [DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
1.4	Elect Director Carolyn C. Sabat	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Westports Holdings Berhad

Meeting Date: 08/05/2025

Country: Malaysia

Ticker: 5246

Record Date: 02/05/2025

Meeting Type: Annual

Westports Holdings Berhad

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Directors' Fees and Benefits	G	Mgmt	For	For
2	Elect Sing Chi IP as Director	G	Mgmt	For	For
3	Elect Ahmad Zubir Bin Zahid as Director	G	Mgmt	For	For
4	Elect Marina binti Tunku Annuar as Director	G	Mgmt	For	For
5	Elect Lee Mun Tat as Director	G	Mgmt	For	For
6	Approve Deloitte PLT as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
8	Approve Proposed Dividend Reinvestment Plan	G	Mgmt	For	For
9	Approve Issuance of New Westports Shares Pursuant to the Dividend Reinvestment Plan	G	Mgmt	For	For

Weyerhaeuser Company

Meeting Date: 09/05/2025

Country: USA

Ticker: WY

Record Date: 11/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mark A. Emmert	G	Mgmt	For	For
1b	Elect Director Rick R. Holley	G	Mgmt	For	For
1c	Elect Director Sara Grootwassink Lewis	G	Mgmt	For	For
1d	Elect Director Deidra C. Merriwether	G	Mgmt	For	For
1e	Elect Director Al Monaco	G	Mgmt	For	For
1f	Elect Director James C. O'Rourke	G	Mgmt	For	For
1g	Elect Director Nicole W. Piasecki	G	Mgmt	For	For
1h	Elect Director Lawrence A. Selzer	G	Mgmt	For	For
1i	Elect Director Devin W. Stockfish	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Weyerhaeuser Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Kim Williams	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

WH Group Limited

Meeting Date: 09/05/2025 **Country:** Cayman Islands **Ticker:** 288
Record Date: 02/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2a	Elect Guo Lijun as Director	G	Mgmt	For	For
2b	Elect Wan Hongwei as Director	G	Mgmt	For	For
2c	Elect Ma Xiangjie as Director	G	Mgmt	For	For
3	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Approve Final Dividend	G	Mgmt	For	For
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
8	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					

Wharf Real Estate Investment Company Limited

Meeting Date: 15/05/2025 **Country:** Cayman Islands **Ticker:** 1997
Record Date: 09/05/2025 **Meeting Type:** Annual

Wharf Real Estate Investment Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2a	Elect Stephen Tin Hoi Ng as Director	G	Mgmt	For	For
2b	Elect Alexander Siu Kee Au as Director	G	Mgmt	For	For
2c	Elect Lai Yuen Chiang as Director	G	Mgmt	For	For
2d	Elect Desmond Luk Por Liu as Director	G	Mgmt	For	For
3	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
6	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					

Wheaton Precious Metals Corp.

Meeting Date: 09/05/2025 **Country:** Canada **Ticker:** WPM
Record Date: 14/03/2025 **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
a1	Elect Director George L. Brack	G	Mgmt	For	For
a2	Elect Director Jaimie Donovan	G	Mgmt	For	For
a3	Elect Director Chantal Gosselin	G	Mgmt	For	For
a4	Elect Director Jeane Hull	G	Mgmt	For	For
a5	Elect Director Glenn Ives	G	Mgmt	For	For
a6	Elect Director Charles A. Jeannes	G	Mgmt	For	For

Wheaton Precious Metals Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
a7	Elect Director Marilyn Schonberner	G	Mgmt	For	For
a8	Elect Director Randy V.J. Smallwood	G	Mgmt	For	For
a9	Elect Director Srinivasan Venkatakrishnan	G	Mgmt	For	For
b	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
c	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Whirlpool Corporation

Meeting Date: 15/04/2025 Country: USA Ticker: WHR
 Record Date: 14/02/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Samuel R. Allen	G	Mgmt	For	For
1b	Elect Director Marc R. Bitzer	G	Mgmt	For	For
1c	Elect Director Greg Creed	G	Mgmt	For	For
1d	Elect Director Diane M. Dietz	G	Mgmt	For	For
1e	Elect Director Gerri T. Elliott	G	Mgmt	For	For
1f	Elect Director Richard J. Kramer	G	Mgmt	For	For
1g	Elect Director Jennifer A. LaClair	G	Mgmt	For	For
1h	Elect Director John D. Liu	G	Mgmt	For	For
1i	Elect Director James M. Loree	G	Mgmt	For	For
1j	Elect Director Harish Manwani	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1k	Elect Director John G. Morikis	G	Mgmt	For	For
1l	Elect Director Rudy Wilson	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Policy	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	For
4	Approve Final Dividend	G	Mgmt	For	For
5	Re-elect Kal Atwal as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
6	Re-elect Horst Baier as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
7	Re-elect Adam Crozier as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
8	Re-elect Frank Fiskers as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
9	Re-elect Richard Gillingwater as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
10	Re-elect Karen Jones as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
11	Re-elect Hemant Patel as Director	G	Mgmt	For	For
12	Re-elect Dominic Paul as Director	G	Mgmt	For	For
13	Re-elect Shelley Roberts as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
14	Re-elect Cilla Snowball as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
15	Reappoint Deloitte LLP as Auditors	G	Mgmt	For	For
16	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
17	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
18	Authorise Issue of Equity	G	Mgmt	For	For

Whitbread Plc

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

White Mountains Insurance Group, Ltd.

Meeting Date: 22/05/2025

Country: Bermuda

Ticker: WTM

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Reid T. Campbell	G	Mgmt	For	For
1.2	Elect Director Peter M. Carlson	G	Mgmt	For	For
1.3	Elect Director Suzanne F. Shank	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Wickes Group Plc

Meeting Date: 08/05/2025

Country: United Kingdom

Ticker: WIX

Record Date: 06/05/2025

Meeting Type: Annual

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

Wickes Group Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Re-elect Christopher Rogers as Director	G	Mgmt	For	For
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
5	Re-elect David Wood as Director	G	Mgmt	For	For
6	Re-elect Mark George as Director	G	Mgmt	For	For
7	Re-elect Mark Clare as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
8	Re-elect Sonita Alleyne as Director	G	Mgmt	For	For
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
9	Re-elect Laura Harricks as Director	G	Mgmt	For	For
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
10	Re-elect Mike Iddon as Director	G	Mgmt	For	For
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
11	Reappoint KPMG LLP as Auditors	G	Mgmt	For	For
12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
13	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
14	Authorise Issue of Equity	G	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
16	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Wienerberger AG

Meeting Date: 16/05/2025

Country: Austria

Ticker: WIE

Record Date: 06/05/2025

Meeting Type: Annual

Wienerberger AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
5	Ratify Deloitte Audit as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Reelect David Davies as Supervisory Board Member	G	Mgmt	For	For
7	Approve Remuneration Report	G	Mgmt	For	For

Wihlborgs Fastigheter AB

Meeting Date: 29/04/2025

Country: Sweden

Ticker: WIHL

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
5	Approve Agenda of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive President's Report	G	Mgmt		
8	Receive Financial Statements and Statutory Reports	G	Mgmt		
9a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

Wihlborgs Fastigheter AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9b	Approve Allocation of Income and Dividends of SEK 3.20 Per Share	G	Mgmt	For	For
9c.1	Approve Discharge of Anders Jarl	G	Mgmt	For	For
9c.2	Approve Discharge of Jan Litbron	G	Mgmt	For	For
9c.3	Approve Discharge of Amela Hodzic	G	Mgmt	For	For
9c.4	Approve Discharge of Lennart Mauritzson	G	Mgmt	For	For
9c.5	Approve Discharge of Anna Werntoft	G	Mgmt	For	For
9c.6	Approve Discharge of Anneli Jansson	G	Mgmt	For	For
9c.7	Approve Discharge of Johan Rostin	G	Mgmt	For	For
9c.8	Approve Discharge of CEO Ulrika Hallengren	G	Mgmt	For	For
9.d	Approve Record Date for Dividend Payment	G	Mgmt	For	For
10	Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of SEK 520,000 for Chair and SEK 230,000 for Other Directors; Approve Remuneration of Auditors	G	Mgmt	For	For
12.1	Reelect Anders Jarl (Chair) as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
12.2	Reelect Jan Litborn as Director	G	Mgmt	For	For
12.3	Reelect Amela Hodzic as Director	G	Mgmt	For	For
12.4	Reelect Lennart Mauritzson as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
12.5	Reelect Anna Werntoft as Director	G	Mgmt	For	For
12.6	Reelect Anneli Jansson as Director	G	Mgmt	For	For
12.7	Reelect Johan Rostin as Director	G	Mgmt	For	For

Wihlborgs Fastigheter AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Ratify PricewaterhouseCoopers AB as Auditors	G	Mgmt	For	For
14	Approve Remuneration Report	G	Mgmt	For	For
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
16	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	G	Mgmt	For	For
17	Other Business	G	Mgmt		
18	Close Meeting	G	Mgmt		

Will Semiconductor Co., Ltd. Shanghai

Meeting Date: 10/06/2025

Country: China

Ticker: 603501

Record Date: 03/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Report on Performance of Independent Directors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Annual Report and Summary	G	Mgmt	For	For
6	Approve Profit Distribution	G	Mgmt	For	For
7	Approve Appointment of Financial and Internal Control Auditor	G	Mgmt	For	For
8	Approve Provision of Guarantee	G	Mgmt	For	For
9	Approve Application of Bank Credit Lines and Authorization to Sign Bank Loan-related Contract	G	Mgmt	For	For
10	Approve Remuneration of Non-independent Directors and Senior Management Members	G	Mgmt	For	For
11	Approve Remuneration of Supervisors	G	Mgmt	For	For
12	Approve Remuneration of Independent Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Will Semiconductor Co., Ltd. Shanghai

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Approve Change in Usage of Share Repurchase and Cancellation	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
14	Approve to Change the Company Name and Securities Abbreviation	G	Mgmt	For	For
15	Approve to Amend the Articles of Association and Related Corporate Governance Systems	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING			Mgmt		
16.1	Elect Yu Renrong as Director	G	Mgmt	For	For
16.2	Elect Wu Xiaodong as Director	G	Mgmt	For	For
16.3	Elect Lyu Dalong as Director	G	Mgmt	For	For
16.4	Elect Jia Yuan as Director	G	Mgmt	For	For
16.5	Elect Chen Yu as Director	G	Mgmt	For	For
ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING			Mgmt		
17.1	Elect Zhu Liting as Director	G	Mgmt	For	For
17.2	Elect Fan Mingxi as Director	G	Mgmt	For	For
17.3	Elect Mou Lei as Director	G	Mgmt	For	For

Will Semiconductor Co., Ltd. Shanghai

Meeting Date: 18/06/2025

Country: China

Ticker: 603501

Record Date: 11/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Issuance of H Shares and Listing on the Stock Exchange of Hong Kong Limited	G	Mgmt	For	For
APPROVE ISSUANCE OF H SHARES AND LISTING ON THE STOCK EXCHANGE OF HONG KONG LIMITED			Mgmt		
2.1	Approve Listing Location	G	Mgmt	For	For
2.2	Approve Share Type and Par Value	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Will Semiconductor Co., Ltd. Shanghai

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.3	Approve Issue Time	G	Mgmt	For	For
2.4	Approve Issue Manner	G	Mgmt	For	For
2.5	Approve Issue Size	G	Mgmt	For	For
2.6	Approve Target Subscribers	G	Mgmt	For	For
2.7	Approve Pricing Principles	G	Mgmt	For	For
2.8	Approve Principles of Offering	G	Mgmt	For	For
2.9	Approve Underwriting Method	G	Mgmt	For	For
3	Approve Usage Plan of Raised Funds	G	Mgmt	For	For
4	Approve Resolution Validity Period	G	Mgmt	For	For
5	Approve Authorization of the Board to Handle All Related Matters	G	Mgmt	For	For
6	Approve Distribution Arrangement of Cumulative Earnings	G	Mgmt	For	For
7	Amend the Articles of Association and Related Rules of Procedure Effective After the H Share Issuance and Listing	G	Mgmt	For	For
8	Approve to Appoint Auditor	G	Mgmt	For	For
9	Approve to Determine the Role of Company Directors	G	Mgmt	For	For
10	Amend the Company's Internal Governance System	G	Mgmt	For	For

Williams-Sonoma, Inc.

Meeting Date: 11/06/2025

Country: USA

Ticker: WSM

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Laura Alber	G	Mgmt	For	For
1.2	Elect Director Esi Eggleston Bracey	G	Mgmt	For	For
1.3	Elect Director Andrew Champion	G	Mgmt	For	For
1.4	Elect Director Scott Dahnke	G	Mgmt	For	For
1.5	Elect Director Anne Finucane	G	Mgmt	For	For
1.6	Elect Director Arianna Huffington	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Williams-Sonoma, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.7	Elect Director William Ready	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board.</i>					
1.8	Elect Director Frits van Paasschen	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Willis Towers Watson Public Limited Company

Meeting Date: 15/05/2025 **Country:** Ireland **Ticker:** WTW

Record Date: 17/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Dame Inga Beale	G	Mgmt	For	For
1b	Elect Director Fumbi Chima	G	Mgmt	For	For
1c	Elect Director Stephen Chipman	G	Mgmt	For	For
1d	Elect Director Michael Hammond	G	Mgmt	For	For
1e	Elect Director Carl Hess	G	Mgmt	For	For
1f	Elect Director Jacqueline Hunt	G	Mgmt	For	For
1g	Elect Director Paul Reilly	G	Mgmt	For	For
1h	Elect Director Michelle Swanback	G	Mgmt	For	For
1i	Elect Director Fredric Tomczyk	G	Mgmt	For	For
2	Ratify the Appointment of Deloitte & Touche LLP as Auditor and Deloitte Ireland LLP to audit the Irish Statutory Accounts, and Authorize the Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Grant Board the Authority to Issue Shares Under Irish Law	G	Mgmt	For	For
5	Grant Board the Authority to Opt-Out of Statutory Pre-Emption Rights Under Irish Law	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

WillScot Holdings Corporation

Meeting Date: 06/06/2025

Country: USA

Ticker: WSC

Record Date: 09/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mark S. Bartlett	G	Mgmt	For	For
1b	Elect Director Erika T. Davis	G	Mgmt	For	For
1c	Elect Director Gerard E. Holthaus	G	Mgmt	For	For
1d	Elect Director Worthing Jackman	G	Mgmt	For	For
1e	Elect Director Natalia N. Johnson	G	Mgmt	For	For
1f	Elect Director Rebecca L. Owen	G	Mgmt	For	For
1g	Elect Director Jeff Sagansky	G	Mgmt	For	For
1h	Elect Director Bradley L. Soultz	G	Mgmt	For	For
1i	Elect Director Michael W. Upchurch	G	Mgmt	For	For
1j	Elect Director Dominick Zarcone	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Wilmar International Limited

Meeting Date: 22/04/2025

Country: Singapore

Ticker: F34

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Approve Directors' Fees	G	Mgmt	For	For
4	Elect Kuok Khoon Ean as Director	G	Mgmt	For	For
5	Elect Soh Gim Teik as Director	G	Mgmt	For	For
6	Elect Chong Yoke Sin as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Wilmar International Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Elect George Yong-Boon Yeo as Director	G	Mgmt	For	For
8	Elect Gary Thomas McGuigan as Director	G	Mgmt	For	For
9	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For
11	Approve Grant of Options and Issuance of Shares Under the Wilmar Executives Share Option Scheme 2019	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M3500-001] Proposal might result in excessive dilution. [RU-M0500-005] Plan provides for discounted options that exceed typical market standards.</i></p>					
12	Approve Renewal of Mandate for Interested Person Transactions	G	Mgmt	For	For
13	Authorize Share Repurchase Program	G	Mgmt	For	For

Winbond Electronics Corp.

Meeting Date: 27/05/2025

Country: Taiwan

Ticker: 2344

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve Release of Restrictions of Competitive Activities of Tung-Yi Chan, a Representative of Chin-Xin Investment Co., Ltd	G	Mgmt	For	For
5	Approve Release of Restrictions of Competitive Activities of Jamie Lin	G	Mgmt	For	For

Wingstop Inc.

Meeting Date: 22/05/2025

Country: USA

Ticker: WING

Record Date: 24/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Krishnan (Kandy) Anand	G	Mgmt	For	For
1.2	Elect Director David L. Goebel	G	Mgmt	For	For
1.3	Elect Director Thomas R. Greco	G	Mgmt	For	For
1.4	Elect Director Michael J. Hislop	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Declassify the Board of Directors	G	Mgmt	For	For
5	Eliminate Supermajority Vote Requirement	G	Mgmt	For	For

Wingtech Technology Co., Ltd.

Meeting Date: 16/05/2025

Country: China

Ticker: 600745

Record Date: 09/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Annual Report and Summary	G	Mgmt	For	For
6	Approve Report of the Independent Directors	G	Mgmt	For	For
7	Approve 2024 and 2025 Remuneration of Directors	G	Mgmt	For	For
8	Approve Remuneration of Supervisors	G	Mgmt	For	For
9	Approve Guarantee Plan	G	Mgmt	For	Against

Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.

Wingtech Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Foreign Exchange Hedging Business	G	Mgmt	For	For
11	Approve Financial Auditor and Internal Control Audit Remuneration	G	Mgmt	For	For
12	Approve Change in Usage of Raised Funds and Use of Excess Funds to Replenish Working Capital	G	Mgmt	For	For

Wingtech Technology Co., Ltd.

Meeting Date: 09/06/2025

Country: China

Ticker: 600745

Record Date: 30/05/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve the Company's Major Asset Sale Eligibility for Major Assets Restructuring	G	Mgmt	For	For
	APPROVE THIS MAJOR ASSET SALE PLAN		Mgmt		
2.1	Approve Overview of the Transaction Plan	G	Mgmt	For	For
2.2	Approve Transaction Parties	G	Mgmt	For	For
2.3	Approve Target Assets	G	Mgmt	For	For
2.4	Approve Transaction Price and Pricing Method	G	Mgmt	For	For
2.5	Approve Attribution of Profit and Loss During the Transition Period	G	Mgmt	For	For
2.6	Approve Transfer of Credits and Debts	G	Mgmt	For	For
2.7	Approve Arrangement of Employees	G	Mgmt	For	For
2.8	Approve Resolution Validity Period	G	Mgmt	For	For
3	Approve Draft Report and Summary on the Company's Major Asset Sale	G	Mgmt	For	For
4	Approve Signing of Conditional Agreement on Major Asset Sale Transaction	G	Mgmt	For	For
5	Approve Signing of Supplementary Agreement	G	Mgmt	For	For
6	Approve Transaction Does Not Constitute as Related-Party Transaction	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Wingtech Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Transaction Constitute as Major Asset Restructuring	G	Mgmt	For	For
8	Approve Transaction Complies with Article 4 of Guidelines for the Supervision of Listed Companies No. 9	G	Mgmt	For	For
9	Approve The Company is in Compliance with the Conditions Relating to the Implementation of the Transaction	G	Mgmt	For	For
10	Approve Transaction Does Not Comply with Article 13 of Measures for the Administration of Major Asset Restructuring of Listed Companies	G	Mgmt	For	For
11	Approve The Main Body of This Transaction Does Not Exist with Article 12 of the Listed Company Supervision Guidelines No. 7	G	Mgmt	For	For
12	Approve Relevant Audit Report, Pro Forma Review Report and Valuation Report of the Transaction	G	Mgmt	For	For
13	Approve Independence of Appraiser, the Validity of Hypothesis, the Relevance of Valuation Purpose and Approach as Well as the Fairness of Pricing	G	Mgmt	For	For
14	Approve Impact of Dilution of Current Returns on Major Financial Indicators and the Relevant Measures to be Taken	G	Mgmt	For	For
15	Approve Explanation of the Fluctuation of the Company's Stock Price Prior to the Announcement of the Transaction Information	G	Mgmt	For	For
16	Approve Completeness and Compliance of Implementation of Legal Proceedings of the Transactions and Validity of the Submitted Legal Documents Regarding this Transaction	G	Mgmt	For	For
17	Approve Purchases and Sales of Assets in the 12 Months Prior to This Transaction	G	Mgmt	For	For
18	Approve Confidentiality Measures and Confidentiality System Adopted for This Transaction	G	Mgmt	For	For

Wingtech Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
19	Approve Authorization of the Board to Handle All Related Matters	G	Mgmt	For	For
20	Elect Xie Guosheng as Non-independent Director	G	Mgmt	For	For
21	Amend Articles of Association and Partial Internal Systems	G	Mgmt	For	Against

Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.

Winpak Ltd.

Meeting Date: 15/05/2025 **Country:** Canada **Ticker:** WPK
Record Date: 27/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Antti H. Aarnio-Wihuri	G	Mgmt	For	For
1.2	Elect Director Martti H. Aarnio-Wihuri	G	Mgmt	For	For
1.3	Elect Director Raket J. Aarnio-Wihuri	G	Mgmt	For	For
1.4	Elect Director Bruce J. Berry	G	Mgmt	For	For
1.5	Elect Director Kenneth P. Kuchma	G	Mgmt	For	For
1.6	Elect Director Dayna Spiring	G	Mgmt	For	Against

Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.

1.7	Elect Director Minna H. Yrjonmaki	G	Mgmt	For	Against
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Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.

2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

Wintrust Financial Corporation

Meeting Date: 22/05/2025 **Country:** USA **Ticker:** WTFC
Record Date: 24/03/2025 **Meeting Type:** Annual

Wintrust Financial Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Elizabeth H. Connelly	G	Mgmt	For	For
1.2	Elect Director Timothy S. Crane	G	Mgmt	For	For
1.3	Elect Director Peter D. Crist	G	Mgmt	For	For
1.4	Elect Director William J. Doyle	G	Mgmt	For	For
1.5	Elect Director Marla F. Glabe	G	Mgmt	For	For
1.6	Elect Director H. Patrick Hackett, Jr.	G	Mgmt	For	For
1.7	Elect Director Brian A. Kenney	G	Mgmt	For	For
1.8	Elect Director Deborah L. Hall Lefevre	G	Mgmt	For	For
1.9	Elect Director Suzet M. McKinney	G	Mgmt	For	For
1.10	Elect Director Richard L. Postma	G	Mgmt	For	For
1.11	Elect Director Gregory A. Smith	G	Mgmt	For	For
1.12	Elect Director Karin Gustafson Teglia	G	Mgmt	For	For
1.13	Elect Director Alex E. Washington, III	G	Mgmt	For	For
2	Approve Omnibus Stock Plan	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Wipro Limited

Meeting Date: 01/04/2025

Country: India

Ticker: 507685

Record Date: 10/03/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Meeting for ADR Holders		Mgmt		
	Reelect Deepak M. Satwalekar as Director	G	Mgmt	For	For

Wipro Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Migration of Shares Allocated for the Restricted Stock Units under the Wipro Employee Restricted Stock Unit Plan 2005 and Wipro Employee Restricted Stock Unit Plan 2007 to the ADS Restricted Stock Unit Plan 2004	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.</i>					
3	Approve Extension of Benefits under the ADS Restricted Stock Unit Plan 2004 to the Eligible Employees of Wipro Limited Group Companies, Including its Subsidiaries and Associate Companies	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.</i>					

WisdomTree, Inc.

Meeting Date: 17/06/2025 **Country:** USA **Ticker:** WT
Record Date: 23/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Lynn S. Blake	G	Mgmt	For	For
1B	Elect Director Anthony Bossone	G	Mgmt	For	For
1C	Elect Director Smita Conjeevaram	G	Mgmt	For	For
1D	Elect Director Rilla Delorier	G	Mgmt	For	For
1E	Elect Director Daniela Mielke	G	Mgmt	For	For
1F	Elect Director Shamla Naidoo	G	Mgmt	For	For
1G	Elect Director Win Neuger	G	Mgmt	For	For
1H	Elect Director Tonia Pankopf	G	Mgmt	For	For
1I	Elect Director Jonathan Steinberg	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Wistron Corp.

Meeting Date: 16/05/2025

Country: Taiwan

Ticker: 3231

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Issuance of Ordinary Shares / Issuance of Ordinary Shares to Participate in the Issuance of Global Depository Receipt / Issuance of Shares via Private Placement	G	Mgmt	For	For
4	Approve Issuance of Restricted Stocks	G	Mgmt	For	For
5	Approve Amendments to Articles of Association	G	Mgmt	For	For

Wiwynn Corp.

Meeting Date: 29/05/2025

Country: Taiwan

Ticker: 6669

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
1.1	Elect WILLIAM LIN, with SHAREHOLDER NO.0000187, as Non-Independent Director	G	Mgmt	For	For
1.2	Elect JIAN-JANG HUANG, with ID NO.D120830XXX, as Independent Director	G	Mgmt	For	For
1.3	Elect JACLYN TSAI, with ID NO.L201303XXX, as Independent Director	G	Mgmt	For	For
2	Approve Business Report and Financial Statements	G	Mgmt	For	For
3	Approve Plan on Profit Distribution	G	Mgmt	For	For
4	Approve Amendments to Articles of Association	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Wiwynn Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	G	Mgmt	For	For

Wolters Kluwer NV

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

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1.	Open Meeting	G	Mgmt		
2.a.	Receive Report of Executive Board	G	Mgmt		
2.b.	Receive Report of Supervisory Board	G	Mgmt		
2.c.	Approve Remuneration Report	G	Mgmt	For	For
3.a.	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
3.b.	Receive Explanation on Company's Dividend Policy	G	Mgmt		
3.c.	Approve Dividends	G	Mgmt	For	For
4.a.	Approve Discharge of Executive Board	G	Mgmt	For	For
4.b.	Approve Discharge of Supervisory Board	G	Mgmt	For	For
5.a.	Reelect Kevin Entricken to Executive Board	G	Mgmt	For	For
5.b.	Elect Stacey Caywood to Executive Board	G	Mgmt	For	For
6.	Elect Ann Ziegler to Supervisory Board	G	Mgmt	For	For
7.	Approve Remuneration Policy of Executive Board	G	Mgmt	For	For
8.a.	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	G	Mgmt	For	For
8.b.	Authorize Board to Exclude Preemptive Rights from Share Issuances	G	Mgmt	For	For
9.	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
10.	Approve Cancellation of Shares	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Wolters Kluwer NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11.	Appoint KPMG Accountants N.V. as Auditor for Sustainability Reporting	G	Mgmt	For	For
12.	Other Business (Non-Voting)	G	Mgmt		
13.	Close Meeting	G	Mgmt		

Woodside Energy Group Ltd.

Meeting Date: 08/05/2025 **Country:** Australia **Ticker:** WDS
Record Date: 06/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2a	Elect Ann Pickard as Director	G	Mgmt	For	For
2b	Elect Ben Wyatt as Director	G	Mgmt	For	For
2c	Elect Tony O'Neill as Director	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	For
4	Approve Grant of Restricted Shares and Performance Rights to Meg O'Neill	G	Mgmt	For	For
5	Approve Renewal of Proportional Takeovers Provision	G	Mgmt	For	For

Workday, Inc.

Meeting Date: 04/06/2025 **Country:** USA **Ticker:** WDAY
Record Date: 07/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Carl M. Eschenbach	G	Mgmt	For	For
1b	Elect Director Michael M. McNamara	G	Mgmt	For	For
1c	Elect Director Michael L. Speiser	G	Mgmt	For	For
1d	Elect Director Jerry Yang	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

Workday, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Workiva Inc.

Meeting Date: 29/05/2025

Country: USA

Ticker: WK

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Astha Malik	G	Mgmt	For	For
1.2	Elect Director Suku Radia	G	Mgmt	For	For
1.3	Elect Director Martin J. Vanderploeg	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	G	Mgmt	For	For
5	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

World Co., Ltd.

Meeting Date: 27/05/2025

Country: Japan

Ticker: 3612

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 43	G	Mgmt	For	For
2	Amend Articles to Amend Provisions on Director Titles - Clarify Director Authority on Board Meetings	G	Mgmt	For	For
3.1	Elect Director Suzuki, Nobuteru	G	Mgmt	For	For
3.2	Elect Director Nakabayashi, Keiichi	G	Mgmt	For	For
3.3	Elect Director Hatasaki, Mitsuyoshi	G	Mgmt	For	For

World Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.4	Elect Director Aoki, Hidehiko	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
3.5	Elect Director Tsutsumi, Hayuru	G	Mgmt	For	For
3.6	Elect Director Oishi, Ryo	G	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Matsuzawa, Naoteru	G	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Fukushima, Kanae	G	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Tomita, Naoko	G	Mgmt	For	For
5	Elect Alternate Director and Audit Committee Member Tsutsumi, Hayuru	G	Mgmt	For	For
6	Approve Stock Option Plan	G	Mgmt	For	For

World Kinect Corporation

Meeting Date: 05/06/2025

Country: USA

Ticker: WKC

Record Date: 10/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael J. Kasbar	G	Mgmt	For	For
1.2	Elect Director Ken Bakshi	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.3	Elect Director Jorge L. Benitez	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.4	Elect Director Sharda Cherwoo	G	Mgmt	For	Withhold
<i>Blended Rationale: [DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
1.5	Elect Director Richard A. Kassir	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
1.6	Elect Director Jeffrey M. Kottkamp	G	Mgmt	For	For
1.7	Elect Director John L. Manley	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

World Kinect Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director Stephen K. Roddenberry	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.9	Elect Director Paul H. Stebbins	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For

WOWOW, Inc.

Meeting Date: 19/06/2025 **Country:** Japan **Ticker:** 4839
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Business Lines - Allow Virtual Only Shareholder Meetings - Amend Provisions on Number of Directors	G	Mgmt	For	For
2.1	Elect Director Tanaka, Akira	G	Mgmt	For	Against
	<i>Blended Rationale: [RJ-M0201-021] AGAINST directors responsible for company's poor ROE/ROA performance. [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i>				
2.2	Elect Director Yamamoto, Hitoshi	G	Mgmt	For	Against
	<i>Blended Rationale: [RJ-M0201-021] AGAINST directors responsible for company's poor ROE/ROA performance. [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i>				
2.3	Elect Director Onoue, Junichi	G	Mgmt	For	For
2.4	Elect Director Ihara, Tami	G	Mgmt	For	For
2.5	Elect Director Otomo, Jun	G	Mgmt	For	Against
	<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>				
2.6	Elect Director Shimizu, Kenji	G	Mgmt	For	Against
	<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>				
2.7	Elect Director Nagai, Kiyoshi	G	Mgmt	For	Against
	<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>				
2.8	Elect Director Matsumoto, Tatsuo	G	Mgmt	For	Against
	<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

WPG Holdings Ltd.

Meeting Date: 28/05/2025

Country: Taiwan

Ticker: 3702

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve Release of Restrictions of Competitive Activities of Directors - SIMON HUANG	G	Mgmt	For	For
5	Approve Release of Restrictions of Competitive Activities of Directors - FRANK YEH	G	Mgmt	For	For
6	Approve Release of Restrictions of Competitive Activities of Directors - JACK J. T. HUANG	G	Mgmt	For	For
7	Approve Release of Restrictions of Competitive Activities of Director - JOSEPH YU	G	Mgmt	For	For

WPP Plc

Meeting Date: 23/05/2025

Country: Jersey

Ticker: WPP

Record Date: 21/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Approve Compensation Committee Report	G	Mgmt	For	For
4	Elect Philip Jansen as Director	G	Mgmt	For	For
5	Re-elect Angela Ahrendts as Director	G	Mgmt	For	For
6	Re-elect Simon Dingemans as Director	G	Mgmt	For	For
7	Re-elect Sandrine Dufour as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

WPP Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Re-elect Tom Ilube as Director	G	Mgmt	For	For
9	Re-elect Mark Read as Director	G	Mgmt	For	For
10	Re-elect Cindy Rose as Director	G	Mgmt	For	For
11	Re-elect Andrew Scott as Director	G	Mgmt	For	For
12	Re-elect Keith Weed as Director	G	Mgmt	For	For
13	Re-elect Jasmine Whitbread as Director	G	Mgmt	For	For
14	Re-elect Joanne Wilson as Director	G	Mgmt	For	For
15	Re-elect Ya-Qin Zhang as Director	G	Mgmt	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
18	Authorise Issue of Equity	G	Mgmt	For	For
19	Approve Share Option Plan	G	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For

WSFS Financial Corporation

Meeting Date: 15/05/2025

Country: USA

Ticker: WSFS

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Karen Dougherty Buchholz	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
1.2	Elect Director Francis B. Brake	G	Mgmt	For	For
1.3	Elect Director Christopher T. Gheysens	G	Mgmt	For	For
1.4	Elect Director Rodger Levenson	G	Mgmt	For	For

WSFS Financial Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

WSP Global Inc.

Meeting Date: 08/05/2025 Country: Canada Ticker: WSP
 Record Date: 25/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Christopher Cole	G	Mgmt	For	For
1.2	Elect Director Martine Ferland	G	Mgmt	For	For
1.3	Elect Director Eric Lamarre	G	Mgmt	For	For
1.4	Elect Director Alexandre L'Heureux	G	Mgmt	For	For
1.5	Elect Director Suzanne Rancourt	G	Mgmt	For	For
1.6	Elect Director Linda Smith-Galipeau	G	Mgmt	For	For
1.7	Elect Director Macky Tall	G	Mgmt	For	For
1.8	Elect Director Claude Tessier	G	Mgmt	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

WT Microelectronics Co., Ltd.

Meeting Date: 28/05/2025 Country: Taiwan Ticker: 3036
 Record Date: 28/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM AGENDA FOR HOLDERS OF COMMON SHARES		Mgmt		
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For

WT Microelectronics Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Issuance of Common Shares for Cash Capital Increase for Sponsoring GDR Issuance	G	Mgmt	For	For
4	Approve Issuance of Restricted Stocks	G	Mgmt	For	For
5	Approve Amendments to Articles of Association	G	Mgmt	For	For
6	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i></p>					
7	Amend Procedures for Lending Funds to Other Parties and Amend Procedures for Endorsement and Guarantees	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
8.1	Elect Wen Tsung Cheng, with SHAREHOLDER NO.1 as Non-independent Director	G	Mgmt	For	For
8.2	Elect Wen Hung Hsu, a Representative of Wen You Investment Co Ltd, with SHAREHOLDER NO.6747, as Non-independent Director	G	Mgmt	For	For
8.3	Elect Che Wei Lin, a Representative of ASMedia Technology Inc, with SHAREHOLDER NO.194093, as Non-independent Director	G	Mgmt	For	For
8.4	Elect Hsin Ming Sung Kao, with SHAREHOLDER NO.55806 as Non-independent Director	G	Mgmt	For	For
8.5	Elect Omar Baigmirza, with SHAREHOLDER NO.F800813XXX as Non-independent Director	G	Mgmt	For	For
8.6	Elect Kung Wha Ding, with SHAREHOLDER NO.F102147XXX as Independent Director	G	Mgmt	For	For
8.7	Elect Tien Chong Cheng, with SHAREHOLDER NO.A100249XXX as Independent Director	G	Mgmt	For	For

WT Microelectronics Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.8	Elect Ju Chin Kung, with SHAREHOLDER NO.A220972XXX as Independent Director	G	Mgmt	For	For
8.9	Elect Chia Chi Chang, with SHAREHOLDER NO.A123721XXX as Independent Director	G	Mgmt	For	For
9	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives (Wen Tsung Cheng)	G	Mgmt	For	For
10	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives (Wen Hung Hsu, a Representative of Wen You Investment Co Ltd)	G	Mgmt	For	For
11	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives (Che Wei Lin, a Representative of ASMedia Technology Inc)	G	Mgmt	For	For
12	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives (Hsin Ming Sung Kao)	G	Mgmt	For	For
13	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives (Kung Wha Ding)	G	Mgmt	For	For
14	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives (Tien Chong Cheng)	G	Mgmt	For	For
15	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives (Ju Chin Kung)	G	Mgmt	For	For
16	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives (Chia Chi Chang)	G	Mgmt	For	For

Wuliangye Yibin Co., Ltd.

Meeting Date: 20/06/2025

Country: China

Ticker: 000858

Record Date: 12/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Daily Related Party Transactions	G	Mgmt	For	For
7	Approve Supplementary Agreement to the Financial Services Agreement	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks</i>					
8	Approve Comprehensive Budget Preparation Plan	G	Mgmt	For	For
9	Approve to Appoint Auditor	G	Mgmt	For	For
10	Approve to Authorize Board of Directors to Formulate Interim Profit Distribution Plan	G	Mgmt	For	For
11	Approve Amendments to Articles of Association	G	Mgmt	For	For
12	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
13	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
14	Amend the Independent Director System	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
15	Amend the Related Party Transaction Management System	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
16	Approve to Adjust the Allowance of Independent Directors	G	Mgmt	For	For

Wuliangye Yibin Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
17.1	Elect Zeng Congqin as Director	G	Mgmt	For	For
17.2	Elect Hua Tao as Director	G	Mgmt	For	For
17.3	Elect Zhang Yu as Director	G	Mgmt	For	For
17.4	Elect Xiao Hao as Director	G	Mgmt	For	For
17.5	Elect Han Chengke as Director	G	Mgmt	For	For
17.6	Elect Zhang Xin as Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
18.1	Elect Hou Shuiping as Director	G	Mgmt	For	For
18.2	Elect Luo Huawei as Director	G	Mgmt	For	For
18.3	Elect Lu Li as Director	G	Mgmt	For	For
18.4	Elect Ding Nan as Director	G	Mgmt	For	For

WuXi AppTec Co., Ltd.

Meeting Date: 29/04/2025

Country: China

Ticker: 2359

Record Date: 24/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Work Report of the Board of Directors	G	Mgmt	For	For
2	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Financial Report	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve Authorization to Formulate the Mid-Year Dividend Distribution Plan	G	Mgmt	For	For
6	Approve Special Dividend Distribution	G	Mgmt	For	For
7	Approve Provision of External Guarantees for Subsidiaries	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as PRC Financial Report and Internal Control Report Auditors and Deloitte Touche Tohmatsu as Offshore Financial Report Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
9	Approve Foreign Exchange Hedging Limit	G	Mgmt	For	For
10	Approve Change of Registered Capital and Amend Articles of Association	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE PLAN OF REPURCHASE OF A SHARES OF THE COMPANY THROUGH BIDDING		Mgmt		
11.1	Approve Purpose of the Share Repurchase	G	Mgmt	For	For
11.2	Approve Type of Shares to be Repurchased	G	Mgmt	For	For
11.3	Approve Method of Share Repurchase	G	Mgmt	For	For
11.4	Approve Implementation Period of Share Repurchase	G	Mgmt	For	For
11.5	Approve Use and Number of A Shares Proposed to be Repurchased, Proportion to the Company's Total Issued Share Capital and Total Amount of Funds	G	Mgmt	For	For
11.6	Approve Price or Price Range and Pricing Principles for the Share Repurchase	G	Mgmt	For	For
11.7	Approve Source of Funds of Share Repurchase	G	Mgmt	For	For
11.8	Approve Relevant Arrangements for Cancellation or Transfer of the Repurchased A Shares	G	Mgmt	For	For
11.9	Approve Relevant Arrangements for the Prevention of Acts Prejudicing the Interests of the Creditors of the Company	G	Mgmt	For	For
11.10	Approve Specific Authorization for Handling Matters Relating to the Share Repurchase	G	Mgmt	For	For
12	Approve H Share Award and Trust Scheme	G	Mgmt	For	For
13	Authorize Board and/or the Delegatee to Deal with All Matters in Relation to the H Share Award and Trust Scheme	G	Mgmt	For	For

WuXi AppTec Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Approve Granting of General Mandate to Issue A Shares and/or H Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
15	Approve Granting of General Mandate to Repurchase A Shares and/or H Shares	G	Mgmt	For	For
16	Approve Authorization for Issuance of Onshore and Offshore Debt Financing Instruments	G	Mgmt	For	For

WuXi AppTec Co., Ltd.

Meeting Date: 29/04/2025 **Country:** China **Ticker:** 2359
Record Date: 23/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Work Report of the Board of Directors	G	Mgmt	For	For
2	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Financial Report	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve Special Dividend Distribution	G	Mgmt	For	For
6	Approve Authorization to Formulate the Mid-Year Dividend Distribution Plan	G	Mgmt	For	For
7	Approve Provision of External Guarantees for Subsidiaries	G	Mgmt	For	For
8	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as PRC Financial Report and Internal Control Report Auditors and Deloitte Touche Tohmatsu as Offshore Financial Report Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
9	Approve Foreign Exchange Hedging Limit	G	Mgmt	For	For
10	Approve H Share Award and Trust Scheme	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Authorize Board and/or the Delegatee to Deal with All Matters in Relation to the H Share Award and Trust Scheme	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE PLAN OF REPURCHASE OF A SHARES OF THE COMPANY THROUGH BIDDING		Mgmt		
12.1	Approve Purpose of the Share Repurchase	G	Mgmt	For	For
12.2	Approve Type of Shares to be Repurchased	G	Mgmt	For	For
12.3	Approve Method of Share Repurchase	G	Mgmt	For	For
12.4	Approve Implementation Period of Share Repurchase	G	Mgmt	For	For
12.5	Approve Use and Number of A Shares Proposed to be Repurchased, Proportion to the Company's Total Issued Share Capital and Total Amount of Funds	G	Mgmt	For	For
12.6	Approve Price or Price Range and Pricing Principles for the Share Repurchase	G	Mgmt	For	For
12.7	Approve Source of Funds of Share Repurchase	G	Mgmt	For	For
12.8	Approve Relevant Arrangements for Cancellation or Transfer of the Repurchased A Shares	G	Mgmt	For	For
12.9	Approve Relevant Arrangements for the Prevention of Acts Prejudicing the Interests of the Creditors of the Company	G	Mgmt	For	For
12.10	Approve Specific Authorization for Handling Matters Relating to the Share Repurchase	G	Mgmt	For	For
13	Approve Change of Registered Capital and Amend Articles of Association	G	Mgmt	For	For
14	Approve Granting of General Mandate to Issue A Shares and/or H Shares	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i></p>					
15	Approve Granting of General Mandate to Repurchase A Shares and/or H Shares	G	Mgmt	For	For
16	Approve Authorization for Issuance of Onshore and Offshore Debt Financing Instruments	G	Mgmt	For	For

WuXi AppTec Co., Ltd.

Meeting Date: 29/04/2025

Country: China

Ticker: 2359

Record Date: 23/04/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	CLASS MEETING FOR HOLDERS OF H SHARES Approve Granting of General Mandate to Repurchase A Shares and/or H Shares	G	Mgmt	For	For

WuXi AppTec Co., Ltd.

Meeting Date: 29/04/2025

Country: China

Ticker: 2359

Record Date: 24/04/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	CLASS MEETING FOR HOLDERS OF A SHARES Approve Granting of General Mandate to Repurchase A Shares and/or H Shares	G	Mgmt	For	For

Wuxi Autowell Technology Co., Ltd.

Meeting Date: 09/04/2025

Country: China

Ticker: 688516

Record Date: 03/04/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Application of Bank Credit Lines	G	Mgmt	For	For
2	Approve Provision of Guarantee for Credit Line Application of Subsidiary	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
3	Approve Provision of Guarantee for Wuxi Weint Data Technology Co., Ltd.	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					

Meeting Date: 13/05/2025

Country: China

Ticker: 688516

Record Date: 07/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
	APPROVE REMUNERATION OF DIRECTORS		Mgmt		
6.1	Approve Remuneration of Independent Directors	G	Mgmt	For	For
6.2	Approve Remuneration of Non-independent Directors	G	Mgmt	For	For
7	Approve Remuneration of Supervisors	G	Mgmt	For	For
8	Approve to Adjust Corporate Governance Structure and Abolish Rules and Procedures Regarding Meetings of Board of Supervisors	G	Mgmt	For	For
	APPROVE TO AMEND ARTICLES OF ASSOCIATION AND RELEVANT SYSTEMS		Mgmt		
9.1	Amend Articles of Association	G	Mgmt	For	Abstain
	<i>Blended Rationale: [SF-M0000-002] We are abstaining from voting on this item due to local regulations.</i>				
9.2	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
9.3	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
10	Approve to Authorize the Board of Directors to Amend Company Systems	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				

Wuxi Biologics (Cayman) Inc.

Meeting Date: 06/06/2025

Country: Cayman Islands

Ticker: 2269

Record Date: 02/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2a	Elect Zhisheng Chen as Director	G	Mgmt	For	For
2b	Elect Yanling Cao as Director	G	Mgmt	For	For
2c	Elect Jingwen Miao as Director	G	Mgmt	For	For
2d	Elect Jackson Peter Tai as Director	G	Mgmt	For	For
2e	Elect Sherry Gu as Director	G	Mgmt	For	For
3	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

Wyndham Hotels & Resorts, Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: WH

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Stephen P. Holmes	G	Mgmt	For	For
1b	Elect Director Geoffrey A. Ballotti	G	Mgmt	For	For
1c	Elect Director Myra J. Biblowit	G	Mgmt	For	For
1d	Elect Director James E. Buckman	G	Mgmt	For	For
1e	Elect Director Bruce B. Churchill	G	Mgmt	For	For
1f	Elect Director Mukul V. Deoras	G	Mgmt	For	For
1g	Elect Director Ronald L. Nelson	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Wyndham Hotels & Resorts, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Pauline D.E. Richards	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Wynn Macau, Limited

Meeting Date: 23/05/2025 Country: Cayman Islands Ticker: 1128
 Record Date: 19/05/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Allan Zeman as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-M0201-025] The nomination committee is not majority independent.</i>					
3b	Elect Leah Dawn Xiaowei Ye as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [HK-M0201-006] Director responsible for failing to ensure sufficient board independence. [SF-M0201-025] The nomination committee is not majority independent.</i>					
3c	Elect Bruce Rockowitz as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence</i>					
3d	Elect Ellen F. Whittemore as Director	G	Mgmt	For	For
4	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
5	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

Wynn Macau, Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
8	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Wynn Resorts, Limited

Meeting Date: 30/04/2025 **Country:** USA **Ticker:** WYNN
Record Date: 05/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Craig S. Billings	G	Mgmt	For	For
1b	Elect Director Anthony M. Sanfilippo	G	Mgmt	For	For
1c	Elect Director Winifred M. Webb	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Report on Potential Cost Savings Through Adoption of a Smokefree Policy	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					

Xcel Energy Inc.

Meeting Date: 21/05/2025 **Country:** USA **Ticker:** XEL
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Megan Burkhart	G	Mgmt	For	For
1b	Elect Director Lynn Casey	G	Mgmt	For	For
1c	Elect Director Bob Frenzel	G	Mgmt	For	For

Xcel Energy Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Netha Johnson	G	Mgmt	For	For
1e	Elect Director Patricia Kampling	G	Mgmt	For	For
1f	Elect Director George Kehl	G	Mgmt	For	For
1g	Elect Director Richard O'Brien	G	Mgmt	For	For
1h	Elect Director Charles Pardee	G	Mgmt	For	For
1i	Elect Director James Prokopanko	G	Mgmt	For	For
1j	Elect Director Devin Stockfish	G	Mgmt	For	For
1k	Elect Director Timothy Welsh	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

XEBIO Holdings Co., Ltd.

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 8281
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Morohashi, Tomoyoshi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-021] AGAINST directors responsible for company's poor ROE/ROA performance.</i>					
1.2	Elect Director Kitazawa, Takeshi	G	Mgmt	For	For
1.3	Elect Director Fujisawa, Tsuyoshi	G	Mgmt	For	For
1.4	Elect Director Iwamoto, Tamotsu	G	Mgmt	For	For
1.5	Elect Director Sumida, Tomoko	G	Mgmt	For	For
1.6	Elect Director Shinohara, Rintaro	G	Mgmt	For	For
2	Appoint Statutory Auditor Mukaiyachi, Shoichi	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Kodaira, Takeyoshi	G	Mgmt	For	For
4	Approve Stock Option Plan	G	Mgmt	For	For

Xencor, Inc.

Meeting Date: 12/06/2025

Country: USA

Ticker: XNCR

Record Date: 15/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Bassil I. Dahiyat	G	Mgmt	For	For
1.2	Elect Director Ellen G. Feigal	G	Mgmt	For	For
1.3	Elect Director Kevin C. Gorman	G	Mgmt	For	For
1.4	Elect Director Kurt A. Gustafson	G	Mgmt	For	For
1.5	Elect Director Barbara J. Klencke	G	Mgmt	For	For
1.6	Elect Director A. Bruce Montgomery	G	Mgmt	For	For
1.7	Elect Director Richard J. Ranieri	G	Mgmt	For	For
1.8	Elect Director Todd E. Simpson	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Xenia Hotels & Resorts, Inc.

Meeting Date: 13/05/2025

Country: USA

Ticker: XHR

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Marcel Verbaas	G	Mgmt	For	For
1b	Elect Director Keith E. Bass	G	Mgmt	For	For
1c	Elect Director Thomas M. Gartland	G	Mgmt	For	For
1d	Elect Director Beverly K. Goulet	G	Mgmt	For	For
1e	Elect Director Arlene Isaacs-Lowe	G	Mgmt	For	For
1f	Elect Director Mary E. McCormick	G	Mgmt	For	For
1g	Elect Director Terrence Moorehead	G	Mgmt	For	For
1h	Elect Director Dennis D. Oklak	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Xenia Hotels & Resorts, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

Xerox Holdings Corporation

Meeting Date: 21/05/2025 **Country:** USA **Ticker:** XRX
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Steven J. Bandrowczak	G	Mgmt	For	For
1b	Elect Director John G. Bruno	G	Mgmt	For	For
1c	Elect Director Tami A. Erwin	G	Mgmt	For	For
1d	Elect Director Priscilla Hung	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1e	Elect Director Scott Letier	G	Mgmt	For	For
1f	Elect Director Nichelle Maynard-Elliott	G	Mgmt	For	For
1g	Elect Director Edward G. McLaughlin	G	Mgmt	For	For
1h	Elect Director John J. Roeser	G	Mgmt	For	For
1i	Elect Director Amy Schwetz	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For

Xiamen Faratronic Co., Ltd.

Meeting Date: 25/04/2025 **Country:** China **Ticker:** 600563
Record Date: 21/04/2025 **Meeting Type:** Annual

Xiamen Faratronic Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Report	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve to Appoint Auditors and to Fix Their Remuneration	G	Mgmt	For	For
7	Amend Articles of Association	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
8	Approve Remuneration of Independent Directors	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
9	Approve Remuneration of Directors, Supervisors and Senior Management	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
10	Approve Application of Bank Credit Lines	G	Mgmt	For	For
	ELECT SUPERVISOR		Mgmt		
11.1	Elect Wang Yuexiao as Supervisor	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

Xiamen Xiangyu Co., Ltd.

Meeting Date: 12/05/2025

Country: China

Ticker: 600057

Record Date: 06/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Xiamen Xiangyu Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Financial Budget Report	G	Mgmt	For	For
6	Approve Profit Distribution	G	Mgmt	For	For
7	Approve Appointment of Financial Auditor and Internal Control Auditor	G	Mgmt	For	For

Xiaomi Corporation

Meeting Date: 05/06/2025 **Country:** Cayman Islands **Ticker:** 1810
Record Date: 30/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Elect Lei Jun as Director	G	Mgmt	For	For
3	Elect Liu Qin as Director	G	Mgmt	For	For
4	Elect Chen Dongsheng as Director	G	Mgmt	For	For
5	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
6	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
9	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Xinjiang Daqo New Energy Co., Ltd.

Meeting Date: 20/05/2025 **Country:** China **Ticker:** 688303
Record Date: 15/05/2025 **Meeting Type:** Annual

Xinjiang Daqo New Energy Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Remuneration Management System for Directors, Supervisors and Senior Management Members	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Report of the Independent Directors	G	Mgmt	For	For
5	Approve Financial Statements	G	Mgmt	For	For
6	Approve Financial Budget Report	G	Mgmt	For	For
7	Approve Annual Report and Summary	G	Mgmt	For	For
8	Approve Profit Distribution Plan	G	Mgmt	For	For
9	Approve Remuneration of Directors	G	Mgmt	For	For
10	Approve Remuneration of Supervisors	G	Mgmt	For	For

Xinxing Ductile Iron Pipes Co., Ltd.

Meeting Date: 08/05/2025

Country: China

Ticker: 000778

Record Date: 30/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Provision for Asset Impairment	G	Mgmt	For	For
7	Approve Budget Plan	G	Mgmt	For	For

Xinyi Solar Holdings Limited

Meeting Date: 30/05/2025

Country: Cayman Islands

Ticker: 968

Record Date: 26/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2A1	Elect Lee Yau Ching as Director	G	Mgmt	For	For
2A2	Elect Chu Charn Fai as Director	G	Mgmt	For	For
2A3	Elect Leong Chong Peng as Director	G	Mgmt	For	For
2B	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
3	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
4	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
6	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					
7	Approve Amendments to the Memorandum and Articles of Association and Adopt Amended and Restated Memorandum and Articles of Association	G	Mgmt	For	For

Xior Student Housing NV

Meeting Date: 04/04/2025

Country: Belgium

Ticker: XIOR

Record Date: 21/03/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda		Mgmt		
1.1	Receive Special Board Report Re: Renewal and Extension of the Authorized Capital	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Xior Student Housing NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2.a	Renew Authorization to Increase Share Capital by Various Means within the Framework of Authorized Capital	G	Mgmt	For	For
1.2.b	If the Proposal under Agenda Item 1.2.a is Not Approved: Renew Authorization to Increase Share Capital by Various Means within the Framework of Authorized Capital	G	Mgmt	For	For
2.1	Authorize Implementation of Approved Resolutions	G	Mgmt	For	For
2.2	Authorize Filing of Required Documents/Formalities at Trade Registry	G	Mgmt	For	For
2.3	Authorize Coordination of the Articles of Association	G	Mgmt	For	For

Xior Student Housing NV

Meeting Date: 15/05/2025 **Country:** Belgium **Ticker:** XIOR
Record Date: 01/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1.1	Receive Directors' Reports (Non-Voting)	G	Mgmt		
1.2	Receive Auditors' Reports (Non-Voting)	G	Mgmt		
1.3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	G	Mgmt		
1.4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 1.7680 per Share	G	Mgmt	For	For
1.5	Approve Remuneration Report	G	Mgmt	For	For
1.6	Approve Discharge of Directors	G	Mgmt	For	For
1.7	Approve Discharge of Auditors	G	Mgmt	For	For
2	Approve Change-of-Control Clause Re: Financing Agreements	G	Mgmt	For	For
3.1	Receive Directors' Reports of the Merged Companies (Non-Voting)	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Xior Student Housing NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.2	Receive Auditors' Reports of the Merged Companies (Non-Voting)	G	Mgmt		
3.3	Approve Financial Statements and Allocation of Income of the Merged Companies	G	Mgmt	For	For
3.4	Approve Discharge of Directors and Auditors of the Merged Companies	G	Mgmt	For	For

XP Inc.

Meeting Date: 30/05/2025 **Country:** Cayman Islands **Ticker:** XP
Record Date: 29/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

XPeng, Inc.

Meeting Date: 27/06/2025 **Country:** Cayman Islands **Ticker:** 9868
Record Date: 15/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Elect Xiaopeng He as Director	G	Mgmt	For	For
3	Elect Ji-Xun Foo as Director	G	Mgmt	For	For
4	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
5	Approve PricewaterhouseCoopers and PricewaterhouseCoopers Zhong Tian LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0155-001] Vote AGAINST auditor appointment due to concerns about the professional qualification of the auditor.</i>					
6a	Approve 2025 Share Incentive Scheme	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					

XPeng, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6b	Authorize Board or Its Delegates to Deal with All Matters in Relation to the 2025 Share Incentive Scheme	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
6c	Approve Total Number of Class A Ordinary Shares Which May be Issued in Respect of All Awards to be Granted Under the 2025 Share Incentive Scheme and Any Other Share Schemes or Plans of the Company	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
6d	Approve Total Number of Class A Ordinary Shares Which May be Issued in Respect of All Awards to be Granted to All Service Providers Under the 2025 Share Incentive Scheme and Any Other Share Schemes or Plans of the Company	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
7	Approve Grant of RSUs to Xiaopeng He Pursuant to the 2025 Share Incentive Scheme and Related Transactions	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
9	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
10	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

XPO, Inc.

Meeting Date: 15/05/2025 **Country:** USA **Ticker:** XPO
Record Date: 25/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Brad Jacobs	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Bella Allaire	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-032] Greater climate-related disclosure would enable investors to better assess financially material climate-related risks and opportunities.</i>					
1.3	Elect Director J. Wes Frye	G	Mgmt	For	For
1.4	Elect Director Mario Harik	G	Mgmt	For	For
1.5	Elect Director Michael G. Jesselson	G	Mgmt	For	For
1.6	Elect Director Allison Landry	G	Mgmt	For	For
1.7	Elect Director Irene Moshouris	G	Mgmt	For	For
1.8	Elect Director Johnny C. Taylor, Jr.	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Xtep International Holdings Limited

Meeting Date: 28/04/2025 **Country:** Cayman Islands **Ticker:** 1368
Record Date: 22/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Elect Ding Shui Po as Director	G	Mgmt	For	For
4	Elect Ding Mei Qing as Director	G	Mgmt	For	For
5	Elect Ding Ming Zhong as Director	G	Mgmt	For	For
6	Elect Yeung Lo Bun as Director	G	Mgmt	For	For
7	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
8	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
10	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For

Xtep International Holdings Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					
12	Adopt Share Option Scheme with the Scheme Mandate Limit	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
13	Adopt Service Provider Sublimit under the Share Option Scheme	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
14	Adopt Share Award Scheme with the Scheme Mandate Limit	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					
15	Adopt Service Provider Sublimit under the Share Award Scheme	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0500-001] Incentive arrangements do not support the long-term economic interests of shareholders.</i>					

Xvivo Perfusion AB

Meeting Date: 25/04/2025

Country: Sweden

Ticker: XVIVO

Record Date: 15/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports; Receive CEO Report	G	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8.b	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
8.c	Approve Discharge of Board and President	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Xvivo Perfusion AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Determine Number of Members (7) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
10.a	Reelect Gosta Johannesson as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
10.b	Reelect Camilla Oberg as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
10.c	Reelect Lena Hoglund as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
10.d	Reelect Lars Henriksson as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly.</i>					
10.e	Reelect Goran Dellgren as Director	G	Mgmt	For	For
10.f	Reelect Erik Stromqvist as Director	G	Mgmt	For	For
10.g	Elect Paul Marcun as New Director	G	Mgmt	For	For
11.a	Reelect Gosta Johannesson as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
12	Ratify KPMG as Auditor	G	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 575,000 for Chair and SEK 275,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	G	Mgmt	For	For
14	Approve Nomination Committee Procedures	G	Mgmt	For	For
15	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i>					

Xvivo Perfusion AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
17	Approve SEK 13,899 Increase of Share Capital through a Bonus Issue without the Issuance of New Shares	G	Mgmt	For	For
18	Amend Articles Re: Set Minimum (SEK 750,000) and Maximum (SEK 3 Million) Share Capital; Set Minimum (55 Million) and Maximum (220 Million) Number of Shares	G	Mgmt	For	For
19	Approve 2:1 Stock Split	G	Mgmt	For	For
20	Approve Incentive Program for Key Employees (SORP 2025)	G	Mgmt	For	For
21	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	G	Mgmt	For	For
22	Authorize Share Repurchase Program	G	Mgmt	For	For
23	Close Meeting	G	Mgmt		

Xylem Inc.

Meeting Date: 13/05/2025

Country: USA

Ticker: XYL

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Earl R. Ellis	G	Mgmt	For	For
1b	Elect Director Robert F. Friel	G	Mgmt	For	For
1c	Elect Director Lisa Glatch	G	Mgmt	For	For
1d	Elect Director Victoria D. Harker	G	Mgmt	For	For
1e	Elect Director Mark D. Morelli	G	Mgmt	For	For
1f	Elect Director Jerome A. Peribere	G	Mgmt	For	For
1g	Elect Director Matthew F. Pine	G	Mgmt	For	For
1h	Elect Director Lila Tretikov	G	Mgmt	For	For
1i	Elect Director Uday Yadav	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Xylem Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	G	SH	Against	Against

Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.

Yadea Group Holdings Ltd.

Meeting Date: 17/06/2025 **Country:** Cayman Islands **Ticker:** 1585
Record Date: 11/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2A	Approve Final Dividend	G	Mgmt	For	For
2B	Approve Special Dividend	G	Mgmt	For	For
3A1	Elect Dong Jinggui as Director	G	Mgmt	For	For
3A2	Elect Qian Jinghong as Director	G	Mgmt	For	For
3A3	Elect Shen Yu as Director	G	Mgmt	For	For
3B	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against

Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.

5B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
5C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against

Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.

Yageo Corp.

Meeting Date: 27/05/2025 **Country:** Taiwan **Ticker:** 2327
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Issuance of Restricted Stocks	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-011] Shareholders would be able to better assess the proposed option scheme if the company offered greater disclosure/evidence on clear performance criteria for granting and/or vesting.</i>					
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks</i>					
5	Approve Amendment to Rules and Procedures for Election of Directors	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTOR VIA CUMULATIVE VOTING		Mgmt		
6.1	Elect Shao-Chiao Chen, a Representative of Shi Hen Enterprise Ltd with Shareholder No. 00099107 as Non-independent Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					
	ELECT INDEPENDENT DIRECTOR VIA CUMULATIVE VOTING		Mgmt		
6.2	Elect HSU CHEN-I with Shareholder No. A121102XXX as Independent Director	G	Mgmt	For	For
7	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	For

Yakult Honsha Co., Ltd.
Meeting Date: 25/06/2025

Country: Japan

Ticker: 2267

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Narita, Hiroshi	G	Mgmt	For	For
1.2	Elect Director Hoshiko, Hideaki	G	Mgmt	For	For
1.3	Elect Director Suzuki, Yasuyuki	G	Mgmt	For	For

Yakult Honsha Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director Shimada, Junichi	G	Mgmt	For	For
1.5	Elect Director Watanabe, Shuichi	G	Mgmt	For	For
1.6	Elect Director Kawabata, Hiroyuki	G	Mgmt	For	For
1.7	Elect Director Tobe, Naoko	G	Mgmt	For	For
1.8	Elect Director Nagasawa, Yumiko	G	Mgmt	For	For
1.9	Elect Director Akutsu, Satoshi	G	Mgmt	For	For
1.10	Elect Director Matthew Digby	G	Mgmt	For	For
1.11	Elect Director Fukuzawa, Toshihiko	G	Mgmt	For	For
1.12	Elect Director Naito, Manabu	G	Mgmt	For	For
1.13	Elect Director Kishimoto, Akira	G	Mgmt	For	For
1.14	Elect Director Osumi, Takeshi	G	Mgmt	For	For
2	Amend Articles to Add Provision Concerning Management with Cost of Capital and Share Price Considered	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
3	Initiate Share Repurchase Program	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0152-002] AGAINST shareholder proposal as the proposed capital policy is inappropriate considering the financial performance of the company.</i>					
4	Amend Articles to Allow Shareholder Meeting Resolutions on Cancellation of Treasury Shares	G	SH	Against	For
<i>Blended Rationale: [TK-S0811-001] FOR shareholder proposal as the proposal will serve shareholder's interest.</i>					
5	Cancel the Company's Treasury Shares	G	SH	Against	Against
<i>Blended Rationale: [TK-S0810-002] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
6	Approve Restricted Stock Plan	G	SH	Against	Against
<i>Blended Rationale: [TK-S0511-002] AGAINST shareholder proposal as proposed amendment will not provide appropriate incentive to the management.</i>					
7	Amend Articles to Require Majority Outsider Board	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0215-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

Yakuodo Holdings Co., Ltd.

Meeting Date: 27/05/2025

Country: Japan

Ticker: 7679

Record Date: 28/02/2025

Meeting Type: Annual

Yakuodo Holdings Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 28	G	Mgmt	For	For
2.1	Elect Director Saigo, Tatsuhiko	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i>					
2.2	Elect Director Saigo, Kiyoko	G	Mgmt	For	For
2.3	Elect Director Ogasawara, Yasuhiro	G	Mgmt	For	For
2.4	Elect Director Saigo, Takahito	G	Mgmt	For	For
2.5	Elect Director Obara, Koichi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
2.6	Elect Director Saito, Takaaki	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
3.1	Elect Director and Audit Committee Member Sakamoto, Atsushi	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Kamata, Hideki	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Katano, Keiji	G	Mgmt	For	For

Yamaha Corp.

Meeting Date: 20/06/2025

Country: Japan

Ticker: 7951

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 13	G	Mgmt	For	For
2.1	Elect Director Nakata, Takuya	G	Mgmt	For	For
2.2	Elect Director Yamaura, Atsushi	G	Mgmt	For	For
2.3	Elect Director Paul Candland	G	Mgmt	For	For
2.4	Elect Director Shinohara, Hiromichi	G	Mgmt	For	For
2.5	Elect Director Yoshizawa, Naoko	G	Mgmt	For	For

Yamaha Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.6	Elect Director Ebata, Naho	G	Mgmt	For	For
2.7	Elect Director Ito, Shuji	G	Mgmt	For	For
2.8	Elect Director Nogami, Saimon	G	Mgmt	For	For

Yamashin-Filter Corp.

Meeting Date: 25/06/2025 Country: Japan Ticker: 6240
 Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Yamazaki, Atsuhiko	G	Mgmt	For	For
1.2	Elect Director Yamazaki, Hiroaki	G	Mgmt	For	For
1.3	Elect Director Ioka, Chikahisa	G	Mgmt	For	For
1.4	Elect Director Yamazaki, Takaaki	G	Mgmt	For	For
1.5	Elect Director Igushi, Kumiko	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Awaya, Shinobu	G	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Pei-Ling Yang	G	Mgmt	For	For
3	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
4	Approve Restricted Stock Plan	G	Mgmt	For	Against

Blended Rationale: [RJ-M0507-001] AGAINST because of concerns for excessive dilution.

Yamato Holdings Co., Ltd.

Meeting Date: 20/06/2025 Country: Japan Ticker: 9064
 Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nagao, Yutaka	G	Mgmt	For	For
1.2	Elect Director Kurisu, Toshizo	G	Mgmt	For	For

Yamato Holdings Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Sugata, Shiro	G	Mgmt	For	For
1.4	Elect Director Kuga, Noriyuki	G	Mgmt	For	For
1.5	Elect Director Yin Chuanli Charles	G	Mgmt	For	For
1.6	Elect Director Ikeda, Junichiro	G	Mgmt	For	For
1.7	Elect Director Kihara, Tami	G	Mgmt	For	For
2	Appoint Statutory Auditor Terada, Akihito	G	Mgmt	For	For

Yamato Kogyo Co., Ltd.

Meeting Date: 27/06/2025

Country: Japan

Ticker: 5444

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 200	G	Mgmt	For	For
2	Amend Articles to Reduce Directors' Term	G	Mgmt	For	For
3.1	Elect Director Inoue, Hiroyuki	G	Mgmt	For	For
3.2	Elect Director Tsukamoto, Kazuhiro	G	Mgmt	For	For
3.3	Elect Director Damri Tunshevavong	G	Mgmt	For	For
3.4	Elect Director Yasufuku, Takenosuke	G	Mgmt	For	For
3.5	Elect Director Takeda, Kunitoshi	G	Mgmt	For	For
3.6	Elect Director Takahashi, Motomu	G	Mgmt	For	For
3.7	Elect Director Osaki, Tomofumi	G	Mgmt	For	For

Yang Ming Marine Transport Corp.

Meeting Date: 29/05/2025

Country: Taiwan

Ticker: 2609

Record Date: 28/03/2025

Meeting Type: Annual

Yang Ming Marine Transport Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTOR VIA CUMULATIVE VOTING		Mgmt		
3.1	Elect Tsung Lun Tsai, with SHAREHOLDER NO. P122557XXX as Independent Director	G	Mgmt	For	For
4	Approve Release of Restrictions of Competitive Activities of Director Feng Ming Tsai, a Representative of MOTC	G	Mgmt	For	For
5	Approve Release of Restrictions of Competitive Activities of Director Chin Yi Yang, a Representative of MOTC	G	Mgmt	For	For
6	Approve Release of Restrictions of Competitive Activities of Director Hsien-Yi Lee, a Representative of Taiwan International Ports Corporation	G	Mgmt	For	For
7	Approve Amendments to Articles of Association	G	Mgmt	For	For
8	Amend Procedures Governing the Acquisition or Disposal of Assets	G	Mgmt	For	For

Yangzijiang Shipbuilding (Holdings) Ltd.

Meeting Date: 29/04/2025

Country: Singapore

Ticker: BS6

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Audited Financial Statements and Directors' and Auditors' Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Approve Directors' Fees	G	Mgmt	For	For

Yangzijiang Shipbuilding (Holdings) Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Elect Poh Boon Hu Raymond as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification. [SD-M0201-001] The Chairman of the board is not independent and a lead independent director has not been identified. [HK-M0201-008] Audit Committee without majority independence.[HK-M0201-013] Remuneration Committee without majority independence.[SF-M0201-025] The nomination committee is not majority independent.</i></p>					
5	Elect Yee Chia Hsing as Director	G	Mgmt	For	For
6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors to Fix Their Remuneration	G	Mgmt	For	For
7	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0300-001] Potential to be excessively dilutive to existing shareholders.</i></p>					
8	Authorize Share Repurchase Program	G	Mgmt	For	For

Yantai Jereh Oilfield Services Group Co. Ltd.

Meeting Date: 07/05/2025

Country: China

Ticker: 002353

Record Date: 28/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve the 2024 Profit Distribution and Capital Reserve Conversion Plan and the 2025 Interim Cash Dividend Plan	G	Mgmt	For	For
5	Approve to Appoint Auditor	G	Mgmt	For	For
6	Approve Remuneration of Directors	G	Mgmt	For	For
7	Approve Remuneration of Supervisors	G	Mgmt	For	For
8	Approve Credit Line Application and Provision of Guarantee	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i></p>					
9	Approve Foreign Exchange Hedging Business	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Yantai Jerih Oilfield Services Group Co. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Provision of Guarantee to Customers for Sales Business	G	Mgmt	For	For
11	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	G	Mgmt	For	For

Yara International ASA

Meeting Date: 28/05/2025 **Country:** Norway **Ticker:** YAR

Record Date: 21/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
2	Elect Chair of Meeting; Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
3	Approve Remuneration of Auditor	G	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
5	Approve Dividends of NOK 5.00 Per Share	G	Mgmt	For	For
6	Approve Remuneration Statement	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
7	Approve Company's Corporate Governance Statement	G	Mgmt	For	For
8.1	Reelect Harald Lauritz Thorstein as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
8.2	Reelect Tina Elizabeth Lawton as Director	G	Mgmt	For	For
8.3	Elect Jais Valeur as New Director	G	Mgmt	For	For
9	Approve Remuneration of Directors in the Amount of NOK 993,800 for Chair, NOK 517,900 for Vice Chair, and NOK 456,500 for the Other Directors; Approve Committee Fees	G	Mgmt	For	For

Yara International ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Remuneration of Nominating Committee	G	Mgmt	For	For
11	Authorize Share Repurchase Program and Cancellation of Repurchased Shares	G	Mgmt	For	For

YASKAWA Electric Corp.

Meeting Date: 28/05/2025 **Country:** Japan **Ticker:** 6506
Record Date: 28/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ogasawara, Hiroshi	G	Mgmt	For	For
1.2	Elect Director Ogawa, Masahiro	G	Mgmt	For	For
1.3	Elect Director Morikawa, Yasuhiko	G	Mgmt	For	For
1.4	Elect Director Makaya, Hisanori	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Ikuyama, Takeshi	G	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Matsuhashi, Kaori	G	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Nishio, Keiji	G	Mgmt	For	For
2.4	Elect Director and Audit Committee Member Hodaka, Yaeko	G	Mgmt	For	For

YETI Holdings, Inc.

Meeting Date: 01/05/2025 **Country:** USA **Ticker:** YETI
Record Date: 03/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Elizabeth L. Axelrod	G	Mgmt	For	For
1.2	Elect Director Frank D. Gibeau	G	Mgmt	For	For

Blended Rationale: .

YETI Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Matthew J. Reintjes	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

Yihai International Holding Ltd.

Meeting Date: 22/05/2025

Country: Cayman Islands

Ticker: 1579

Record Date: 16/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Elect Sean Shi as Director and Authorize Board to Fix His Remuneration	G	Mgmt	For	For
3	Elect Zhao Xiaokai as Director and Authorize Board to Fix His Remuneration	G	Mgmt	For	For
4	Elect Zhang Yong as Director and Authorize Board to Fix His Remuneration	G	Mgmt	For	For
5	Elect Peng Long as Director and Authorize Board to Fix His Remuneration	G	Mgmt	For	For
6	Elect Wang Xin as Director and Authorize Board to Fix His Remuneration	G	Mgmt	For	For
7	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Approve Final Dividend	G	Mgmt	For	For
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
10	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
11	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					

Yixintang Pharmaceutical Group Co., Ltd.

Meeting Date: 21/05/2025

Country: China

Ticker: 002727

Record Date: 16/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Financial Statements	G	Mgmt	For	For
6	Approve Special Report on the Deposit and Usage of Raised Funds	G	Mgmt	For	For
7	Approve Use of Funds for Cash Management	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks.</i>					
8	Approve Use of Funds from Issuance of Convertible Corporate Bond for Cash Management	G	Mgmt	For	For
9	Approve Credit Line Application and Provision of Guarantee	G	Mgmt	For	For

Yokogawa Electric Corp.

Meeting Date: 19/06/2025

Country: Japan

Ticker: 6841

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 29	G	Mgmt	For	For
2.1	Elect Director Nara, Hitoshi	G	Mgmt	For	For
2.2	Elect Director Shigeno, Kunimasa	G	Mgmt	For	For
2.3	Elect Director Kikkawa, Hikaru	G	Mgmt	For	For
2.4	Elect Director Nakajima, Michiko	G	Mgmt	For	For
2.5	Elect Director Uchida, Akira	G	Mgmt	For	For
2.6	Elect Director Urano, Kuniko	G	Mgmt	For	For
2.7	Elect Director Hirano, Takuya	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Yokogawa Electric Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.8	Elect Director Goto, Yujiro	G	Mgmt	For	For
2.9	Elect Director Osawa, Makoto	G	Mgmt	For	For
2.10	Elect Director Ono, Masaru	G	Mgmt	For	For
2.11	Elect Director Maruyama, Hisashi	G	Mgmt	For	For
2.12	Elect Director Christina Ahmadjian	G	Mgmt	For	For

Yokowo Co. Ltd.

Meeting Date: 26/06/2025 **Country:** Japan **Ticker:** 6800
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 24	G	Mgmt	For	For
2.1	Elect Director Tokuma, Takayuki	G	Mgmt	For	For
2.2	Elect Director Yoko, Kenji	G	Mgmt	For	For
2.3	Elect Director Odani, Naohito	G	Mgmt	For	For
2.4	Elect Director Yanagisawa, Katsuhei	G	Mgmt	For	For
2.5	Elect Director Tobari, Makoto	G	Mgmt	For	For
2.6	Elect Director Byeongwoo Kang	G	Mgmt	For	For
2.7	Elect Director Yoneda, Emi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-005] AGAINST incumbents with unsatisfactory attendance records.</i>					
2.8	Elect Director Heather Montgomery	G	Mgmt	For	For

Yondoshi Holdings, Inc.

Meeting Date: 29/05/2025 **Country:** Japan **Ticker:** 8008
Record Date: 28/02/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 41.5	G	Mgmt	For	For

Yondoshi Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Amend Articles to Make Technical Changes	G	Mgmt	For	For
3.1	Elect Director Masuda, Hidetoshi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-021] AGAINST directors responsible for company's poor ROE/ROA performance.</i>					
3.2	Elect Director Okafuji, Ichiro	G	Mgmt	For	For
3.3	Elect Director Nishimura, Masahiko	G	Mgmt	For	For
3.4	Elect Director Arai, Hiroshi	G	Mgmt	For	For
3.5	Elect Director Kodama, Naoki	G	Mgmt	For	For
4	Elect Director and Audit Committee Member Dakeshita, Masahiro	G	Mgmt	For	For
5	Elect Alternate Director and Audit Committee Member Kamigaki, Seisui	G	Mgmt	For	For
6	Approve Takeover Defense Plan (Poison Pill)	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0609-003] AGAINST as there is concern of management entrenchment.</i>					

Yongxing Special Materials Technology Co., Ltd.

Meeting Date: 15/04/2025 **Country:** China **Ticker:** 002756
Record Date: 08/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Related Party Transaction	G	Mgmt	For	For
7	Approve to Appoint Auditor	G	Mgmt	For	For
8	Approve Provision of Guarantee	G	Mgmt	For	For

Yongxing Special Materials Technology Co., Ltd.

Meeting Date: 30/05/2025

Country: China

Ticker: 002756

Record Date: 26/05/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Draft and Summary of Employee Share Purchase Plan	G	Mgmt	For	For
2	Approve Methods to Assess the Performance of Plan Participants	G	Mgmt	For	For
3	Approve Authorization of the Board to Handle All Related Matters	G	Mgmt	For	For

Yonyou Network Technology Co., Ltd.

Meeting Date: 18/04/2025

Country: China

Ticker: 600588

Record Date: 11/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Annual Report and Summary	G	Mgmt	For	For
6	Approve 2024 and 2025 Remuneration of Directors	G	Mgmt	For	For
7	Approve 2024 and 2025 Remuneration of Supervisors	G	Mgmt	For	For
8	Approve Change in Registered Capital	G	Mgmt	For	For
9	Amend Articles of Association	G	Mgmt	For	For
10	Elect Huang Chenhong as Non-independent Director	G	Mgmt	For	For
11	Approve Use of Idle Own Funds for Deposit Business and Related Party Transactions	G	Mgmt	For	For
12	Approve Registration and Issuance of Medium-term Notes	G	Mgmt	For	For

Meeting Date: 24/06/2025

Country: China

Ticker: 600588

Record Date: 16/06/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve to Abolish the Board of Supervisors, Amend the Articles of Association and Related Rules of Procedure	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
	AMEND AND FORMULATE THE COMPANY'S INTERNAL GOVERNANCE SYSTEM		Mgmt		
2.1	Amend the Related Party Transaction Management System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
2.2	Amend the External Guarantee Management System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
2.3	Amend the External Investment Management System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
2.4	Amend the Raised Funds Management Measures	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
2.5	Amend the Independent Director Work System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
2.6	Amend the Accounting Firm Selection System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
3	Approve Issuance of H Shares and Listing in the Stock Exchange of Hong Kong Limited	G	Mgmt	For	For
	APPROVE ISSUANCE OF H SHARES AND LISTING IN THE STOCK EXCHANGE OF HONG KONG LIMITED		Mgmt		
4.1	Approve Listing Location	G	Mgmt	For	For
4.2	Approve Share Type and Par Value	G	Mgmt	For	For
4.3	Approve Issuance and Listing Time	G	Mgmt	For	For
4.4	Approve Issuance Method	G	Mgmt	For	For

Yonyou Network Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.5	Approve Issuance Scale	G	Mgmt	For	For
4.6	Approve Pricing Principles	G	Mgmt	For	For
4.7	Approve Target Subscribers	G	Mgmt	For	For
4.8	Approve Principles of Offering	G	Mgmt	For	For
5	Approve Conversion to an Overseas Fundraising Company	G	Mgmt	For	For
6	Approve Usage Plan of Raised Funds	G	Mgmt	For	For
7	Approve Resolution Validity Period	G	Mgmt	For	For
8	Approve Authorization of Board to Handle All Related Matters	G	Mgmt	For	For
9	Approve Distribution Arrangement of Cumulative Earnings	G	Mgmt	For	For
10	Amend the Articles of Association (Draft) and Related Rules of Procedure (Draft) Applicable to the Company After the Issuance and Listing of H Shares	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i></p>					
	AMEND AND FORMULATE THE INTERNAL GOVERNANCE SYSTEM APPLICABLE TO THE COMPANY AFTER THE ISSUANCE AND LISTING OF H SHARES		Mgmt		
11.1	Amend the Related Party (Connected) Transaction Management System (Draft)	G	Mgmt	For	For
11.2	Amend the External Guarantee Management System (Draft)	G	Mgmt	For	For
11.3	Amend the Independent Director Work System (Draft)	G	Mgmt	For	For
11.4	Approve to Formulate the Draft Procedure for Shareholders to Nominate Candidates for Election of Directors Applicable After the Issuance of H Shares	G	Mgmt	For	For
12	Approve Proposal on Confirming the Types of Company Directors	G	Mgmt	For	For
13	Approve to Appoint Auditor	G	Mgmt	For	For
14	Approve Insurance Coverage for Directors, Senior Management Members and Prospectus Liability	G	Mgmt	For	For

Yoshinoya Holdings Co., Ltd.

Meeting Date: 27/05/2025

Country: Japan

Ticker: 9861

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kawamura, Yasutaka	G	Mgmt	For	For
1.2	Elect Director Ozawa, Norihiro	G	Mgmt	For	For
1.3	Elect Director Naruse, Tetsuya	G	Mgmt	For	For
1.4	Elect Director Maeda, Yoshihiro	G	Mgmt	For	For
1.5	Elect Director Fujikawa, Daisaku	G	Mgmt	For	For
1.6	Elect Director Sowa, Nobuko	G	Mgmt	For	For

YOUNGY Co., Ltd.

Meeting Date: 15/05/2025

Country: China

Ticker: 002192

Record Date: 09/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Profit Distribution and Capitalization of Capital Reserves	G	Mgmt	For	For
3	Approve Report of the Board of Directors	G	Mgmt	For	For
4	Approve Report of the Board of Supervisors	G	Mgmt	For	For
5	Approve Annual Report and Summary	G	Mgmt	For	For

YTL Corporation Berhad

Meeting Date: 28/04/2025

Country: Malaysia

Ticker: 4677

Record Date: 21/04/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Proposed Bonus Issue of Warrants	G	Mgmt	For	For

YTL Power International Berhad

Meeting Date: 28/04/2025

Country: Malaysia

Ticker: 6742

Record Date: 21/04/2025

Meeting Type: Extraordinary
Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Proposed Bonus Issue of Warrants	G	Mgmt	For	For

YTO Express Group Co., Ltd.

Meeting Date: 20/05/2025

Country: China

Ticker: 600233

Record Date: 14/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Related Party Transaction	G	Mgmt	For	For
7	Approve to Appoint Auditor	G	Mgmt	For	For
8	Approve Draft and Summary on Stock Option Incentive Plan	G	Mgmt	For	For
9	Approve Methods to Assess the Performance of Plan Participants	G	Mgmt	For	For
10	Approve Authorization of the Board to Handle All Related Matters	G	Mgmt	For	For
11	Approve to Change the Usage of Repurchased Shares and Cancellation Matters	G	Mgmt	For	For

Yuanta Financial Holding Co. Ltd.

Meeting Date: 13/06/2025

Country: Taiwan

Ticker: 2885

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve the Issuance of New Shares by Capitalization of Profit	G	Mgmt	For	For
4	Approve Amendments to Articles of Association	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
5.1	Elect CHIEN WENG, a REPRESENTATIVE of TSUN CHUEH INVESTMENTS, with SHAREHOLDER NO.0366956, as Non-Independent Director	G	Mgmt	For	For
5.2	Elect BOBBY WEI-CHERNG HWANG, a REPRESENTATIVE of MODERN INVESTMENTS, with SHAREHOLDER NO.0389144, as Non-Independent Director	G	Mgmt	For	For
5.3	Elect VICTOR WEI-CHIEN MA, with ID NO.A121062XXX, as Non-Independent Director	G	Mgmt	For	For
5.4	Elect MICHAEL WEI-CHEN MA, with ID NO.A126649XXX, as Non-Independent Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
5.5	Elect CHUNG-YUAN CHEN, a REPRESENTATIVE of TSUN CHUEH INVESTMENTS, with SHAREHOLDER NO.0366956, as Non-Independent Director	G	Mgmt	For	For
5.6	Elect SHARON SHEAU-WEN YANG, with ID NO.E220614XXX, as Independent Director	G	Mgmt	For	For
5.7	Elect ROSEMARY YUNG-HSIN WANG, with ID NO.D220913XXX, as Independent Director	G	Mgmt	For	For
5.8	Elect MANG-CHIH LEE, with ID NO.A221928XXX, as Independent Director	G	Mgmt	For	For
5.9	Elect TZONG-CHEN WU, with ID NO.S120192XXX, as Independent Director	G	Mgmt	For	For

Yue Yuen Industrial (Holdings) Limited

Meeting Date: 23/05/2025

Country: Bermuda

Ticker: 551

Record Date: 16/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Lin Cheng-Tien as Director	G	Mgmt	For	For
3b	Elect Liu George Hong-Chih as Director	G	Mgmt	For	For
3c	Elect Ho Lai Hong as Director	G	Mgmt	For	For
3d	Elect Lin Shei-Yuan as Director	G	Mgmt	For	For
3e	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					
5B	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
5C	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion.</i>					

Yulon Finance Corp.

Meeting Date: 28/05/2025

Country: Taiwan

Ticker: 9941

Record Date: 28/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve the Issuance of New Shares by Capitalization of Profit	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Yulon Finance Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Amendments to Articles of Association	G	Mgmt	For	For
5	Amend Procedures for Lending Funds to Other Parties	G	Mgmt	For	For
6	Amend Procedures Governing the Acquisition or Disposal of Assets	G	Mgmt	For	For
7	Approve Formulate the Trading Procedures Governing Derivatives Products	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
8.1	Elect Li Lien Yen Chen, a Representative of Yulon Motor Co., Ltd. with Shareholder No. 3, as Non-Independent Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence [HK-M0201-008] Audit Committee without majority independence. [HK-M0201-013] Remuneration Committee without majority independence</i>					
8.2	Elect Zhen Xiang Yao, a Representative of Yulon Motor Co., Ltd. with Shareholder No. 3, as Non-Independent Director	G	Mgmt	For	For
8.3	Elect Tzu Shen Tso, a Representative of Yulon Motor Co., Ltd. with Shareholder No. 3, as Non-Independent Director	G	Mgmt	For	For
8.4	Elect Kuo Hsing Hsu, a Representative of Yulon Management Co., Ltd with Shareholder No. 53061, as Non-Independent Director	G	Mgmt	For	For
8.5	Elect Liang Chang, a Representative of Lowin Industrial Co. Ltd with Shareholder No. 318, as Non-Independent Director	G	Mgmt	For	For
8.6	Elect Te Chao Huang, a Representative of Lowin Industrial Co. Ltd with Shareholder No. 318, as Non-Independent Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					
8.7	Elect Yuan Lung Chueh, a Representative of Lowin Industrial Co. Ltd with Shareholder No. 318, as Non-Independent Director	G	Mgmt	For	For

Yulon Finance Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.8	Elect Chi Ching Chen, with Shareholder No. F120410XXX, as Independent Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [HK-M0201-007] Chair of Audit Committee not independent</i>					
8.9	Elect Yann Ching Tsai, with Shareholder No. A122218XXX, as Independent Director	G	Mgmt	For	For
8.10	Elect Kao Chien Huang, with Shareholder No. H120189XXX, as Independent Director	G	Mgmt	For	For
8.11	Elect Chien Hui Lee, with Shareholder No. F120880XXX, as Independent Director	G	Mgmt	For	For
9	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

Yulon Motor Co., Ltd.

Meeting Date: 27/05/2025 **Country:** Taiwan **Ticker:** 2201
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect YEN CHEN LI-LIEN, a Representative of TAI YUEN TEXTILE CO., LTD, with Shareholder No. 94, as Non-Independent Director	G	Mgmt	For	For
4.2	Elect ZHEN XIANG YAO, a Representative of TAI YUEN TEXTILE CO., LTD, with Shareholder No. 94, as Non-Independent Director	G	Mgmt	For	For

Yulon Motor Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.3	Elect SHIN I LIN, a Representative of CHINA MOTOR CO., LTD, with Shareholder No. 14181, as Non-Independent Director	G	Mgmt	For	For
4.4	Elect LIANG ZHANG, a Representative of CHINA MOTOR CO., LTD, with Shareholder No. 14181, as Non-Independent Director	G	Mgmt	For	For
4.5	Elect KUO HSING HSU, a Representative of YEN TJING LING INDUSTRIAL DEVELOPMENT FOUNDATION, with Shareholder No. 10, as Non-Independent Director	G	Mgmt	For	For
4.6	Elect CHIEN SHUN LIAO, a Representative of YEN TJING LING INDUSTRIAL DEVELOPMENT FOUNDATION, with Shareholder No. 10, as Non-Independent Director	G	Mgmt	For	For
4.7	Elect YUN HUA YANG, with Shareholder No. F121845XXX, as Independent Director	G	Mgmt	For	For
4.8	Elect CHIA JUI OU, with Shareholder No. D120572XXX, as Independent Director	G	Mgmt	For	For
4.9	Elect MING LEI CHANG, with Shareholder No. A222046XXX, as Independent Director	G	Mgmt	For	For
5	Approve Release of Restrictions of Competitive Activities of Directors	G	Mgmt	For	Against

Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.

Yum China Holdings, Inc.

Meeting Date: 23/05/2025 **Country:** USA **Ticker:** YUMC
Record Date: 25/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Fred Hu	G	Mgmt	For	For
1b	Elect Director Joey Wat	G	Mgmt	For	For
1c	Elect Director Robert B. Aiken	G	Mgmt	For	For
1d	Elect Director Mikel A. Durham	G	Mgmt	For	For
1e	Elect Director Edouard Ettetdgui	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Yum China Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Grace Xin Ge	G	Mgmt	For	For
1g	Elect Director David Hoffmann	G	Mgmt	For	For
1h	Elect Director Ruby Lu	G	Mgmt	For	For
1i	Elect Director Zili Shao	G	Mgmt	For	For
1j	Elect Director William Wang	G	Mgmt	For	For
1k	Elect Director Min (Jenny) Zhang	G	Mgmt	For	For
1l	Election Director Christina Xiaojing Zhu	G	Mgmt	For	For
2	Ratify KPMG Huazhen LLP and KPMG as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Issuance of Shares for a Private Placement	G	Mgmt	For	For
5	Authorize Share Repurchase Program	G	Mgmt	For	For

Yum! Brands, Inc.

Meeting Date: 15/05/2025

Country: USA

Ticker: YUM

Record Date: 19/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Paget L. Alves	G	Mgmt	For	For
1b	Elect Director Keith Barr	G	Mgmt	For	For
1c	Elect Director M. Brett Biggs	G	Mgmt	For	For
1d	Elect Director Christopher M. Connor	G	Mgmt	For	For
1e	Elect Director Brian C. Cornell	G	Mgmt	For	For
1f	Elect Director Tanya L. Domier	G	Mgmt	For	For
1g	Elect Director Susan Doniz	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1h	Elect Director David W. Gibbs	G	Mgmt	For	For
1i	Elect Director Mirian M. Graddick-Weir	G	Mgmt	For	For
1j	Elect Director Thomas C. Nelson	G	Mgmt	For	For
1k	Elect Director P. Justin Skala	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Yum! Brands, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Elect Director Annie Young-Scrivner	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Approve Omnibus Stock Plan	G	Mgmt	For	For
5	Comply with World Health Organization Guidelines on Antimicrobial Use Throughout Supply Chains	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					
6	Report on Risks Related to Religious Discrimination Against Employees	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					
7	Commission a Third Party Audit on Working Conditions	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					

Yunnan Aluminium Co., Ltd.

Meeting Date: 06/06/2025 **Country:** China **Ticker:** 000807
Record Date: 30/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Profit Distribution	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Debt Financing Plan	G	Mgmt	For	For
6	Approve 2025 Remuneration Standards of Directors	G	Mgmt	For	For
7	Approve 2025 Remuneration Standards of Supervisors	G	Mgmt	For	For

Yunnan Baiyao Group Co., Ltd.

Meeting Date: 21/04/2025

Country: China

Ticker: 000538

Record Date: 14/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Financial Budget Report	G	Mgmt	For	For
7	Approve Related Party Transaction	G	Mgmt	For	For
8	Approve Remuneration of Directors, Supervisors	G	Mgmt	For	For

Yunnan Energy New Material Co., Ltd.

Meeting Date: 14/05/2025

Country: China

Ticker: 002812

Record Date: 08/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Profit Distribution Plan	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Remuneration of Directors	G	Mgmt	For	For
6	Approve Remuneration of Supervisors	G	Mgmt	For	For
7	Approve Repurchase and Cancellation of Performance Shares	G	Mgmt	For	For
8	Amend Articles of Association	G	Mgmt	For	For
9	Approve Appointment of Financial Auditor and Internal Control Auditor	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Yunnan Energy New Material Co., Ltd.

Meeting Date: 30/05/2025

Country: China

Ticker: 002812

Record Date: 26/05/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Repurchase and Cancellation of Performance Shares	G	Mgmt	For	For
2	Amend Articles of Association	G	Mgmt	For	For

Yutong Bus Co., Ltd.

Meeting Date: 25/04/2025

Country: China

Ticker: 600066

Record Date: 17/04/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Annual Report	G	Mgmt	For	For
6	Approve to Appoint Auditors and to Fix Their Remuneration	G	Mgmt	For	For
7	Approve Related Party Transaction	G	Mgmt	For	For
8	Approve Related Party Transaction Framework Agreement	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks</i>					
9	Approve Financial Services Framework Agreement	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks</i>					
10	Approve External Guarantees	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
11	Amend Articles of Association	G	SH	None	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Yutong Bus Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Amend Management System for Allowance of Directors and Supervisors	S, G	SH	None	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
13	Amend Management System for Providing External Investments	G	SH	None	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
14.1	Elect Li Shi as Director	G	Mgmt	For	For
14.2	Elect Wang Bingtao as Director	G	Mgmt	For	For

ZACROS Corp.

Meeting Date: 20/06/2025

Country: Japan

Ticker: 7917

Record Date: 31/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 67	G	Mgmt	For	For
2.1	Elect Director Fujimori, Akihiko	G	Mgmt	For	For
2.2	Elect Director Shimoda, Taku	G	Mgmt	For	For
2.3	Elect Director Fuyama, Eishi	G	Mgmt	For	For
2.4	Elect Director Sato, Michihiko	G	Mgmt	For	For
2.5	Elect Director Kusaka, Norihiro	G	Mgmt	For	For
2.6	Elect Director Izawa, Kumi	G	Mgmt	For	For
3	Elect Alternate Director and Audit Committee Member Tanaka, Toyo	G	Mgmt	For	For

Zai Lab Limited

Meeting Date: 18/06/2025

Country: Cayman Islands

Ticker: 9688

Record Date: 17/04/2025

Meeting Type: Annual

Zai Lab Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Director Samantha (Ying) Du	G	Mgmt	For	For
2	Elect Director John David Diekman	G	Mgmt	For	For
3	Elect Director Richard Brian Gaynor	G	Mgmt	For	For
4	Elect Director Nisa Bernice Wing-Yu Leung	G	Mgmt	For	For
5	Elect Director William David Lis	G	Mgmt	For	For
6	Elect Director Scott William Morrison	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
7	Elect Director Leon Oliver Moulder, Jr.	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
8	Elect Director Michel Pericles Vounatsos	G	Mgmt	For	For
9	Elect Director Peter Karl Wirth	G	Mgmt	For	For
10	Ratify KPMG LLP and KPMG as Auditors	G	Mgmt	For	For
11	Authorize Board to Fix Remuneration of Auditors	G	Mgmt	For	For
12	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
13	Authorize Issue of Ordinary Shares of Up To 10%	G	Mgmt	For	For
14	Authorize Share Repurchase Program	G	Mgmt	For	For

Zalando SE

Meeting Date: 27/05/2025

Country: Germany

Ticker: ZAL

Record Date: 05/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	For
5.a	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	G	Mgmt	For	For
5.b	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements Until 2026 AGM	G	Mgmt	For	For
5.c	Appoint KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7.a.a	Elect Kelly Bennett to the Supervisory Board	G	Mgmt	For	For
7.a.b	Elect Alice Delahunt to the Supervisory Board	G	Mgmt	For	For
7.a.c	Elect Niklas Oestberg to the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
7.a.d	Elect Anders Holch Povlsen to the Supervisory Board	G	Mgmt	For	For
7.a.e	Elect Mariella Roehm-Kottmann to the Supervisory Board	G	Mgmt	For	For
7.a.f	Elect Susanne Schroeter-Crossan to the Supervisory Board	G	Mgmt	For	For
7.b.a	Elect Zbigniew Laskowski, Rose Reynolds and Maggie Sloan as Employee Representatives to the Supervisory Board	G	Mgmt	For	For
7.b.b	Elect Surbhi Marwah, Klaus Møller-Arentoft and Andrea Ricciarelli to the Supervisory Board as Substitutes to Employee Representatives	G	Mgmt	For	For
8	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For
10	Authorize Use of Financial Derivatives when Repurchasing Shares	G	Mgmt	For	For

Zalando SE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Approve Creation of EUR 79.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2.4 Billion; Approve Creation of EUR 48.9 Million Pool of Capital to Guarantee Conversion Rights	G	Mgmt	For	For
13	Approve Partial Cancellation of Conditional Capital 2014 and 2016	G	Mgmt	For	For

Zebra Technologies Corporation

Meeting Date: 08/05/2025 **Country:** USA **Ticker:** ZBRA
Record Date: 14/03/2025 **Meeting Type:** Annual

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

Zehnder Group AG

Meeting Date: 03/04/2025 **Country:** Switzerland **Ticker:** ZEHN
Record Date: **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	G	Mgmt	For	For

Zehnder Group AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of CHF 1.00 per Category A Registered Share and CHF 0.20 per Category B Registered Share	G	Mgmt	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	G	Mgmt	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 6.7 Million	G	Mgmt	For	For
4.3	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	For
5	Approve Sustainability Report	E, S	Mgmt	For	For
6.1.1	Reelect Hans-Peter Zehnder as Director and Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
6.1.2	Reelect Urs Buchmann as Director	G	Mgmt	For	For
6.1.3	Reelect Riet Cadonau as Director	G	Mgmt	For	For
6.1.4	Reelect Sandra Emme as Director	G	Mgmt	For	For
6.1.5	Reelect Milva Inderbitzin-Zehnder as Director	G	Mgmt	For	For
6.1.6	Reelect Joerg Walther as Director	G	Mgmt	For	For
6.1.7	Reelect Ivo Wechsler as Director	G	Mgmt	For	For
6.2.1	Reappoint Riet Cadonau as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
6.2.2	Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
6.2.3	Reappoint Milva Inderbitzin-Zehnder as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
6.3	Designate Werner Schib as Independent Proxy	G	Mgmt	For	For
6.4	Ratify PricewaterhouseCoopers AG as Auditors	G	Mgmt	For	For

Zehnder Group AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Zenkoku Hoshu Co., Ltd.

Meeting Date: 20/06/2025 **Country:** Japan **Ticker:** 7164
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 212	G	Mgmt	For	For
2.1	Elect Director Ishikawa, Eiji	G	Mgmt	For	For
2.2	Elect Director Aoki, Yuichi	G	Mgmt	For	For
2.3	Elect Director Yamaguchi, Takashi	G	Mgmt	For	For
2.4	Elect Director Asada, Keiichi	G	Mgmt	For	For
2.5	Elect Director Yoneta, Noriyoshi	G	Mgmt	For	For
2.6	Elect Director Mizuguchi, Ko	G	Mgmt	For	For
2.7	Elect Director Kamijo, Masahito	G	Mgmt	For	For
2.8	Elect Director Nagashima, Yoshiro	G	Mgmt	For	For
2.9	Elect Director Imado, Tomoe	G	Mgmt	For	For

Zenrin Co., Ltd.

Meeting Date: 20/06/2025 **Country:** Japan **Ticker:** 9474
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 20	G	Mgmt	For	For
2.1	Elect Director Takayama, Zenshi	G	Mgmt	For	Against

Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.

Zenrin Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.2	Elect Director Takegawa, Michio	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i>					
2.3	Elect Director Matsuo, Masami	G	Mgmt	For	For
2.4	Elect Director Toshima, Yumiko	G	Mgmt	For	For
2.5	Elect Director Moroka, Masayoshi	G	Mgmt	For	For
2.6	Elect Director Osako, Masuo	G	Mgmt	For	For
2.7	Elect Director Shimizu, Tatsuhiko	G	Mgmt	For	For
2.8	Elect Director Ryu, Miki	G	Mgmt	For	For
2.9	Elect Director Okabe, Asako	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					

Zensho Holdings Co., Ltd.

Meeting Date: 27/06/2025 **Country:** Japan **Ticker:** 7550
Record Date: 31/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Create Bond-type Class Shares	G	Mgmt	For	For
2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Clarify Director Authority on Board Meetings	G	Mgmt	For	For
3.1	Elect Director Ogawa, Kentaro	G	Mgmt	For	For
3.2	Elect Director Ogawa, Yohei	G	Mgmt	For	For
3.3	Elect Director Nonoshita, Shinya	G	Mgmt	For	For
3.4	Elect Director Hirano, Makoto	G	Mgmt	For	For
3.5	Elect Director Ogawa, Kazumasa	G	Mgmt	For	For
3.6	Elect Director Ito, Chiaki	G	Mgmt	For	For
3.7	Elect Director Ando, Takaharu	G	Mgmt	For	Against
<i>Blended Rationale: [TK-M0201-023] AGAINST as outside director sits on more than four board of directors or audit & supervisory board of listed companies.</i>					
3.8	Elect Director Yamana, Shoei	G	Mgmt	For	For

Zensho Holdings Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.9	Elect Director Nagatsuma, Reiko	G	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Watanabe, Hideo	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
4.2	Elect Director and Audit Committee Member Miyajima, Yukio	G	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Kaneko, Kenichi	G	Mgmt	For	For
4.4	Elect Director and Audit Committee Member Maruyama, Hisashi	G	Mgmt	For	For
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For

Zeta Global Holdings Corp.

Meeting Date: 09/06/2025 **Country:** USA **Ticker:** ZETA
Record Date: 17/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jené Elzie	G	Mgmt	For	For
1.2	Elect Director William Royan	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Zhangzhou Pientzhuang Pharmaceutical Co., Ltd.

Meeting Date: 20/06/2025 **Country:** China **Ticker:** 600436
Record Date: 12/06/2025 **Meeting Type:** Annual

Zhangzhou Pientzehuang Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Appointment of Auditor and to Fix Their Remuneration	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Financial Statements and Financial Budget Report	G	Mgmt	For	For
6	Approve 2025 Remuneration of Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
7	Approve Profit Distribution	G	Mgmt	For	For

Zhaojin Mining Industry Company Limited

Meeting Date: 02/06/2025

Country: China

Ticker: 1818

Record Date: 26/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	ORDINARY RESOLUTIONS		Mgmt		
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Supervisory Committee	G	Mgmt	For	For
3	Approve Audited Financial Report	G	Mgmt	For	For
4	Approve Distribution Plan	G	Mgmt	For	For
5	Approve Ernst & Young and Ernst & Young Hua Ming LLP as International Auditor and PRC Auditor, Respectively, and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
	SPECIAL RESOLUTIONS		Mgmt		

Zhaojin Mining Industry Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional Domestic Shares and H Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
2	Authorize Repurchase of Issued H Share Capital	G	Mgmt	For	For
3	Amend Articles of Association and Authorize Representatives to Handle All Matters in Relation to the Amendment of Articles of Association	G	Mgmt	For	For

Zhaojin Mining Industry Company Limited

Meeting Date: 02/06/2025 **Country:** China **Ticker:** 1818
Record Date: 26/05/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES		Mgmt		
1	Authorize Repurchase of Issued H Share Capital	G	Mgmt	For	For
2	Amend Articles of Association and Authorize Representatives to Handle All Matters in Relation to the Amendment of Articles of Association	G	Mgmt	For	For

Zhefu Holding Group Co., Ltd.

Meeting Date: 07/04/2025 **Country:** China **Ticker:** 002266
Record Date: 01/04/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Provision of Financial Assistance and Related Party Transaction	G	Mgmt	For	For

Zhefu Holding Group Co., Ltd.

Meeting Date: 19/05/2025

Country: China

Ticker: 002266

Record Date: 13/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Remuneration of Directors, Supervisors and Senior Management	G	Mgmt	For	For
7	Approve Credit Line Application and Guarantee Matters	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
8	Approve to Appoint Auditor	G	Mgmt	For	For
9	Approve Feasibility Analysis Report on Conducting Foreign Exchange Derivatives Trading	G	Mgmt	For	For
10	Approve Foreign Exchange Derivatives Trading	G	Mgmt	For	For

Zhejiang Chint Electric Co., Ltd.

Meeting Date: 23/05/2025

Country: China

Ticker: 601877

Record Date: 16/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Appointment of Auditor	G	Mgmt	For	For

Zhejiang Chint Electrics Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Remuneration of Directors	G	Mgmt	For	For
8	Approve Remuneration of Supervisors	G	Mgmt	For	For
9	Approve Additional External Guarantee	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
10	Approve Foreign Exchange Derivatives Trading Business	G	Mgmt	For	For
11	Approve to Authorize the Board of Directors and Its Authorized Persons to Handle Matters Related to the Spin-off to Extend the Validity Period	G	Mgmt	For	For
12	Amend Articles of Association and Related Rules of Procedure	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
13.1	Elect Nan Cunhui as Director	G	Mgmt	For	For
13.2	Elect Zhu Xinmin as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence</i>					
13.3	Elect Chen Guoliang as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence</i>					
13.4	Elect Lu Chuan as Director	G	Mgmt	For	For
13.5	Elect Nan Er as Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
14.1	Elect Huang Shenjian as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence</i>					
14.2	Elect Peng Xu as Director	G	Mgmt	For	For
14.3	Elect Chen Yamin as Director	G	Mgmt	For	For

Zhejiang Hailiang Co. Ltd.

Meeting Date: 20/05/2025

Country: China

Ticker: 002203

Record Date: 15/05/2025

Meeting Type: Annual

Zhejiang Hailiang Co. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report and Summary	G	Mgmt	For	For
2	Approve Report of the Board of Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution and Interim Dividend Plan	G	Mgmt	For	For
6	Approve Related Party Transaction	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks</i>					
7	Approve Comprehensive Credit Line Application	G	Mgmt	For	For
8	Approve Provision of Guarantee for Controlled Subsidiary	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
9	Approve Provision of Guarantee for Controlling Shareholder	G	Mgmt	For	For
10	Approve Internal Control Self-Evaluation Report	G	Mgmt	For	For
11	Approve ESG Report and Social Responsibility Report	G	Mgmt	For	For
12	Approve Financial Derivatives Investment Business	G	Mgmt	For	For
13	Approve Commodity Futures Hedging Business	G	Mgmt	For	For
14	Approve to Appoint Auditor	G	Mgmt	For	For
15	Approve Financial Services Agreement	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks</i>					
16	Amend Management System of Raised Funds	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

Zhejiang Huahai Pharmaceutical Co., Ltd.

Meeting Date: 23/05/2025

Country: China

Ticker: 600521

Record Date: 16/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For
5	Approve Annual Report and Summary	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS		Mgmt		
6.1	Elect Li Hong as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence</i>				
6.2	Elect Chen Baohua as Director	G	Mgmt	For	For
6.3	Elect Zhu Yonghua as Director	G	Mgmt	For	For
6.4	Elect Shan Weiguang as Director	G	Mgmt	For	For
6.5	Elect Su Yan as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence</i>				
7	Approve Allowance of Independent Directors	G	Mgmt	For	For
8	Approve Application of Bank Credit Lines and Provision of Guarantee	G	Mgmt	For	For
9	Approve Cancelling Part of the Repurchased Shares and Reducing the Registered Capital	G	Mgmt	For	For
10	Approve Change of Company's Registered Address	G	Mgmt	For	For
11	Approve to Appoint Auditor	G	Mgmt	For	For
12	Approve the Abolition of the Board of Supervisors and Adjustment of the Organizational Structure	G	Mgmt	For	For
13	Approve Amendments to Articles of Association	G	Mgmt	For	For
14	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				

Zhejiang Huahai Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
16	Amend the Independent Director Work System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
17	Amend External Investment Management System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
18	Amend Fund Raising Management System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
19	Amend External Guarantee Management System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
20	Amend External Donation and Sponsorship Management System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
21	Amend Transaction and Related Transaction System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
22	Amend the Accounting Firm Selection System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
23	Amend the Futures and Derivatives Trading Management System	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
24.1	Elect Li Gang as Director	G	Mgmt	For	For
24.2	Elect Wang Xuegong as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence</i>				
24.3	Elect Deng Chuan as Director	G	Mgmt	For	For

Zhejiang Huayou Cobalt Co., Ltd.

Meeting Date: 09/05/2025

Country: China

Ticker: 603799

Record Date: 28/04/2025

Meeting Type: Annual

Zhejiang Huayou Cobalt Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve 2024 Daily Related Party Transactions	G	Mgmt	For	For
6	Approve 2025 Daily Related Party Transactions	G	Mgmt	For	For
7	Approve Profit Distribution	G	Mgmt	For	For
8	Approve Remuneration of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
9	Approve Remuneration of Supervisors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
10	Approve to Appoint Auditor	G	Mgmt	For	For
11	Approve Authorization on Financing Credit	G	Mgmt	For	For
12	Approve Provision of Guarantees	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
13	Approve Issuance of Non-financial Corporate Debt Financing Instruments	G	Mgmt	For	For
14	Approve Foreign Exchange Derivatives Trading Business	G	Mgmt	For	For
15	Approve Hedging Business	G	Mgmt	For	For
16	Approve Report of the Independent Directors	G	Mgmt	For	For
17	Amend Articles of Association	G	Mgmt	For	For
18	Approve Shareholder Dividend Return Plan	G	Mgmt	For	For

Zhejiang Jiuli Hi-Tech Metals Co., Ltd.

Meeting Date: 15/04/2025

Country: China

Ticker: 002318

Record Date: 09/04/2025

Meeting Type: Annual

Zhejiang Jiuli Hi-Tech Metals Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Related Party Transaction	G	Mgmt	For	For
7	Approve Loan Plan	G	Mgmt	For	For
8	Approve Foreign Exchange Derivatives Hedging Business	G	Mgmt	For	For
9	Approve to Appoint Auditor	G	Mgmt	For	For
10	Approve Adjustment of Guarantee Amount and Acceptance of Guarantee	G	Mgmt	For	For

Zhejiang Juhua Co., Ltd.

Meeting Date: 15/05/2025

Country: China

Ticker: 600160

Record Date: 12/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Financial Budget Report	G	Mgmt	For	For
6	Approve Profit Distribution	G	Mgmt	For	For
7	Approve Financial Auditor and Internal Control Auditor and Payment of Remuneration	G	Mgmt	For	For
8	Approve Provision of Guarantee	G	Mgmt	For	Against

Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.

Zhejiang Juhua Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve 2024 and 2025 Daily Related Party Transactions	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks.</i>					
10	Approve Financial Services Cooperation Agreement and Related Party Transaction	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks.</i>					

Zhejiang Leapmotor Technology Co., Ltd.

Meeting Date: 25/06/2025 **Country:** China **Ticker:** 9863
Record Date: 19/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Duty Report of Independent Non-Executive Directors	G	Mgmt	For	For
3	Approve Report of the Board of Supervisors	G	Mgmt	For	For
4	Approve Financial Report	G	Mgmt	For	For
5	Approve Final Financial Report	G	Mgmt	For	For
6	Approve Profit Distribution Plan	G	Mgmt	For	For
7	Approve Annual Report	G	Mgmt	For	For
8	Approve Environmental, Social and Governance Report	G	Mgmt	For	For
9	Approve Implementation of Connected Transactions and Estimates of Daily Connected Transactions	G	Mgmt	For	For
10	Approve Application to Banks for Comprehensive Credit	G	Mgmt	For	For
11	Approve Remuneration of Directors	G	Mgmt	For	For
12	Approve Remuneration of Supervisors	G	Mgmt	For	For

Zhejiang Leapmotor Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Approve PricewaterhouseCoopers as Overseas Auditor and PricewaterhouseCoopers Zhong Tian LLP as Domestic Auditor and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0155-001] Vote AGAINST auditor appointment due to concerns about the professional qualification of the auditor.</i>					
14	Elect Maxime Picat as Director	G	Mgmt		
15	Elect Zhao Zhiding as Supervisor	G	Mgmt	For	For
16	Approve Joint Liability Guarantee to be Provided by the Company for Its Subsidiaries	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
17	Approve Joint Liability Guarantee to be Provided by the Company for Its Distributors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
18	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
19	Authorize Repurchase of Issued H Share Capital	G	Mgmt	For	For
20	Amend Articles of Association	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					

Zhejiang Yongtai Technology Co., Ltd.

Meeting Date: 19/05/2025 **Country:** China **Ticker:** 002326
Record Date: 09/05/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Profit Distribution	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Zhejiang Yongtai Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Remuneration of Directors and Supervisors	G	Mgmt	For	For
6	Approve Annual Report and Summary	G	Mgmt	For	For
7	Approve Provision of Guarantees	G	Mgmt	For	For
8	Approve Application of Credit Lines	G	Mgmt	For	For
9	Approve to Appoint Auditor	G	Mgmt	For	For

Zhen Ding Technology Holding Ltd.

Meeting Date: 29/05/2025 **Country:** Cayman Islands **Ticker:** 4958
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	G	Mgmt	For	For
2	Approve Plan on Profit Distribution	G	Mgmt	For	For
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Amend Procedures for Lending Funds to Other Parties	G	Mgmt	For	For
5	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets, Amendments to Trading Procedures Governing Derivatives Products and Amend Procedures for Endorsement and Guarantees	G	Mgmt	For	For

Zheshang Securities Co., Ltd.

Meeting Date: 26/06/2025 **Country:** China **Ticker:** 601878
Record Date: 19/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For

Zheshang Securities Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report	G	Mgmt	For	For
	APPROVE DAILY RELATED PARTY TRANSACTIONS		Mgmt		
4.1	Approve Transactions with Controlling Shareholder and Its Affiliates	G	Mgmt	For	For
4.2	Approve Transactions with Other Affiliated Enterprises	G	Mgmt	For	For
4.3	Approve Transactions with Related Natural Persons	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve to Authorize the Board of Directors to Decide on the Interim Dividend Plan	G	Mgmt	For	For
7	Approve the Upper Limit of Financial Investment Scale	G	Mgmt	For	For
8	Approve External Donation Plan	S	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
9	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
10	Approve 2024 Remuneration and Appraisal of Directors	G	Mgmt	For	For
11	Approve 2024 Remuneration and Appraisal of Supervisors	G	Mgmt	For	For
12	Approve 2024 Remuneration and Appraisal of Senior Management Members	G	Mgmt	For	For

ZhongAn Online P & C Insurance Co., Ltd.

Meeting Date: 20/06/2025 **Country:** China **Ticker:** 6060
Record Date: 16/06/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of Supervisory Committee	G	Mgmt	For	For
3	Approve Report of the Auditors and Audited Financial Statements	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

ZhongAn Online P & C Insurance Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve PricewaterhouseCoopers as International Auditors and PricewaterhouseCoopers Zhong Tian LLP as PRC Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0155-001] Vote AGAINST auditor appointment due to concerns about the professional qualification of the auditor.</i>					
5	Approve Three-Year Development Plan Report	G	Mgmt	For	For
6	Approve Three-Year Capital Planning Report	G	Mgmt	For	For
	ELECT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
7.1	Elect Xing Jiang as Director	G	Mgmt	For	For
7.2	Elect Gaofeng Li as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-123] We believe that it is not in the best interests of shareholders to have this particular director on this board.</i>					
7.3	Elect Yaping Ou as Director	G	Mgmt	For	For
7.4	Elect Liangxun Shi as Director	G	Mgmt	For	For
7.5	Elect Shuang Zhang as Director	G	Mgmt	For	For
7.6	Elect Hugo Jin Yi Ou as Director	G	Mgmt	For	For
7.7	Elect Hai Yin as Director	G	Mgmt	For	For
7.8	Elect Vena Wei Yan Cheng as Director	G	Mgmt	For	For
7.9	Elect Gigi Wing Chee Chan as Director	G	Mgmt	For	For
7.10	Elect Stanley Chiu Fai Choi as Director	G	Mgmt	For	For
7.11	Elect Hongjun Zhong as Director	G	Mgmt	For	For
	ELECT SUPERVISORS VIA CUMULATIVE VOTING		Mgmt		
8.1	Elect Yuping Wen as Supervisor	G	Mgmt	For	For
8.2	Elect Limin Guo as Supervisor	G	Mgmt	For	For
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Zhongji Innolight Co., Ltd.

Meeting Date: 25/04/2025

Country: China

Ticker: 300308

Record Date: 18/04/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Draft and Summary of Performance Share Incentive Plan	G	Mgmt	For	For
2	Approve the Implementation Assessment and Management Measures for the Performance Share Incentive Plan	G	Mgmt	For	For
3	Approve Authorization of the Board to Handle All Related Matters	G	Mgmt	For	For
4	Amend External Investment Management System	G	Mgmt	For	Against

Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.

Zhongji Innolight Co., Ltd.

Meeting Date: 15/05/2025

Country: China

Ticker: 300308

Record Date: 09/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Financial Statements	G	Mgmt	For	For
4	Approve Annual Report and Summary	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Special Report on the Deposit and Usage of Raised Funds	G	Mgmt	For	For
7	Approve Remuneration of Directors and Supervisors	G	Mgmt	For	For
8	Approve Credit Line and Provision of Guarantees	G	Mgmt	For	Against
9	Approve Appointment of Auditor	G	Mgmt	For	For
10	Approve Related Party Transaction	G	Mgmt	For	For

Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.

Zhongsheng Group Holdings Limited

Meeting Date: 20/06/2025

Country: Cayman Islands

Ticker: 881

Record Date: 16/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Elect Li Guoqiang as Director	G	Mgmt	For	For
4	Elect Tang Xianfeng as Director	G	Mgmt	For	For
5	Elect Ying Wei as Director	G	Mgmt	For	For
6	Elect Li Yanwei as Director	G	Mgmt	For	For
7	Elect Cheng Po Cheun as Director	G	Mgmt	For	For
8	Authorize Board to Fix Remuneration of Directors	G	Mgmt	For	For
9	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
10	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
11	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
12	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Zhongyu Energy Holdings Limited

Meeting Date: 02/06/2025

Country: Cayman Islands

Ticker: 3633

Record Date: 27/05/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3a	Elect Wang Wenliang as Director	G	Mgmt	For	For
3b	Elect Jia Kun as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Zhongyu Energy Holdings Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3c	Authorize Board or the Remuneration Committee to Fix Remuneration of Directors	G	Mgmt	For	For
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
6	Authorize Repurchase of Issued Share Capital	G	Mgmt	For	For
7	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					

Zhuzhou CRRC Times Electric Co., Ltd.

Meeting Date: 27/06/2025

Country: China

Ticker: 3898

Record Date: 20/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Annual Report and Its Summary	G	Mgmt	For	For
2	Approve Work Report of the Board of Directors	G	Mgmt	For	For
3	Approve Work Report of the Supervisory Committee	G	Mgmt	For	For
4	Approve Profit Distribution Plan	G	Mgmt	For	For
5	Approve Plan for Distribution of Dividends to Shareholders for the Next Three Years (2025-2027)	G	Mgmt	For	For
6	Authorize Board to Determine the Distribution of Interim Profits	G	Mgmt	For	For
7	Approve KPMG Huazhen LLP as Financial Statements and Internal Control Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Approve Bank Credit Lines Applications	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Zhuzhou CRRC Times Electric Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Approve Remuneration of Directors	G	Mgmt	For	For
10	Approve Remuneration of Supervisors	G	Mgmt	For	For
11	Approve Abolition of the Supervisory Committee and Supervisors and Termination of Implementation of the Supervisory Committee Meeting Rules	G	Mgmt	For	For
12	Amend Articles of Association	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
13	Amend General Meeting Rules	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
14	Amend Board Meeting Rules	G	Mgmt	For	For
15	Approve Grant of General Mandate to the Board for Issuance of Additional A Shares and H Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
16	Approve Grant of General Mandate to the Board for Repurchase of H Shares	G	Mgmt	For	For

Zhuzhou CRRC Times Electric Co., Ltd.

Meeting Date: 27/06/2025 **Country:** China **Ticker:** 3898
Record Date: 20/06/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Grant of General Mandate to the Board to Repurchase H Shares	G	Mgmt	For	For

Zibo Qixiang Tengda Chemical Co., Ltd.

Meeting Date: 09/05/2025 **Country:** China **Ticker:** 002408
Record Date: 06/05/2025 **Meeting Type:** Annual

Zibo Qixiang Tengda Chemical Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Board of Supervisors	G	Mgmt	For	For
3	Approve Annual Report and Summary	G	Mgmt	For	For
4	Approve Financial Statements	G	Mgmt	For	For
5	Approve Profit Distribution	G	Mgmt	For	For
6	Approve Related Party Transaction	G	Mgmt	For	For
7	Approve Credit Line Application and Provision of Guarantee	G	Mgmt	For	For
8	Amend Articles of Association	G	Mgmt	For	For
9	Approve to Appoint Auditor	G	Mgmt	For	For
10	Amend Management System for Providing External Investments	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
11	Amend Related-Party Transaction Management System	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
12	Approve Financial Service Agreement	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks</i>					

Zignago Vetro SpA

Meeting Date: 29/04/2025 **Country:** Italy **Ticker:** ZV
Record Date: 16/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
	Management Proposals		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For

Zignago Vetro SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve 2025-2027 Performance Shares Plan	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
4	Approve Remuneration Policy	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>				
5	Approve Second Section of the Remuneration Report	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
	Shareholder Proposals Submitted by Zignago Holding SpA		Mgmt		
7	Fix Number of Directors	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
8	Fix Board Terms for Directors	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
	Appoint Directors (Slate Election) - Choose One of the Following Slates		Mgmt		
9.1	Slate 1 Submitted by Institutional Investors (Assogestioni)	G	SH	None	For
	<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>				
9.2	Slate 2 Submitted by Zignago Holding SpA	G	SH	None	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
	Shareholder Proposal Submitted by Zignago Holding SpA		Mgmt		
10	Approve Remuneration of Directors	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
	Management Proposal		Mgmt		
11	Deliberations Pursuant to Article 2390 of Civil Code Re: Decisions Inherent to Authorization of Board Members to Assume Positions in Competing Companies	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Zignago Vetro SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates		Mgmt		
12.1	Slate 1 Submitted by Institutional Investors (Assogestioni)	G	SH	None	For
	<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>				
12.2	Slate 2 Submitted by Zignago Holding SpA	G	SH	None	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
13	Appoint Chairman of Internal Statutory Auditors	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				
	Shareholder Proposal Submitted by Zignago Holding SpA		Mgmt		
14	Approve Internal Auditors' Remuneration	G	SH	None	For
	<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>				

Zillow Group, Inc.

Meeting Date: 02/06/2025 **Country:** USA **Ticker:** Z
Record Date: 24/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Richard N. Barton	G	Mgmt	For	For
1.2	Elect Director Lloyd D. Frink	G	Mgmt	For	For
1.3	Elect Director April Underwood	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>				
1.4	Elect Director Jeremy Wacksman	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

Zimmer Biomet Holdings, Inc.

Meeting Date: 29/05/2025 **Country:** USA **Ticker:** ZBH
Record Date: 02/04/2025 **Meeting Type:** Annual

Zimmer Biomet Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Betsy J. Bernard	G	Mgmt	For	For
1b	Elect Director Michael J. Farrell	G	Mgmt	For	For
1c	Elect Director Robert A. Hagemann	G	Mgmt	For	For
1d	Elect Director Arthur J. Higgins	G	Mgmt	For	For
1e	Elect Director Maria Teresa (Tessa) Hilado	G	Mgmt	For	For
1f	Elect Director Syed Jafry	G	Mgmt	For	For
1g	Elect Director Sreelakshmi Kolli	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1h	Elect Director Devdatt (Dev) Kurdikar	G	Mgmt	For	For
1i	Elect Director Louis A. Shapiro	G	Mgmt	For	For
1j	Elect Director Ivan Tornos	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	G	Mgmt	For	For

Zoetis Inc.

Meeting Date: 21/05/2025 **Country:** USA **Ticker:** ZTS
Record Date: 28/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Paul M. Bisaro	G	Mgmt	For	For
1b	Elect Director Vanessa Broadhurst	G	Mgmt	For	For
1c	Elect Director Frank A. D'Amelio	G	Mgmt	For	For
1d	Elect Director Gavin D.K. Hattersley	G	Mgmt	For	For
1e	Elect Director Sanjay Khosla	G	Mgmt	For	For

Zoetis Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Antoinette R. Leatherberry	G	Mgmt	For	For
1g	Elect Director Michael B. McCallister	G	Mgmt	For	For
1h	Elect Director Gregory Norden	G	Mgmt	For	For
1i	Elect Director Louise M. Parent	G	Mgmt	For	For
1j	Elect Director Kristin C. Peck	G	Mgmt	For	For
1k	Elect Director Willie M. Reed	G	Mgmt	For	For
1l	Elect Director Mark Stetter	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Amend Right to Call Special Meeting	G	SH	Against	Against

Blended Rationale: Company already has policies in place to address these issues.

Zoom Communications, Inc.

Meeting Date: 12/06/2025 **Country:** USA **Ticker:** ZM
Record Date: 14/04/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director William R. McDermott	G	Mgmt	For	For
1.2	Elect Director Michael Fenger	G	Mgmt	For	For
1.3	Elect Director Santiago Subotovsky	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against

Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.

ZoomInfo Technologies Inc.

Meeting Date: 14/05/2025 **Country:** USA **Ticker:** ZI
Record Date: 17/03/2025 **Meeting Type:** Annual

ZoomInfo Technologies Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ashley S. Evans	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
1.2	Elect Director Robert Keith Giglio	G	Mgmt	For	For
1.3	Elect Director Alison Gleeson	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
1.4	Elect Director Mark Mader	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Zoomlion Heavy Industry Science and Technology Co., Ltd.

Meeting Date: 26/06/2025

Country: China

Ticker: 1157

Record Date: 18/06/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Report of the Board of Directors	G	Mgmt	For	For
2	Approve Report of the Supervisory Board	G	Mgmt	For	For
3	Approve Report of the Settlement Accounts	G	Mgmt	For	For
4	Approve Full Text and Summary of the Annual Report of A Shares	G	Mgmt	For	For
5	Approve Annual Report of H Shares	G	Mgmt	For	For
6	Approve Profit Distribution Plan and Declaration and Distribution of Final Dividend	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE REAPPOINTMENT OF THE COMPANY'S AUDITORS		Mgmt		

Zoomlion Heavy Industry Science and Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.1	Approve KPMG Huazhen Certified Public Accountants (Special General Partnership) as Domestic Auditor and Internal Control Auditor	G	Mgmt	For	For
7.2	Approve KPMG as International Auditor	G	Mgmt	For	For
7.3	Authorize Audit Committee of Board to Determine Principles of Fixing Respective Remunerations of Domestic and International Auditors and Authorize Management to Determine Actual Remuneration Payable to Domestic and International Auditors	G	Mgmt	For	For
8	Approve Application to Relevant Financial Institutions for General Credit Facilities and Financing and Authorize Chairman of the Board to Execute Facility Contracts and Other Relevant Finance Documents and Allocate the Credit Limit Available	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0464-001] Level of financial assistance not proportionate to ownership.</i>					
9	Approve Zoomlion Industrial Vehicles to Engage in Business with Its Distributors, Provide External Guarantees and Authorize Management of Zoomlion Industrial Vehicles to Execute Relevant Cooperation Agreements	G	Mgmt	For	For
10	Approve Zoomlion Agricultural Machinery to Engage in Financial Business with Relevant Financial Institutions and Downstream Customers, Provide External Guarantees and Authorize Its Management to Execute Relevant Cooperation Agreements	G	Mgmt	For	For
11	Approve Provision of Guarantees in Favour of 46 Subsidiaries and Authorize Board to Adjust the Available Guarantee Amount Between the Guaranteed Parties	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					

Zoomlion Heavy Industry Science and Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Approve Carrying Out of Low Risk Investments and Financial Management and Authorize the Chairman to Make All Investment Decisions and Execute Relevant Contracts and Agreements	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks</i>					
13	Approve Investment in Financial Derivatives and Authorize the Chairman and His Authorized Persons to Make All Investment Decisions and Execute Relevant Contracts and Agreements	G	Mgmt	For	For
14	Approve Authorization to Zoomlion Aerial Machinery to Provide External Guarantees for Equipment Leasing Customers and Authorize Management of Zoomlion Aerial Machinery to Execute Relevant Cooperation Agreements	G	Mgmt	For	For
15	Approve Authorization to Zoomlion Aerial Machinery to Provide External Guarantees for the Purpose of Financial Business and Authorize the Management of Zoomlion Aerial Machinery to Execute Relevant Cooperation Agreements	G	Mgmt	For	For
16	Approve Zoomlion Finance and Leasing (China) to Establish an Asset-Backed Security Plan, Undertake the Obligations to Top Up Payment Shortfall(s), Provide a Guarantee, Issue Credit Bonds and Related Transactions	G	Mgmt	For	For
17	Approve Continuing Development by the Company of Its Mortgage-Funded, Finance Leasing, Business Factoring and Buyer's Credit Businesses and Provide Buy-Back Guarantees	G	Mgmt	For	For
18	Authorize Chairman of the Board to Deal with All Matters Related to the Issuance of Super Short-Term Commercial Paper and Related Transactions	G	Mgmt	For	For
19	Authorize Chairman of the Board to Deal with All Matters Related to the Issuance of Medium-Term Notes and Related Transactions	G	Mgmt	For	For

Zoomlion Heavy Industry Science and Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
20	Authorize Chairman of the Board to Deal with All Matters Arising in the Course of Issue, Establishment and Subsistence of Asset-Backed Securities	G	Mgmt	For	For
21	Authorize Board to Deal with All Matters in Connection with the Registration of Debt Financing Instrument, Issuance of Debt Securities and Related Transactions	G	Mgmt	For	For

ZOZO, Inc.

Meeting Date: 26/06/2025 Country: Japan Ticker: 3092
Record Date: 31/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sawada, Kotaro	G	Mgmt	For	For
1.2	Elect Director Yanagisawa, Koji	G	Mgmt	For	For
1.3	Elect Director Hirose, Fuminori	G	Mgmt	For	For
1.4	Elect Director Hide, Makoto	G	Mgmt	For	For
1.5	Elect Director Nagata, Yuko	G	Mgmt	For	For
1.6	Elect Director Saito, Taro	G	Mgmt	For	For
1.7	Elect Director Kansai, Takako	G	Mgmt	For	For
1.8	Elect Director Oikawa, Takuya	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Igarashi, Hiroko	G	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Utsunomiya, Junko	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
2.3	Elect Director and Audit Committee Member Nishiyama, Kumiko	G	Mgmt	For	For
3	Elect Alternate Director and Audit Committee Member Motai, Junichi	G	Mgmt	For	For

ZTE Corporation

Meeting Date: 24/04/2025

Country: China

Ticker: 763

Record Date: 16/04/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1.00	Approve Amendment of Relevant Clauses in Articles of Association, Rules of Procedure for General Meetings of Shareholders and Rules of Procedure for Board of Directors Meetings	G	Mgmt	For	For
2.00	Approve Provision of Guarantee Limits for the Subsidiary	G	Mgmt	For	For

ZTE Corporation

Meeting Date: 24/04/2025

Country: China

Ticker: 763

Record Date: 16/04/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1.00	Approve Amendment of Relevant Clauses in Articles of Association, Rules of Procedure for General Meetings of Shareholders and Rules of Procedure for Board of Directors Meetings	G	Mgmt	For	For
2.00	Approve Provision of Guarantee Limits for the Subsidiary	G	Mgmt	For	For

ZTO Express (Cayman) Inc.

Meeting Date: 17/06/2025

Country: Cayman Islands

Ticker: 2057

Record Date: 09/05/2025

Meeting Type: Annual

ZTO Express (Cayman) Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Re-Elect Director Meisong Lai	G	Mgmt	For	For
3	Re-Elect Director Jilei Wang	G	Mgmt	For	For
4	Re-Elect Director Fang Xie	G	Mgmt	For	For
5	Re-Elect Director Di Xu	G	Mgmt	For	For
6	Approve Remuneration of Directors	G	Mgmt	For	For
7	Approve Deloitte Touche Tohmatsu and Deloitte Touche Tohmatsu Certified Public Accountants LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
9	Authorize Share Repurchase Program	G	Mgmt	For	For

Zumiez Inc.

Meeting Date: 04/06/2025 **Country:** USA **Ticker:** ZUMZ
Record Date: 26/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Travis D. Smith	G	Mgmt	For	For
1b	Elect Director Guy M. Harkless	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Moss Adams LLP as Auditors	G	Mgmt	For	For

Zurich Insurance Group AG

Meeting Date: 09/04/2025 **Country:** Switzerland **Ticker:** ZURN
Record Date: **Meeting Type:** Annual

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

Zurich Insurance Group AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.2.6	Reappoint Jasmin Staiblin as Member of the Compensation Committee	G	Mgmt	For	For
4.3	Designate Keller AG as Independent Proxy	G	Mgmt	For	For
4.4	Ratify Ernst & Young AG as Auditors	G	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 6 Million	G	Mgmt	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 83 Million	G	Mgmt	For	For
6	Transact Other Business (Voting)	G	Mgmt	For	Abstain

Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.

Zurn Elkay Water Solutions Corporation

Meeting Date: 01/05/2025

Country: USA

Ticker: ZWS

Record Date: 04/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mark S. Bartlett	G	Mgmt	For	For
1.2	Elect Director Don Butler	G	Mgmt	For	For
1.3	Elect Director Timothy J. Jahnke	G	Mgmt	For	For
1.4	Elect Director David C. Longren	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

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