



PROXY VOTING REPORT

Full Details

Robeco | 01.04.2025 - 30.06.2025

Orsted A/S		Meeting Date: 03.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Ratification of Board and Management Acts		For	For	
4	Allocation of Profits/Dividends		For	For	
5	Remuneration Policy		For	For	
6	Board Size		For	For	
7	Elect Lene Skole as Chair		For	For	
8	Elect Andrew Brown as Vice Chair		For	For	
9	Elect Julia King		For	For	
10	Elect Annica Bresky		For	For	
11	Elect Judith Hartmann		For	For	
12	Elect Julian Waldron		For	For	
13	Directors' Fees		For	For	
14	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting		For	For	

Rio Tinto plc		Meeting Date: 03.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report (UK)		For	For	
3	Remuneration Report (AUS)		For	For	
4	Elect Sharon Thorne		For	For	
4	SHP Requesting Unification Review		Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues. The requested report would ensure more transparency, allowing shareholders to better assess the merits of the envisaged unification.
5	Elect Dominic Barton		For	For	
6	Elect Peter Cunningham		For	For	
7	Elect Dean Dalla Valle		For	For	
7	Elect Ngaire Woods		For	For	
10	Elect Martina Merz		For	For	
10	Authority to Set Auditor's Fees		For	For	
11	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
12	Elect James C. O'Rourke		For	For	
13	Elect Jakob Stausholm		For	For	
14	Authority to Issue Shares w/o Preemptive Rights		For	For	
15	Elect Ben Wyatt		For	For	
16	Appointment of Auditor		For	For	
19	Approval of Climate Action Plan		For	For	Environment - Vote For when the proposed climate strategy passes the Robeco SOC framework assessment. The company has a robust decarbonisation strategy for its operational emissions and has demonstrated significant improvement in disclosing its approach to working throughout the value chain to tackle scope 3 emissions. Whilst we will continue to request more information on the precise emissions impact of these initiatives we are pleased to see the company fulfilling its promise to provide more information on this issue.
20	Authority to Issue Shares w/ Preemptive Rights		For	For	
21	Elect Simon P. Henry		For	For	
22	Elect Susan Lloyd-Hurwitz		For	For	
22	Authority to Repurchase Shares		For	For	
23	Authority to Set General Meeting Notice Period at 14 Days		For	For	
24	Elect Jennifer Nason		For	For	

Varun Beverages Ltd.		Meeting Date: 03.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect Varun Jaipuria		For	For	
4	Elect Rajinder Jeet Singh Bagga		For	For	
5	Appointment of Secretarial Auditors		For	For	

SCB X Public Company Ltd		Meeting Date: 04.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect Kulpatra Sirodom		For	For	
4	Elect Kulaya Tantitemit		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Elect Prasan Chuaphanich		For	Against	Insufficient nomination and remuneration committee independence requirement; Board is not sufficiently independent
6	Elect Kan Trakulhoon		For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent.
7	Directors' Fees		For	For	
8	Appointment of Auditor and Authority to Set Fees		For	Against	Audit fees are excessive.
9	Elect Veerathai Santiprabhob		For	For	
10	Elect Komkrit Kietduriyakul		For	Against	Board is not sufficiently independent; Professional Services Relationship
11	Annual Report		For	For	
12	Amendment to Articles of Association		For	For	
13	Authority to Issue Debt Securities		For	For	
14	Amendments to Memorandum of Association		For	For	

Delhivery Ltd.

Meeting Date: 05.04.2025

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sameer Ashok Mehta		For	For	
2	Elect Namita Vikas Thapar		For	For	

Contemporary Amperex Technology Co. Limited

Meeting Date: 08.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 ANNUAL REPORT AND ITS SUMMARY		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
2	2024 Directors' Report		For	For	
3	2024 Supervisors' Report		For	For	
4	2024 Profit Distribution Plan		For	For	
5	Board Authorization of the 2025 Interim Profit Distribution		For	For	
6	Confirmation and Determination of Directors' Remunerations in 2024 and 2025		For	For	
7	Confirmation and Determination of Supervisors' Remunerations in 2024 and 2025		For	For	
8	Purchase of Liability Insurance for Directors, Supervisors and Senior Managers		For	For	
9	Re-appointment of Auditor for 2025		For	For	
10	2025 Application for Comprehensive Credit Line		For	For	
11	Estimated Guarantee Amount for 2025		For	For	
14	Amendments to the Implementation Rules of Cumulative Voting System		For	For	
15	Amendments to the Management System for External Donations		For	For	
16	Amendments to the Management System for Entrusted Wealth Management		For	For	
17	Amendments to the Management System for Connected Transactions		For	For	
18	Amendments to the Management System for External Guarantees		For	For	
18	Amendments to the Management System for External Investment		For	For	
19	Amendments to the Management System for Connected Transactions		For	For	
20	2025 Hedging Plan		For	For	
20	Amendments to the Management System for Fund Raising		For	For	
21	Provision of Guarantees for the Bond Issuance of the Company's Subsidiary		For	For	
21	Amendments to the System for Preventing the Occupation of Funds by Controlling Shareholders and Their Related Parties		For	For	
23	Amendments to the Management System for External Investment		For	For	

Deutsche Telekom AG

Meeting Date: 09.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends		For	For	
2	Authority to Repurchase and Reissue Shares		For	For	
3	Authority to Repurchase Shares Using Equity Derivatives		For	For	
4	Remuneration Report		For	For	
5	Management Board Remuneration Policy		For	For	
6	Appointment of Auditor		For	For	
7	Appointment of Auditor for Sustainability Reporting		For	For	
8	Elect Stefan Ramge		For	For	
9	Elect Rachel Empey		For	For	
10	Ratification of Management Board Acts		For	For	
11	Ratification of Supervisory Board Acts		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
12	Elect Natalie Knight		For	For	
13	Amendments to Articles (Virtual Meeting)		For	Against	Changes to Company Statutes - Vote Against when the Company has requested the right to hold a virtual-only meeting.
Kasikornbank Public Co. Ltd		Meeting Date: 09.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report		For	For	
2	Accounts and Reports		For	For	
3	Allocation of Profits/Dividends		For	For	
4	Elect Kalin Sarasin		For	For	
5	Elect Jainnisa Kuvinchkul Chakrabandhu Na Ayudhya		For	For	
6	Elect Kaisri Nuengsigkapien		For	For	
7	Elect Auttapol Rerkpiboon		For	For	
8	Directors' Fees		For	Against	Excessive bonus
9	Appointment of Auditor and Authority to Set Fees		For	Against	Audit fees are excessive.
10	Amendments to Articles of Association		For	For	
11	Transaction of Other Business		For	Against	Granting unfettered discretion is unwise
Koninklijke Ahold Delhaize N.V.		Meeting Date: 09.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Dividends		For	For	
3	REMUNERATION REPORT		For	For	
4	Ratification of Management Board Acts		For	For	
5	Ratification of Supervisory Board Acts		For	For	
6	Appointment of Auditor for Sustainability Reporting		For	For	
7	Amendments to Articles		For	For	
8	Authority to Issue Shares w/ Preemptive Rights		For	For	
9	Authority to Suppress Preemptive Rights		For	For	
10	Authority to Repurchase Shares		For	For	
11	Cancellation of Shares		For	For	
12	Elect Jan Zijderveld to the Supervisory Board		For	For	
13	Elect Per Bank to the Supervisory Board		For	For	
14	Supervisory Board Remuneration Policy		For	For	
15	Appointment of Auditor		For	For	
Saudi Basic Industries Corp.		Meeting Date: 09.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements		For	For	
2	Directors' Report		For	For	
3	Ratification of Board Acts		For	For	
4	Related Party Transactions (SABIC Industrial Investments Co. and Ma'aden Co.)		For	For	
5	Elect Khalid Hashim Al Dabbagh		N/A	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
6	Elect Ziad Thamer Al Murshed		N/A	Against	Board - Vote Against when the nomination committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent.
7	Elect Abdulrahman Saleh Al Fakeeh		N/A	Abstain	Alternate nominee preferred
8	Elect Mohamed Yahya A. Al Qahtani		N/A	Abstain	Alternate nominee preferred
9	Elect Lucrece Foufopoulos		N/A	Abstain	Board - Vote Against when there are concerns that one or more nominees lack sufficient time to effectively carry out their role in light of their external commitments
10	Elect Samir Brikho		N/A	For	
11	Elect Ramesh Ramachandran		N/A	For	
12	Authority to Pay Interim Dividends		For	For	
13	Elect Faisal Mohamed Al Faqeer		N/A	Abstain	Alternate nominee preferred
14	Elect Yousef Abdulrahman I. Al Zamil		N/A	For	
15	Elect Khalid Saeed Al Naji		N/A	For	
16	Elect Mohamed Othman Al Subaie		N/A	For	
17	Auditor's Report		For	For	
SBM Offshore N.V		Meeting Date: 09.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Douglas H. M. Wood to the Management Board		For	For	
2	Elect Ingelise Arnsten to the Supervisory Board		For	For	
3	Cancellation of Shares		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	Amendments to Articles		For	For	
5	Remuneration Report		For	Against	Remuneration - Vote Against when the company fails to align pay with performance
6	Directors' Fees		For	For	
7	Management Board Remuneration Policy		For	Against	Remuneration - Vote Against when the company fails to align pay with performance
8	Accounts and Reports		For	For	
9	Allocation of Dividends		For	For	
10	Ratification of Management Board Acts		For	For	
11	Ratification of Supervisory Board Acts		For	For	
12	Appointment of Auditor for Sustainability Reporting		For	For	
13	Authority to Issue Shares w/ Preemptive Rights		For	For	
14	Authority to Suppress Preemptive Rights		For	For	
15	Authority to Repurchase Shares		For	For	

Scentre Group		Meeting Date: 09.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Board Spill (Conditional)		Against	Against	
2	Re-elect Ilana Atlas		For	For	
3	Re-elect Catherine Brenner		For	For	
4	Re-elect Mike Ihlein		For	For	
5	Elect Craig Mitchell		For	For	
6	Remuneration Report		For	For	
7	Equity Grant (MD/CEO Elliott Rusanow)		For	For	

Aalberts NV		Meeting Date: 10.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report		For	For	
2	Accounts and Reports		For	For	
3	Allocation of Dividends		For	For	
4	Authority to Repurchase Shares		For	For	
5	Cancellation of Shares		For	For	
6	Ratification of Management Board Acts		For	For	
7	Ratification of Supervisory Board Acts		For	For	
8	Elect Frans den Houter to the Management Board		For	For	
9	Elect Peter van Bommel to the Supervisory Board		For	For	
10	Elect Lieve Declercq to the Supervisory Board		For	For	
11	Elect Roel Vestjens to the Supervisory Board		For	For	
12	Management Board Remuneration Policy		For	For	
13	Supervisory Board Remuneration Policy		For	For	
14	Authority to Issue Shares w/ Preemptive Rights		For	For	
15	Authority to Suppress Preemptive Rights		For	For	
16	Appointment of Auditor		For	For	
17	Appointment of Auditor for Sustainability Reporting		For	For	

Bangkok Dusit Medical Services Public Company Ltd		Meeting Date: 10.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Results of Operations		For	For	
2	Accounts and Reports		For	For	
3	Allocation of Profits/Dividends		For	For	
4	Elect Santasiri Sornmani		For	Against	Board is not sufficiently independent
5	Elect Pradit Theekakul		For	Against	Board is not sufficiently independent; Serves on too many boards
6	Elect Sripop Sarasas		For	For	
7	Elect Att Thongtang		For	For	
8	Elect Chairat Panthuraamphorn		For	Against	Board is not sufficiently independent
9	Elect Piyasakol Sakolsatayadorn		For	Against	Board is not sufficiently independent
10	Directors' Fees		For	Against	Excessive bonus
11	Appointment of Auditor and Authority to Set Fees		For	For	
12	Transaction of Other Business		For	Against	Granting unfettered discretion is unwise

ITC Ltd.		Meeting Date: 10.04.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Approval of the ITC Employee Stock Appreciation Rights Scheme 2025		For	For	
2	Extension of ITC Employee Stock Appreciation Rights Scheme 2025 to Subsidiary Companies		For	For	

Julius Baer Group Ltd		Meeting Date: 10.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Compensation Report		For	For	
3	Report on Non-Financial Matters		For	For	
4	Allocation of Dividends		For	For	
5	Ratification of Board and Management Acts		For	For	
6	Board Compensation		For	For	
7	Executive Compensation (Short-Term)		For	For	
8	Executive Compensation (Long-Term)		For	For	
9	Executive Compensation (Fixed)		For	For	
10	Elect Richard Campbell-Breedon		For	For	
11	Elect Bruce Fletcher		For	For	
12	Elect Juerg Hunziker		For	For	
13	Elect Kathryn Shih		For	For	
14	Elect Tomas Varela Muiña		For	For	
15	Elect Eunice Zehnder-Lai		For	For	
16	Elect Olga Zoutendijk		For	For	
17	Elect Noel Quinn as Board Chair		For	For	
18	Elect Richard Campbell-Breedon as Nominating and Compensation Committee Member		For	For	
19	Elect Bruce Fletcher as Nominating and Compensation Committee Member		For	For	
20	Elect Kathryn Shih as Nominating and Compensation Committee Member		For	For	
21	Elect Eunice Zehnder-Lai as Nominating and Compensation Committee Member		For	For	
22	Appointment of Auditor		For	For	
23	Appointment of Independent Proxy		For	For	
24	Transaction of Other Business		N/A	Against	Granting unfettered discretion is unwise

Santos Ltd		Meeting Date: 10.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Re-elect Michael Utsler		For	For	
2	Re-elect Musje Werror		For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
3	REMUNERATION REPORT		For	For	
4	Approval of Climate Transition Approach		For	Against	Environment - Vote Against when the proposed climate strategy fails the Robeco SOC framework assessment. This transition plan is inadequate on multiple counts; it fails to deliver medium term decarbonisation of operations, maintains ongoing exposure to fossil fuels, displays minimal existence of guardrails to ensure ongoing fossil fuel expenditure is resilient, has weak scenario analysis only covering a decade into the future and contains a new scope 3 target that is misleading in its cost and potential efficacy.
5	Equity Grant (MD/CEO Kevin Gallagher)		For	For	

UBS Group AG		Meeting Date: 10.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Compensation Report		For	For	
3	Report on Non-Financial Matters		For	For	
4	Allocation of Profits; Dividend from Reserves		For	For	
5	Ratification of Board and Management Acts		For	For	
6	Elect Thomas Colm Kelleher as Board Chair		For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
7	Elect Lukas Gähwiler		For	For	
8	Elect Jeremy Anderson		For	For	
9	Elect William C. Dudley		For	For	
10	Elect Patrick Firmenich		For	For	
11	Elect Fred HU Zulu		For	For	
12	Elect Mark Hughes		For	For	
13	Elect Gail P. Kelly		For	For	
14	Elect Julie G. Richardson		For	For	
15	Elect Jeanette Wong		For	For	
16	Elect Renata Jungo Brüngger		For	For	
17	Elect Lila Tretikov		For	For	
18	Elect Julie G. Richardson as Compensation Committee Member		For	For	
19	Elect Jeanette Wong as Compensation Committee Member		For	For	
20	Elect Gail P. Kelly as Compensation Committee Member		For	For	
21	Board Compensation		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
22	Executive Compensation (Variable)		For	For	
23	Executive Compensation (Fixed)		For	For	
24	Appointment of Independent Proxy		For	For	
25	Appointment of Auditor		For	For	
26	Cancellation of Shares and Reduction in Share Capital		For	For	
27	Authority to Repurchase Shares		For	For	
28	Additional or Amended Proposals		N/A	Against	Granting unfettered discretion is unwise

Wal-mart de Mexico S A B de C V

Meeting Date: 10.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect Eric Pérez-Grovas Aréchiga		For	For	
3	Report of the Audit and Corporate Governance Committees		For	For	
3	Report of the Board of Directors		For	For	
4	Report on Tax Compliance		For	For	
6	CEO's Report; Board's Opinion on CEO's Report		For	For	
7	Report on Employees' Share Plan		For	For	
9	Approve Extraordinary Dividend		For	For	
10	Report on Share Purchase Program; Authority to Repurchase Shares		For	For	
10	Approve Resignation of Kathryn Mc Lay		For	For	
11	Approve Resignation of Leigh Hopkins		For	For	
12	Approve Ordinary Dividend		For	For	
13	Approve Resignation of Tom Ward		For	For	
14	Accounts and Reports		For	For	
15	Approve Allocation of Profits		For	For	
15	Elect Rachel Brand		For	For	
16	Elect Guilherme Loureiro		For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent.
16	Elect Ignacio Caride		For	For	
17	Elect Karthik Raghupathy		For	For	
20	Elect Maria Teresa Altagarcia Arnal Machado		For	For	
21	Elect Elizabeth Kwo, M.D.		For	For	
22	Elect Ernesto Cervera Gómez		For	For	
23	Elect Viridiana Ríos		For	For	
23	Directors' Fees (Board Chair)		For	For	
24	Elect Ernesto Cervera as Chair of the Audit and Corporate Governance Committees		For	For	
25	Ratification of Board and Officers Acts		For	For	
26	Discharge from Liability for Board Directors and Officers		For	For	
28	Directors' Fees (Board Members)		For	For	
29	Audit and Corporate Governance Committees Chair's Fees		For	For	
30	Elect Venessa Yates		For	For	
30	Audit and Corporate Governance Committee Members' Fees		For	For	
31	Election of Meeting Delegates		For	For	

Astrazeneca plc

Meeting Date: 11.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Appointment of Auditor		For	For	
4	Authority to Set Auditor's Fees		For	For	
5	Elect Michel Demaré		For	For	
6	Elect Pascal Soriot		For	For	
7	Elect Aradhana Sarin		For	For	
8	Elect Tony Mok		For	For	
9	Elect Nazneen Rahman		For	For	
10	Elect Philip Broadley		For	For	
11	Elect Euan Ashley		For	For	
12	Elect Birgit Conix		For	For	
13	Elect Rene Haas		For	For	
14	Elect Karen Knudsen		For	For	
15	Elect Diana Layfield		For	For	
16	Elect Anna Manz		For	For	
17	Elect Sherilyn S. McCoy		For	For	
18	Elect Marcus Wallenberg		For	For	
19	Remuneration Report		For	For	
20	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
21	Authority to Issue Shares w/ Preemptive Rights		For	For	
22	Authority to Issue Shares w/o Preemptive Rights		For	For	
23	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
24	Authority to Repurchase Shares		For	For	
25	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Fomento Economico Mexicano S.A.B. de C.V.	Meeting Date: 11.04.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Report on Share Purchase Program; Authority to Repurchase Shares		For	For	
3	Elect José Antonio Fernández Carbajal		For	Against	The roles of Chair and CEO are combined and there is no lead independent director.
4	Authority to Cancel Treasury Shares and Reduce Share Capital		For	For	
4	Elect Eva María Garza Lagüera Gonda		For	For	
6	Elect Francisco José Calderón Rojas		For	For	
7	Elect Mariana Garza Lagüera Gonda		For	For	
8	Elect Bertha Paula Michel González		For	For	
9	Elect Alfonso Garza Garza		For	For	
9	Elect Alejandro Baillères Gual		For	For	
12	Elect Bárbara Garza Lagüera Gonda		For	For	
12	Elect Michael Larson		For	For	
13	Elect Olga González Aponte		For	For	
13	Elect Ricardo Saldívar Escajadillo		For	For	
16	Elect Víctor Alberto Tiburcio Celorio		For	For	
16	Elect Gibu Thomas		For	For	
17	Elect Daniel I. Alegre		For	For	
17	Elect Elane B. Stock		For	For	
18	Elect Michael Kahn as Alternate Director		For	For	
19	Elect Francisco Zambrano Rodriguez as Alternate Director		For	For	
22	Election of Board Committee Members and Chair; Fees		For	For	
23	Election of Meeting Delegates		For	For	
24	Elect Jaime A. El Koury as Alternate Director		For	For	
25	Accounts and Reports		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
25	Directors' Fees; Verification of Directors' Independence Status; Election of Board Chair, Non-Member Secretary and Alternate		For	For	
26	Allocation of Profits/Dividends		For	For	
26	Minutes		For	For	

Info Edge (India) Ltd.	Meeting Date: 11.04.2025	Meeting Type: Special
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Stock Split		For	For	
2	Amendments to Articles		For	For	
3	Amendments to Memorandum		For	For	

TVS Motor Co Ltd.	Meeting Date: 12.04.2025	Meeting Type: Special
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Scheme of Arrangement		For	For	

Almarai Co., Ltd.	Meeting Date: 13.04.2025	Meeting Type: Special
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Ratification of Board Acts		For	For	
3	Allocation of Profits/Dividends		For	For	
3	Directors' Fees		For	Against	Board - Vote Against when the company has either high exposure to deforestation risk commodities while failing to have adequate policies to mitigate this risk or it has been involved in severe deforestation-linked controversies
6	Related Party Transactions (Arabian Shield Insurance Co.)		For	For	
7	Related Party Transactions (Panda Retail Co.)		For	For	
8	Related Party Transactions (United Sugar Co.)		For	For	
8	Related Party Transactions (Mobile Telecommunication Company Saudi Arabia)		For	For	
9	Related Party Transactions (Abdullah Al-Othaim Markets Co.)		For	For	
9	Related Party Transactions (Banque Saudi Fransi)		For	For	
12	Related Party Transactions (International Food Industries Co.)		For	For	
12	Related Party Transactions (Al Khorayef Commercial Co. Ltd.)		For	For	
13	Related Party Transactions (Al Khorayef Lubricant Co.)		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Authority to Repurchase Shares Pursuant to Employee Equity Participation Program		For	For	
15	Related Party Transactions (Spinneys Company)		For	For	
15	Board Transactions		For	For	
16	Board Transactions (Walid Khaled Fatani)		For	For	
17	Amendments to Audit Committee Charter		For	Against	The proposed amendments reduce shareholder rights.

Al Rajhi Bank	Meeting Date: 13.04.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Auditors' Report		For	For	
2	Ratification of Board Acts		For	For	
3	Interim Dividend		For	For	
4	Authority to Pay Interim Dividends		For	For	
5	Appointment of Auditors and Authority to Set Fees		For	Against	The company has not provided sufficient information.
6	Directors' Fees		For	For	
7	Audit Committee Fees		For	For	
8	Election of Sharia Board Member (Abdulaziz Homyan Al Homyan)		For	For	
9	Election of Sharia Board Member (Sulaiman Abdullah Al Majed)		For	For	
10	Election of Sharia Board Member (Abdullah Nasser Al Sulmi)		For	For	
11	Election of Sharia Board Member (Saad Turkey Al Khathlan)		For	For	
12	Election of Sharia Board Member (Saleh Abdullah Al Lheidan)		For	For	
13	Ratify Appointment of Faisal Salah Abaalkhail		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
14	Amendments to Audit Committee Charter		For	For	
15	Approve Social Responsibility Policy		For	For	
16	Approve Business Competition Standards		For	For	
17	Board Transactions		For	For	
18	Board Transactions (Competing Businesses)		For	For	
19	Related Party Transactions (Al Rajhi Co. for Cooperative Insurance 1)		For	For	
20	Related Party Transactions (Al Rajhi Co. for Cooperative Insurance 2)		For	For	
21	Related Party Transactions (Al Rajhi Co. for Cooperative Insurance 3)		For	For	
22	Related Party Transactions (Al Rajhi Co. for Cooperative Insurance 4)		For	For	
23	Related Party Transactions (Al Rajhi Co. for Cooperative Insurance 5)		For	For	
24	Related Party Transactions (Al Rajhi Co. for Cooperative Insurance 6)		For	For	
25	Related Party Transactions (Al Rajhi Co. for Cooperative Insurance 7)		For	For	
26	Related Party Transactions (Al Rajhi Co. for Cooperative Insurance 8)		For	For	
27	Related Party Transactions (Al Rajhi Co. for Cooperative Insurance 9)		For	For	
28	Board Transactions (Mutasim Abdulaziz Al Mashouq)		For	For	

PB Fintech Ltd.	Meeting Date: 13.04.2025	Meeting Type: Special
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Related Party Transactions (PB Healthcare Services Private Limited)		For	Against	The company has not provided sufficient information.
2	Related Party Transaction (Between Yashish Dahiya - Executive Chair and CEO and PB Healthcare Services Private Limited)		For	Against	The company has not provided sufficient information.
3	Related Party Transaction (Between Alok Bansal - Executive Vice Chair and Whole-time Director and PB Healthcare Services Private Limited)		For	Against	The company has not provided sufficient information.
4	Related Party Transaction (Between Key Managerial Personnel and PB Healthcare Services Private Limited)		For	Against	The company has not provided sufficient information.

Far East Horizon Limited	Meeting Date: 14.04.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
2	Elect KUO Ming-Jian		For	For	
4	Elect John Law		For	For	
5	Elect HAN Xiaojing		For	Against	Insufficient audit committee independence; Insufficient nomination and remuneration committee independence requirement; Board is not sufficiently independent
6	Elect LIU Jialin		For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Elect YIP Wai Ming		For	Against	Board - Vote Against when the chair of the audit committee is not independent.
8	Directors' Fees		For	For	
9	Appointment of Auditor and Authority to Set Fees		For	Against	Audit fees are excessive.
10	Authority to Repurchase Shares		For	For	
11	Authority to Issue Shares w/o Preemptive Rights		For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
12	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed

Piraeus Financial Holdings S.A.
Meeting Date: 14.04.2025
Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Increase in Par Value; Capitalisation of Reserves		For	For	
3	Reduction in Par Value; Capital Repayment		For	For	
4	Waiver of Distribution of Additional Dividends		For	For	
5	Ratification of Board and Auditor's Acts		For	For	
6	Appointment of Auditor and Authority to Set Fees; Appointment of Auditor for Sustainability Reporting		For	For	
7	Remuneration Report		For	For	
8	Directors' Fees		For	For	
9	Use of Reserves for Profit Distribution		For	For	
10	Amendments to Remuneration Policy		For	For	
11	Update of Severance Policy		For	For	
12	Free Allocation of Shares		For	For	
13	Authority to Repurchase Shares		For	For	
14	Maximum Variable Pay Ratio (Executives)		For	For	
15	Maximum Variable Pay Ratio (CEO)		For	For	
16	Ratification of Co-Option of Two Directors		For	For	
17	Board Transactions		For	For	

Airbus SE
Meeting Date: 15.04.2025
Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
1	Allocation of Dividends		For	For	
3	Special Dividend		For	For	
4	Ratification of Non-Executives' Acts		For	For	
5	Ratification of Executives' Acts		For	For	
6	Appointment of Auditor (FY2025)		For	Against	Audit fees are excessive
6	Appointment of Auditor (FY2026)		For	Against	Audit fees are excessive
8	Remuneration Report		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate transparency and accountability
8	Remuneration Policy		For	For	
10	Election Guillaume Faury to the Board of Directors		For	For	
10	Elect Catherine Guillouard to the Board of Directors		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
11	Elect Irene Rummelhoff to the Board of Directors		For	For	
12	Elect Doris Höpke to the Board of Directors		For	For	
13	Authority to Issue Shares w/ or w/o Preemptive Rights (Equity Plans)		For	For	
15	Additional Authority to Issue Shares w/ or w/o Preemptive Rights		For	For	
16	Authority to Repurchase Shares		For	For	
16	Cancellation of Shares		For	For	

Aviva Plc
Meeting Date: 15.04.2025
Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Cancellation of Preference Shares		For	For	
2	Special Dividend (Cancellation of Preference Shares)		For	For	
3	Preference Shares Tender Offer		For	For	

BYD Co
Meeting Date: 15.04.2025
Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Board Authorization to Handle Matters in Relation to the 2025 Employee Share Ownership Plan		For	For	
2	Approval of the 2025 Employee Share Ownership Plan (Draft)		For	For	
3	Management Measures for the 2025 Employee Share Ownership Plan		For	For	

Moody`s Corp.		Meeting Date: 15.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jorge A. Bermudez		For	For	
2	Elect Thérèse Esperdy		For	For	
3	Elect Robert Fauber		For	For	
4	Elect Vincent A. Forlenza		For	For	
5	Elect Lloyd W. Howell, Jr.		For	For	
6	Elect Jose M. Minaya		For	For	
7	Elect Leslie Seidman		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
8	Elect Zig Serafin		For	For	
9	Elect Bruce Van Saun		For	For	
10	Ratification of Auditor		For	For	
11	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
12	Shareholder Proposal Regarding Severance Approval Policy		Against	For	SHP Remuneration - Vote For when the proposal requests that the company seek shareholder approval prior to entering severance agreements which provide substantial benefits

Saudi National Bank		Meeting Date: 15.04.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Auditors' Report		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
1	Authority to Repurchase Shares Pursuant to Employees Equity Program		For	For	
2	Appointment of Auditors and Authority to Set Fees		For	Against	The company has not provided sufficient information.
4	Audit Committee Fees		For	For	
5	Directors' Fees		For	For	
6	Amendments to Audit Committee Charter		For	For	
7	Ratification of Board Acts		For	For	
8	Amendments to Sponsorship and Donation Policy		For	For	
9	Amendments to Corporate Social Responsibility Policy		For	For	
9	Authority to Pay Interim Dividend		For	For	
10	Board Transactions		For	For	
12	Related Party Transactions (National Security Services Company)		For	For	
13	Related Party Transactions (Bupa Arabia for Cooperative Insurance Company)		For	For	
14	Related Party Transactions (Saudi Telecom Company 1)		For	For	
15	Related Party Transactions (Saudi Telecom Company 2)		For	For	
16	Related Party Transactions (Saudi Telecom Company 3)		For	For	
17	Board Transactions (Ibrahim Saad Al Mojel)		For	For	

Aercap Holdings N.V.		Meeting Date: 16.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Ratification of Board Acts		For	For	
3	Elect Aengus Kelly		For	For	
4	Elect Paul Dacier		For	For	
5	Elect James A. Lawrence		For	For	
6	Elect Michael G. Walsh		For	For	
7	Elect Jennifer VanBelle		For	For	
8	Elect Victoria Jarman		For	For	
9	Designation of CFO as Person Temporarily Responsible for Management		For	For	
10	Appointment of Auditor		For	For	
11	Authority to Issue Shares w/ Preemptive Rights		For	For	
12	Authority to Suppress Preemptive Rights		For	For	
13	Authority to Repurchase Shares		For	For	
14	Authority to Repurchase Additional Shares		For	For	
15	Reduction of Capital through Cancellation of Shares		For	For	

British American Tobacco Plc		Meeting Date: 16.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Policy		For	For	
3	Remuneration Report		For	For	
4	Appointment of Auditor		For	For	
5	Authority to Set Auditor's Fees		For	For	
5	Elect Tadeu Marroco		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Elect Luc Jobin		For	For	
7	Elect Karen Guerra		For	For	
8	Elect Krishnan Anand		For	For	
10	Elect Holly K. Koeppel		For	For	
10	Elect J. Darrell Thomas		For	For	
11	Elect Véronique Laury		For	For	
11	Elect Serpil Timuray		For	For	
12	Elect Soraya Benchikh		For	For	
15	Elect Uta Kemmerich-Keil		For	For	
15	Authority to Issue Shares w/ Preemptive Rights		For	For	
16	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
17	Authority to Issue Shares w/o Preemptive Rights		For	For	
18	Performance Share Plan		For	For	
20	Authority to Repurchase Shares		For	For	
21	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Carnival plc

Meeting Date: 16.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Micky Arison		For	For	
2	Elect Jonathon Band		For	For	
3	Elect Jason G. Cahilly		For	For	
4	Elect Nelda J. Connors		For	For	
5	Elect Helen Deeble		For	For	
6	Elect Jeffrey J. Gearhart		For	For	
7	Elect Katie Lahey		For	For	
8	Elect Stuart Subotnick		For	For	
9	Elect Laura A. Weil		For	For	
10	Elect Josh Weinstein		For	For	
11	Elect Randall J. Weisenburger		For	For	
12	Advisory Vote on Executive Compensation		For	For	
13	Remuneration Report		For	For	
14	Remuneration Policy		For	For	
15	Appointment of Auditor		For	For	
16	Authority to Set Auditor's Fees		For	For	
17	Accounts and Reports		For	For	
18	Authority to Issue Shares w/ Preemptive Rights		For	For	
19	Authority to Issue Shares w/o Preemptive Rights		For	For	
20	Amendment to the 1993 Employee Stock Purchase Plan		For	For	

Hunting plc

Meeting Date: 16.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	Against	The compensation plan does not disclose the CEO pay compared to median employee.
3	Final Dividend		For	For	
4	Elect Catherine Krajicek		For	For	
5	Elect Margaret Amos		For	For	
6	Elect Stuart M. Brightman		For	For	
7	Elect Carol Chesney		For	For	
8	Elect Bruce H. Ferguson		For	For	
9	Elect Paula M. Harris		For	For	
10	Elect Arthur James Johnson		For	For	
11	Elect Keith Lough		For	For	
12	Appointment of Auditor		For	For	
13	Authority to Set Auditor's Fees		For	For	
14	Authority to Issue Shares w/ Preemptive Rights		For	For	
15	Authority to Issue Shares w/o Preemptive Rights		For	For	
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
17	Authority to Repurchase Shares		For	For	
18	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Moncler SPA

Meeting Date: 16.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Dividends		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	Remuneration Policy		For	For	
4	Remuneration Report		For	For	
5	Authority to Repurchase and Reissue Shares		For	For	
6	Board Size		For	For	
7	Board Term Length		For	For	
8	Authorisation of Competing Activities		For	Against	Potential conflict of interests
9	List Presented by Double R S.r.l.		N/A	Do Not Vote	
10	List Presented by Group of Institutional Investors Representing 1.58% of Share Capital		N/A	For	
11	Directors' Fees		For	For	

Nestle SA		Meeting Date: 16.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Cancellation of Shares and Reduction in Share Capital		For	For	
2	Ratification of Board and Management Acts		For	For	
2	Transaction of Other Business		N/A	Against	Granting unfettered discretion is unwise
4	Compensation Report		For	Against	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan. Remuneration - Vote against when remuneration does not adhere to best practice of having clawback in place for LTIP.
4	Executive Compensation (Total)		For	Against	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan. Remuneration - Vote against when remuneration does not adhere to best practice of having clawback in place for LTIP.
6	Elect Pablo Isla Álvarez de Tejera		For	For	
8	Elect Renato Fassbind		For	For	
8	Elect Hanne Jimenez de Mora		For	For	
9	Elect Dick Boer		For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
10	Elect Paul Bulcke as Board Chair		For	For	
11	Elect Dinesh C. Paliwal		For	For	
12	Elect Patrick Aebischer		For	For	
12	Elect Lindiwe Majele Sibanda		For	For	
14	Allocation of Dividends		For	For	
16	Report on Non-Financial Matters		For	For	
16	Elect Luca Maestri		For	For	
18	Elect Marie-Gabrielle Ineichen-Fleisch		For	For	
18	Appointment of Independent Proxy		For	For	
19	Elect Geraldine Matchett		For	For	
19	Elect Pablo Isla Álvarez de Tejera as Compensation Committee Member		For	For	
20	Elect Dinesh C. Paliwal as Compensation Committee Member		For	For	
21	Elect Dick Boer as Compensation Committee Member		For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
22	Elect Laurent Freixe		For	For	
24	Elect Patrick Aebischer as Compensation Committee Member		For	For	
25	Elect Chris Leong		For	For	
25	Appointment of Auditor		For	For	
27	Elect Rainer M. Blair		For	For	
27	Board Compensation		For	For	
29	Accounts and Reports		For	For	

Petroleo Brasileiro S.A. Petrobras		Meeting Date: 16.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
1	Elect Reginaldo Ferreira Alexandre to the Supervisory Council Presented by Preferred Shareholders		N/A	For	
2	Allocation of Profits/Dividends		For	For	
3	Election of Directors		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses; Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards.
4	Approve Recasting of Votes for Amended Slate		N/A	Against	Vote Against if the proposal would allow the voting instructions to be considered in the event of a second call.
5	Request Cumulative Voting		N/A	Against	
6	In case of a cumulative voting process, should the corresponding votes to your shares be equally distributed among the candidates indicated below? [If the shareholder chooses yes, only the candidates listed below with the answer type approve will be considered in the proportional percentage distribution. If the shareholder chooses to abstain and the election occurs by the cumulative voting process, the shareholder's vote shall be ... (due to space limits, see proxy material for full propos		N/A	Against	
7	Allocate Cumulative Votes to Pietro Adamo Sampaio Mendes		N/A	Against	Board – Vote Against when there are concerns regarding the governance standards, independence levels and quality of the list of candidates presented.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Allocate Cumulative Votes to Magda Maria de Regina Chambriard		N/A	Against	Board – Vote Against when there are concerns regarding the governance standards, independence levels and quality of the list of candidates presented.
9	Allocate Cumulative Votes to Renato Campos Galuppo		N/A	Against	Board – Vote Against when there are concerns regarding the governance standards, independence levels and quality of the list of candidates presented.
10	Allocate Cumulative Votes to José Fernando Coura		N/A	Against	Board – Vote Against when there are concerns regarding the governance standards, independence levels and quality of the list of candidates presented.
11	Allocate Cumulative Votes to Rafael Ramalho Dubeux		N/A	Against	Board – Vote Against when there are concerns regarding the governance standards, independence levels and quality of the list of candidates presented.
12	Allocate Cumulative Votes to Bruno Moretti		N/A	Against	Board – Vote Against when there are concerns regarding the governance standards, independence levels and quality of the list of candidates presented.
13	Allocate Cumulative Votes to Benjamin Alves Rabelo Filho		N/A	Against	Board – Vote Against when there are concerns regarding the governance standards, independence levels and quality of the list of candidates presented.
14	Allocate Cumulative Votes to Ivanyra Maura de Medeiros Correia		N/A	Against	Board – Vote Against when there are concerns regarding the governance standards, independence levels and quality of the list of candidates presented.
15	Allocate Cumulative Votes to José João Abdalla Filho		N/A	Against	Board – Vote Against when there are concerns regarding the governance standards, independence levels and quality of the list of candidates presented.
16	Allocate Cumulative Votes to Aloisio Macário Ferreira de Souza		N/A	Against	Board – Vote Against when there are concerns regarding the governance standards, independence levels and quality of the list of candidates presented.
17	Allocate Cumulative Votes to Thales Kroth de Souza		N/A	Against	Board – Vote Against when there are concerns regarding the governance standards, independence levels and quality of the list of candidates presented.
18	Ratify Renato Campos Galuppo's Independence Status		For	Against	Board - Vote Against when there are concerns regarding the independence status.
19	Ratify Rafael Ramalho Dubeux's Independence Status		For	Against	Board - Vote Against when there are concerns regarding the independence status.
20	Ratify Ivanyra Maura de Medeiros Correia's Independence Status		For	Against	Board - Vote Against when there are concerns regarding the independence status.
21	Ratify José Fernando Coura's Independence Status		For	Against	Board - Vote Against when there are concerns regarding the independence status.
22	Ratify José João Abdalla Filho's Independence Status		N/A	Against	Board - Vote Against when there are concerns regarding the independence status.
23	Ratify Aloisio Macário Ferreira de Souza's Independence Status		N/A	Against	Board - Vote Against when there are concerns regarding the independence status.
24	Ratify Thales Kroth de Souza's Independence Status		N/A	Against	Board - Vote Against when there are concerns regarding the independence status.
25	Elect Pietro Adamo Sampaio Mendes as Board Chair		For	Against	Board – Vote Against when there are concerns regarding the governance standards, independence levels and quality of the list of candidates presented.
26	Supervisory Council Board Size		For	For	
27	Elect Ronaldo Dias to the Supervisory Council Presented by Minority Shareholders		N/A	For	
28	Election of Supervisory Council		For	Against	Minority candidate is supported over management/controller candidate/s
29	Approve Recasting of Votes for Amended Supervisory Council Slate		N/A	Against	Potential unknown nominees w/o shareholder approval
30	Remuneration Policy		For	For	
31	Amendments to Articles		For	For	
32	Instructions if Meeting is Held on Second Call		N/A	Against	Vote Against if the proposal would allow the voting instructions to be considered in the event of a second call.

Sherwin-Williams Co.		Meeting Date: 16.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Aaron M. Powell		For	For	
2	Elect Marta R. Stewart		For	For	
3	Elect Michael H. Thaman		For	For	
4	Elect Matthew Thornton III		For	For	
5	Elect Thomas L. Williams		For	For	
6	Advisory Vote on Executive Compensation		For	For	
7	Elect Kerrii B. Anderson		For	For	
8	Elect Jeff M. Fetting		For	For	
9	Elect Robert J. Gamgort		For	For	
10	Elect Heidi G. Petz		For	For	
11	Approval of the 2025 Equity and Incentive Compensation Plan		For	For	
12	Ratification of Auditor		For	For	
13	Elimination of Supermajority Requirement		For	For	
14	Elimination of Supermajority Requirement		For	For	

Zhejiang Sanhua Intelligent Controls Co. Ltd.		Meeting Date: 16.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	2024 WORK REPORT OF THE SUPERVISORY COMMITTEE		For	For	
3	2024 ANNUAL ACCOUNTS REPORT		For	For	
3	2025 APPLICATION FOR COMPREHENSIVE CREDIT LINE TO BANKS		For	For	
4	2024 ANNUAL REPORT AND ITS SUMMARY		For	For	
5	2024 Profit Distribution Plan		For	For	
7	LAUNCHING THE ASSETS POOL BUSINESS		For	For	
7	LAUNCHING FUTURES HEDGING BUSINESS		For	For	
8	2025 ESTIMATED EXTERNAL GUARANTEE QUOTA OF THE COMPANY AND SUBSIDIARIES		For	For	
8	LAUNCHING FOREIGN EXCHANGE HEDGING BUSINESS		For	For	
9	REAPPOINTMENT OF 2025 AUDIT FIRM		For	For	
10	REMUNERATION AND ALLOWANCE FOR DIRECTORS		For	For	
12	Purchase of Liability Insurance for Directors, Supervisors and Senior Management		For	For	
14	REMUNERATION AND ALLOWANCE FOR SUPERVISORS		For	For	
14	Elect ZHANG Yabo		For	Against	The roles of Chair and CEO are combined and there is no lead independent director.
15	DETERMINATION OF THE ROLE AND FUNCTIONS OF DIRECTORS		For	For	
16	Amendments to the Company's Articles of Association (Draft)		For	For	
17	Elect NI Xiaoming		For	For	
18	Elect WANG Dayong		For	For	
19	Elect REN Jintu		For	For	
19	Elect ZHANG Shaobo		For	For	
20	Elect SHI Jianhui		For	For	
21	Elect CHEN Yuzhong		For	For	
21	Elect BAO Ensi		For	For	
23	2024 WORK REPORT OF THE BOARD OF DIRECTORS		For	For	
25	Elect PAN Yalan		For	For	
26	Elect GE Jun		For	For	
27	Elect ZHAO Yajun		For	Against	Supervisors are not sufficiently independent
28	Elect MO Yang		For	For	

Beiersdorf AG		Meeting Date: 17.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends		For	For	
2	Ratification of Management Board Acts		For	For	
3	Ratification of Supervisory Board Acts		For	For	
4	Appointment of Auditor		For	For	
5	Appointment of Auditor for Sustainability Reporting		For	For	
6	Remuneration Report		For	Against	Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards without sufficient justification.
7	Management Board Remuneration Policy		For	For	
8	Supervisory Board Remuneration Policy		For	For	
9	Increase in Authorised Capital I		For	For	
10	Increase in Authorised Capital II		For	For	
11	Increase in Authorised Capital III		For	For	
12	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital		For	For	
13	Authority to Repurchase and Reissue Shares		For	For	
14	Amendments to Articles (Virtual Meeting)		For	Against	Changes to Company Statutes - Vote Against when the Company has requested the right to hold a virtual-only meeting.

BP plc		Meeting Date: 17.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	Against	Concerns regarding backtracking of climate goals.
2	Remuneration Report		For	Against	Concerns regarding backtracking of climate goals.
3	Elect Helge Lund		For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses
4	Elect Murray Auchincloss		For	Abstain	
5	Elect Kate Thomson		For	For	Concerns regarding backtracking of climate goals.
6	Elect Amanda J. Blanc		For	Against	Concerns regarding backtracking of climate goals.
7	Elect Tushar Morzaria		For	Against	Concerns regarding backtracking of climate goals.
8	Elect Melody B. Meyer		For	Against	Concerns regarding backtracking of climate goals.
9	Elect Pamela Daley		For	For	
10	Elect Karen A. Richardson		For	For	
11	Elect Satish Pai		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
12	Elect Hina Nagarajan		For	For	
13	Elect Johannes Teyssen		For	For	
14	Elect Ian Tyler		For	For	
15	Appointment of Auditor		For	For	
16	Authority to Set Auditor's Fees		For	For	
17	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
18	Share Award Plan 2025		For	For	
19	Global Share Match 2025		For	For	
20	Authority to Issue Shares w/ Preemptive Rights		For	For	
21	Authority to Issue Shares w/o Preemptive Rights		For	For	
22	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
23	Authority to Repurchase Shares		For	For	
24	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Coforge Ltd.

Meeting Date: 17.04.2025

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Sub-division/Split of Equity Shares of the Company and Amendments to Memorandum of Association		For	For	

Fuyao Glass Industry Group Co Ltd

Meeting Date: 17.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report		For	For	
3	Supervisors' Report		For	For	
3	Accounts and Reports		For	For	
5	Allocation of Profits/Dividends		For	For	
5	Annual Report		For	For	
6	Appointment of Domestic Auditor and Authority to Set Fees		For	Against	Audit fees are excessive.
7	Appointment of Overseas Auditor and Authority to Set Fees		For	Against	Audit fees are excessive.
9	Independent Directors' Report		For	For	
9	Authority to Issue Medium-Term Notes		For	For	
10	Authority to Issue Ultra Short-Term Financing Bonds		For	For	

Heineken Holdings

Meeting Date: 17.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report		For	For	
2	Accounts and Reports		For	For	
3	Ratification of Board Acts		For	For	
4	Authority to Repurchase Shares		For	For	
5	Authority to Issue Shares w/ Preemptive Rights		For	For	
6	Authority to Suppress Preemptive Rights		For	For	
7	Cancellation of Shares/Authorities to Issue Shares		For	For	
8	Elect Alexander A.C. de Carvalho		For	Against	Board is not sufficiently independent; Controlled company but expect board independence to be in line with free float.
9	Elect Jean-Marc Huët		For	For	
10	Appointment of Auditor		For	For	
11	Appointment of Auditor for Sustainability Reporting (FY2025)		For	For	
12	Appointment of Auditor for Sustainability Reporting (FY2026)		For	For	

Itau Unibanco Holding S.A.

Meeting Date: 17.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Request Separate Election for Board Member (Preferred)		N/A	Against	The company has not provided sufficient information.
2	Elect Marcelo Maia Tavares de Araújo to the Supervisory Council Presented by Preferred Shareholders		N/A	For	

Lvmh Moët Hennessy Louis Vuitton SE

Meeting Date: 17.04.2025

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles Regarding the Chair and CEO's Age Limits		For	For	
2	Amendments to Articles		For	For	
3	Stock Purchase Plan for Overseas Employees		For	For	
4	Global Ceiling on Capital Increases		For	For	
5	Authority to Grant Stock Options		For	Against	Capital Management - Vote Against when the proposed issuance is not in the best interests of minority shareholders.
6	Employee Stock Purchase Plan		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Greenshoe		For	Against	Capital Management - Vote Against when the proposed issuance is not in the best interests of minority shareholders.
8	Authority to Increase Capital in Case of Exchange Offers		For	Against	Capital Management - Vote Against when the proposed issuance is not in the best interests of minority shareholders.
9	Authority to Increase Capital in Consideration for Contributions In Kind		For	Against	Capital Management - Vote Against when the proposed issuance is not in the best interests of minority shareholders.
10	Accounts and Reports		For	For	
11	Consolidated Accounts and Reports		For	For	
12	Allocation of Profits/Dividends		For	For	
13	Special Auditors Report on Regulated Agreements		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision
14	Ratification of Co-Option of Wei Sun Christianson		For	For	
15	Elect Bernard Arnault		For	For	
16	Elect Sophie Chassat		For	For	
17	Elect Clara Gaymard		For	For	
18	Elect Hubert Védrine		For	For	
19	2024 Remuneration Report		For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability
20	2024 Remuneration of Bernard Arnault, Chair and CEO		For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability
21	2024 Remuneration of Antonio Belloni, Former Deputy CEO (until April 18, 2024)		For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability
22	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights		For	Against	Capital Management - Vote Against when the proposed issuance is not in the best interests of minority shareholders.
23	Authority to Issue Shares and Convertible Debt Through Private Placement (Qualified Investors)		For	Against	Capital Management - Vote Against when the proposed issuance is not in the best interests of minority shareholders.
24	2025 Remuneration Policy (Board of Directors)		For	For	
25	2025 Remuneration Policy (Chair and CEO)		For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability
26	Authority to Repurchase and Reissue Shares		For	For	
27	Authority to Cancel Shares and Reduce Capital		For	For	
28	Authority to Increase Capital Through Capitalisations		For	For	
29	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights		For	For	

Oversea-Chinese Banking Corporation Limited

Meeting Date: 17.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Elect CHONG Chuan Neo		For	For	
3	Elect CHUA Kim Chiu		For	For	
4	Elect Helen WONG		For	For	
5	Elect LIAN Wee Cheow		For	For	
6	Allocation of Profits/Dividends		For	For	
7	Directors' Fees in Cash		For	For	
8	Authority to Issue Ordinary Shares to Non-Executive Directors		For	For	
9	Appointment of Auditor and Authority to Set Fees		For	For	
10	Authority to Issue Shares w/ or w/o Preemptive Rights		For	For	
11	Scrip Dividend		For	For	
12	Authority to Repurchase and Reissue Shares		For	For	

PRIO S.A

Meeting Date: 17.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Draft Minutes in Summary Format		N/A	Against	Not in shareholders' best interests
2	Authority to Publish Minutes Omitting Shareholders' Names		N/A	For	
3	Approve Recasting of Votes for Amended Supervisory Council Slate		N/A	Against	Potential unknown nominees w/o shareholder approval
4	Remuneration Policy		For	Against	Long term awards are not linked to performance. The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan. Remuneration - Vote against when remuneration does not adhere to best practice of having clawback in place for LTIP.
5	Accounts and Reports		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
6	Allocation of Profits/Dividends		For	For	
7	Request Establishment of Supervisory Council		N/A	For	
8	Election of Supervisory Council		For	For	
9	Supervisory Council Fees		For	For	

Texas Instruments Inc.

Meeting Date: 17.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mark A. Blinn		For	For	
2	Elect Todd M. Bluedorn		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	Elect Janet F. Clark		For	For	
4	Elect Carrie S. Cox		For	Against	Board - Vote Against when there are concerns that one or more nominees lack sufficient time to effectively carry out their role in light of their external commitments
5	Elect Martin S. Craighead		For	For	
6	Elect Reginald DesRoches		For	For	
7	Elect Curtis C. Farmer		For	For	
8	Elect Jean M. Hobby		For	For	
9	Elect Haviv Ilan		For	For	
10	Elect Ronald Kirk		For	For	
11	Elect Pamela H. Patsley		For	For	
12	Elect Robert E. Sanchez		For	For	
13	Elect Richard K. Templeton		For	For	
14	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
15	Ratification of Auditor		For	For	
16	Shareholder Proposal Regarding Right to Call Special Meeting		Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights

Vinci		Meeting Date: 17.04.2025		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2025 Remuneration Policy (Incoming CEO)		For	For	
2	2025 Remuneration Policy (Chair)		For	For	
3	Allocation of Profits/Dividends		For	For	
5	Elect Pierre Anjolas		For	For	
6	2024 Remuneration Report		For	For	
7	Elect Maria Victoria Zingoni		For	For	
8	Appointment of Auditor (PricewaterhouseCoopers)		For	For	
9	Authority to Increase Capital Through Capitalisations		For	For	
10	Appointment of Auditor for Sustainability Reporting (Ernst & Young)		For	For	
11	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights		For	For	
12	2025 Remuneration Policy (Board of Directors)		For	For	
13	2025 Remuneration Policy (Chair and CEO)		For	For	
15	Employee Stock Purchase Plan		For	For	
17	2024 Remuneration of Xavier Huillard, Chair and CEO		For	For	
18	Authority to Cancel Shares and Reduce Capital		For	For	
19	Authority to Repurchase and Reissue Shares		For	For	
20	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights		For	For	
21	Appointment of Auditor (Ernst & Young)		For	Against	Audit/Financials - Vote Against when the tenure of the auditor is not in line with market best practice.
22	Consolidated Accounts and Reports		For	For	
22	Authority to Issue Shares and Convertible Debt Through Private Placement		For	For	
23	Accounts and Reports; Non Tax-Deductible Expenses		For	For	
23	Greenshoe		For	For	
24	Authority to Increase Capital in Consideration for Contributions In Kind		For	For	
25	Elect Yannick Assouad		For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
26	Stock Purchase Plan for Overseas Employees		For	For	
27	Elect Karla Bertocco Trindade		For	For	
27	Authority to Issue Performance Shares		For	For	
28	Authorisation of Legal Formalities		For	For	

Broadcom Inc		Meeting Date: 21.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Diane M. Bryant		For	For	
2	Elect Gayla J. Delly		For	For	
3	Elect Kenneth Y. Hao		For	For	
4	Elect Eddy W. Hartenstein		For	For	
5	Elect Check Kian Low		For	For	
6	Elect Justine F. Page		For	For	
7	Elect Henry S. Samuelli		For	For	
8	Elect Hock E. Tan		For	For	
9	Elect Harry L. You		For	For	
10	Ratification of Auditor		For	For	
11	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure

Yunnan Baiyao Group Co. Ltd.		Meeting Date: 21.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2025 Financial Budget		For	For	
1	2024 Remuneration Result for Directors and Supervisors		For	For	
2	2024 Supervisors' Report		For	For	
3	2024 Directors' Report		For	For	
5	2024 Accounts and Reports		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
6	2025 Related Party Transactions		For	For	
7	2024 ANNUAL REPORT AND ITS SUMMARY		For	For	
8	2024 Allocation of Profits/Dividends		For	For	

Adobe Inc		Meeting Date: 22.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Cristiano R. Amon		For	For	
2	Elect Amy L. Banse		For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
3	Elect Melanie Boulden		For	For	
4	Elect Frank A. Calderoni		For	For	
5	Elect Laura B. Desmond		For	For	
6	Elect Shantanu Narayen		For	For	
7	Elect Spencer Neumann		For	For	
8	Elect Kathleen Oberg		For	For	
9	Elect Dheeraj Pandey		For	For	
10	Elect David A. Ricks		For	For	
11	Elect Daniel Rosensweig		For	For	
12	Amendment to the 2019 Equity Incentive Plan		For	For	
13	Ratification of Auditor		For	For	
14	Advisory Vote on Executive Compensation		For	Against	Remuneration - Fails the remuneration framework assessment on structure.
15	Shareholder Proposal Regarding Severance Approval Policy		Against	For	SHP Remuneration - Vote For when the proposal requests that the company seek shareholder approval prior to entering severance agreements which provide substantial benefits

Banco Santander Chile SA		Meeting Date: 22.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Directors' Fees		For	For	
4	Appointment of Auditor		For	For	
5	Appointment of Risk Rating Agency		For	For	
6	Presentation of Report of the Directors and Audit Committee; Director's Committee Fees; Budget		For	For	
7	Related Party Transactions		For	For	
8	Transaction of Other Business		N/A	Against	Granting unfettered discretion is unwise

Bank Of America Corp.		Meeting Date: 22.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sharon L. Allen		For	For	
2	Elect José E. Almeida		For	For	
3	Elect Pierre J. P. de Weck		For	For	
4	Elect Arnold W. Donald		For	For	
5	Elect Linda P. Hudson		For	For	
6	Elect Monica C. Lozano		For	For	
7	Elect Maria N. Martinez		For	For	
8	Elect Brian T. Moynihan		For	For	
9	Elect Lionel L. Nowell, III		For	For	
10	Elect Denise L. Ramos		For	For	
11	Elect Clayton S. Rose		For	For	
12	Elect Michael D. White		For	For	
13	Elect Thomas D. Woods		For	For	
14	Elect Maria T. Zuber		For	For	
15	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure, and transparency and accountability
16	Ratification of Auditor		For	For	
17	Amendment to the Equity Plan		For	For	
18	Shareholder Proposal Regarding Multiple Board Nominees		Against	Against	SHP - Vote Against when the changes requested by the proposal are not in the best interests of shareholders

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
19	Shareholder Proposal Regarding Report on Oversight of Animal Welfare		Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks.
20	Shareholder Proposal Regarding Lobbying Activity Alignment with Sectoral and Net Zero Targets		Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
21	Shareholder Proposal Regarding Energy Supply Ratio		Against	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports.

Beazley Plc	Meeting Date: 22.04.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Dividend		For	For	
4	Elect Rajesh Agrawal		For	For	
5	Elect Clive Bannister		For	For	
6	Elect Adrian P. Cox		For	For	
7	Elect Pierre-Olivier Desaulle		For	For	
8	Elect Nicola Hodson		For	For	
9	Elect Carolyn Johnson		For	For	
10	Elect Fiona Muldoon		For	For	
11	Elect John Reizenstein		For	For	
12	Elect Cecilia Reyes Leuzinger		For	For	
13	Elect Robert Stuchbery		For	For	
14	Elect Barbara Plucnar Jensen		For	For	
15	Appointment of Auditor		For	For	
16	Authority to Set Auditor's Fees		For	For	
17	Share Option Plan		For	For	
18	Authority to Issue Shares w/ Preemptive Rights		For	For	
19	Authority to Issue Shares w/o Preemptive Rights		For	For	
20	Authority to Repurchase Shares		For	For	
21	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Charter Communications Inc.	Meeting Date: 22.04.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Eric L. Zinterhofer		For	For	
2	Elect W. Lance Conn		For	For	
3	Elect Kim C. Goodman		For	For	
4	Elect John D. Markley, Jr.		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
5	Elect David C. Merritt		For	For	
6	Elect Steven A. Miron		For	For	
7	Elect Balan Nair		For	Against	Board - Vote Against when there are concerns that the nominee lacks sufficient time to effectively carry out their role in light of external commitments.
8	Elect Michael A. Newhouse		For	For	
9	Elect Martin E. Patterson		For	For	
10	Elect Mauricio Ramos		For	For	
11	Elect Carolyn J. Slaski		For	For	
12	Elect J. David Wargo		For	For	
13	Elect Christopher L. Winfrey		For	For	
14	Approval of the 2025 Employee Stock Purchase Plan		For	For	
15	Ratification of Auditor		For	For	
16	Shareholder Proposal Regarding Political Expenditures Report		Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.

ING Groep N.V.	Meeting Date: 22.04.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report		For	For	
2	Accounts and Reports		For	For	
3	Allocation of Dividends		For	For	
4	Ratification of Management Board Acts		For	For	
5	Ratification of Supervisory Board Acts		For	For	
6	Appointment of Auditor for Sustainability Reporting		For	For	
7	Elect Steven Van Rijswijk to the Management Board		For	For	
8	Elect Ljiljana Cortan to the Management Board		For	For	
9	Elect Margarete Haase to the Supervisory Board		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
10	Elect Lodewijk Hijmans van den Bergh to the Supervisory Board		For	For	
11	Elect Petri H.M. Hofsté to the Supervisory Board		For	For	
12	Elect Stuart Graham to the Supervisory Board		For	For	
13	Authority to Issue Shares w/ Preemptive Rights (Rights Issue)		For	For	
14	Authority to Issue Shares w/ or w/o Preemptive Rights		For	For	
15	Authority to Repurchase Shares		For	For	
16	Cancellation of Shares		For	For	

Raia Drogasil S.A.		Meeting Date: 22.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Board Size		For	For	
4	Request Cumulative Voting		N/A	For	
5	Election of Directors		For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the nomination committee is not sufficiently independent.
6	Approve Recasting of Votes for Amended Slate		N/A	Against	Vote Against if the proposal would allow the voting instructions to be considered in the event of a second call.
7	Proportional Allocation of Cumulative Votes		N/A	For	
8	Allocate Cumulative Votes to Marçílio D'Amico Pousada		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
9	Allocate Cumulative Votes to Antonio Carlos Pipponzi		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
10	Allocate Cumulative Votes to Carlos Pires Oliveira Dias		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
11	Allocate Cumulative Votes to Cristiana Almeida Pipponzi		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
12	Allocate Cumulative Votes to Eugênio De Zagottis		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
13	Allocate Cumulative Votes to Paulo Sérgio Coutinho Galvão Filho		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
14	Allocate Cumulative Votes to Renato Pires Oliveira Dias		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
15	Allocate Cumulative Votes to Plínio Villares Musetti		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
16	Allocate Cumulative Votes to Marco Ambrogio Crespi Bonomi		N/A	For	
17	Allocate Cumulative Votes to Sylvia de Souza Leão Wanderley		N/A	For	
18	Allocate Cumulative Votes to Philipp Paul Marie Povel		N/A	For	
19	Allocate Cumulative Votes to Eliézer Silva		N/A	For	
20	Allocate Cumulative Votes to Flávia Maria Bittencourt		N/A	For	
21	Request Separate Election for Board Member		N/A	Against	The company has not provided sufficient information.
22	Remuneration Policy		For	Against	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan. Remuneration - Vote against when remuneration does not adhere to best practice of having clawback in place for LTIP.
23	Election of Supervisory Council		For	For	
24	Approve Recasting of Votes for Amended Supervisory Council Slate		N/A	Against	Potential unknown nominees w/o shareholder approval
25	Supervisory Council Fees		For	For	

Raia Drogasil S.A.		Meeting Date: 22.04.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Article 3 (Corporate Purpose)		For	For	
2	Amendments to Article 8 X (Board of Directors Duties)		For	For	
3	Amendments to Article 8 I (Board of Directors Duties)		For	For	
3	Amendments to Article 8 AA (Board of Directors Duties)		For	For	
6	Amendments to Articles		For	For	
6	Amendments to Article 8 W (Board of Directors Duties)		For	For	
7	Amendments to Article 14 (Company Bylaws)		For	For	
8	Consolidation of Articles		For	For	

Allianz Technology Trust Plc		Meeting Date: 23.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Elect Tim Scholefield		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	Elect Ekaterina Thomson		For	For	
4	Elect Neeta Patel		For	For	
5	Elect Sam Davis		For	For	
6	Elect Lucy Costa Duarte		For	For	
7	Appointment of Auditor		For	For	
8	Authority to Set Auditor's Fees		For	For	
9	Remuneration Report		For	For	
10	Authority to Issue Shares w/ Preemptive Rights		For	For	
11	Authority to Issue Shares w/o Preemptive Rights		For	For	
12	Authority to Repurchase Shares		For	For	
13	Authority to Issue Shares w/ Preemptive Rights (Additional 10%)		For	For	
14	Authority to Issue Shares w/o Preemptive Rights (Additional 10%)		For	For	

Aptiv PLC.

Meeting Date: 23.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kevin P. Clark		For	For	
2	Elect Nancy E. Cooper		For	For	
3	Elect Joseph L. Hookey		For	For	
4	Elect Vasumati P. Jakkal		For	For	
5	Elect Merit E. Janow		For	For	
6	Elect Sean O. Mahoney		For	For	
7	Elect Paul M. Meister		For	For	
8	Elect Robert K. Ortberg		For	For	
9	Elect Colin J. Parris		For	For	
10	Elect Ana G. Pinczuk		For	For	
11	Appointment of Auditor and Authority to Set Fees		For	For	
12	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria

ASML Holding NV

Meeting Date: 23.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report		For	For	
1	Elect Karien van Gennip to the Supervisory Board		For	For	
2	Accounts and Reports		For	For	
3	Allocation of Dividends		For	For	
4	Ratification of Management Board Acts		For	For	
4	Authority to Suppress Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)		For	For	
7	Management Board Remuneration Policy		For	For	
8	Ratification of Supervisory Board Acts		For	For	
8	Supervisory Board Remuneration Policy		For	For	
9	Long Term Incentive Plan; Authority to Issue Shares		For	For	
9	Elect Birgit Conix to the Supervisory Board		For	For	
11	Appointment of Auditor		For	For	
12	Appointment of Auditor for Sustainability Reporting		For	For	
15	Authority to Repurchase Shares		For	For	
16	Authority to Issue Shares w/ Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)		For	For	
16	Cancellation of Shares		For	For	

Assa Abloy AB

Meeting Date: 23.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Election of Presiding Chair		For	For	
2	Voting List		For	For	
3	Agenda		For	For	
4	Minutes		For	For	
5	Compliance with the Rules of Convocation		For	For	
6	Accounts and Reports		For	For	
7	Allocation of Profits/Dividends		For	For	
8	Ratification of Board and CEO Acts		For	For	
9	Board Size		For	For	
10	Directors' Fees		For	For	
11	Authority to Set Auditor's Fees		For	For	
12	Election of Directors		For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the chair of the remuneration is not independent.
13	Appointment of Auditor		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Remuneration Report		For	Against	Remuneration - Fails the remuneration framework assessment on structure, height, transparency and accountability.
15	Authority to Repurchase and Reissue Shares		For	For	
16	Adoption of Share-Based Incentives (LTIP 2025)		For	Against	Short performance period; Poor compensation structure/performance conditions

Croda International plc

Meeting Date: 23.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Final Dividend		For	For	
4	Elect Ian Bull		For	For	
5	Elect Stephen Oxley		For	For	
6	Elect Roberto Cirillo		For	For	
7	Elect Chris Good		For	For	
8	Elect Danuta Gray		For	For	
9	Elect Jacqui Ferguson		For	For	
10	Elect Steve E. Foots		For	For	
11	Elect Julie Kim		For	For	
12	Elect Keith Layden		For	For	
13	Elect Nawal Ouzren		For	For	
14	Appointment of Auditor		For	For	
15	Authority to Set Auditor's Fees		For	For	
16	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
17	Authority to Issue Shares w/ Preemptive Rights		For	For	
18	Authority to Issue Shares w/o Preemptive Rights		For	For	
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
20	Authority to Repurchase Shares		For	For	
21	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Galderma Group AG

Meeting Date: 23.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Transaction of Other Business		N/A	Against	Granting unfettered discretion is unwise
2	Board Compensation		For	For	
3	Executive Compensation (Total)		For	For	
4	Appointment of Independent Proxy		For	For	
5	Appointment of Auditor		For	For	
6	Elect Thomas Ebeling as Compensation Committee Member		For	For	
7	Elect Roberto de Oliveira Marques as Compensation Committee Member		For	For	
8	Accounts and Reports		For	For	
9	Elect Roberto de Oliveira Marques		For	For	
10	Elect Karen L. Ling as Compensation Committee Member		For	For	
11	Elect Sherilyn S. McCoy		For	Against	Board - Vote Against when there are clear concerns regarding the past performance of one or more nominees, including repeated absence at board meetings, criminal behavior or breaches of fiduciary responsibilities
12	Elect Flemming Ørnskov		For	For	
13	Elect Maria Teresa Hilado		For	For	
14	Elect Karen L. Ling		For	For	
15	Elect Marcus Brennecke		For	For	
16	Elect L. Daniel Browne		For	For	
17	Elect Thomas Ebeling as Board Chair		For	For	
18	Elect Michael Bauer		For	For	
19	Report on Non-Financial Matters		For	For	
20	Compensation Report		For	Against	Remuneration - Fails the remuneration framework assessment on structure, and transparency and accountability; Remuneration - Vote Against when substantial one-off payments are made without performance criteria
21	Allocation of profits; dividend from reserves		For	For	
22	Ratification of Board and Management Acts		For	For	

Goldman Sachs Group, Inc.

Meeting Date: 23.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect M. Michele Burns		For	For	
2	Elect Mark Flaherty		For	For	
3	Elect Kimberley Harris		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	Elect John B. Hess		For	For	
5	Elect Kevin R. Johnson		For	For	
6	Elect Ellen J. Kullman		For	For	
7	Elect KC McClure		For	For	
8	Elect Lakshmi N. Mittal		For	For	
9	Elect Thomas K. Montag		For	For	
10	Elect Peter Oppenheimer		For	For	
11	Elect David M. Solomon		For	For	
12	Elect Jan E. Tighe		For	For	
13	Elect David A. Viniar		For	Against	Board - Vote Against if the company has insufficient management of climate-related risks and opportunities.
14	Elect John Waldron		For	For	
15	Advisory Vote on Executive Compensation		For	Against	Remuneration - Fails the remuneration framework assessment on structure. Remuneration - Vote Against when substantial one-off payments are made without performance criteria.
16	Amendment to the Stock Incentive Plan		For	For	
17	Ratification of Auditor		For	For	
18	Shareholder Proposal Regarding Eliminating DEI Goals from Compensation Inducements		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
19	Shareholder Proposal Regarding Racial Discrimination Audit		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
20	Shareholder Proposal Regarding Energy Supply Ratio		Against	For	SHP Environment - Vote For when reasonable shareholder proposals requests companies to prepare and plan for mitigating environmental risks.

Grupo Financiero Banorte

Meeting Date: 23.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Carlos Phillips Margain (Alternate)		For	For	
3	Authority to Repurchase Shares Pursuant to Long-Term Incentive Plan		For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP
3	Election of Meeting Delegates		For	For	
5	Elect Humberto Tafolla Núñez (Alternate)		For	For	
6	Allocation of Profits		For	For	
6	Report on the Company's Repurchase Program		For	For	
7	Allocation of Dividends		For	For	
9	Elect Héctor Ávila Flores as Board Secretary		For	For	
10	Report of the Audit and Corporate Governance Committee's Operations and Activities		For	For	
10	Elect Juan Antonio González Moreno		For	For	
10	Authority to Repurchase Shares		For	For	
11	Elect Rafael Victorio Arana de la Garza (Alternate)		For	For	
11	Approve Long-Term Incentive Plan		For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP
12	Elect Roberto Kelleher Vales (Alternate)		For	For	
13	Authorize the Human Resources Committee to Set Terms and Conditions of Long-Term Incentive Plan		For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP
14	Elect José María Garza Treviño (Alternate)		For	For	
15	Report of the Board on the Accounting Policies		For	For	
15	Elect Clemente Ismael Reyes-Retana Valdés		For	For	
15	Elect Manuel Francisco Ruiz Camero (Alternate)		For	For	
16	Authority to Exempt Directors from Providing Own Indemnification		For	For	
17	Elect David Villarreal Montemayor		For	For	
18	Ratification of Board, CEO and Audit and Corporate Governance Committee's Acts		For	For	
18	Elect David Peñaloza Alanís		For	For	
19	Elect José Antonio Chedraui Eguía		For	Against	Board - Vote Against when there are concerns that one or more nominees lack sufficient time to effectively carry out their role in light of their external commitments
20	Elect Alicia Alejandra Lebrija Hirschfeld		For	For	
20	Elect Alfonso de Angoitia Noriega		For	Against	Board - Vote Against when there are concerns that one or more nominees lack sufficient time to effectively carry out their role in light of their external commitments
21	Approve Date of Payment of Dividends		For	For	
22	Elect Carlos Hank González		For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the remuneration committee is not sufficiently independent
23	Elect Federico Carlos Fernández Senderos		For	For	
24	Elect Juan Antonio González Marcos (Alternate)		For	For	
25	Report of the Board on Operations and Activities		For	For	
25	Elect José Marcos Ramírez Miguel		For	For	
26	Elect Carlos de la Isla Corry		For	For	
28	CEO's Report and Financial Statements		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
29	Elect Mariana Baños Reynaud		For	For	
29	Elect Graciela González Moreno (Alternate)		For	For	
29	Elect Cecilia Goya de Riviello Meade (Alternate)		For	For	
31	Elect Alberto Halabe Hamui (Alternate)		For	For	
32	Elect Gerardo Salazar Viezca (Alternate)		For	For	
35	Elect Diana Muñozcano Félix		For	For	
35	Elect Diego Martínez Rueda-Chapital (Alternate)		For	For	
38	Elect Carlos Césarman Kolteniuk (Alternate)		For	For	
39	Directors' Fees		For	For	
40	Election of Thomas Stanley Heather Rodríguez as Audit and Corporate Governance Committee Chair		For	For	
42	Elect Thomas Stanley Heather Rodríguez		For	For	
42	Elect Manuel Guillermo Muñozcano Castro (Alternate)		For	For	

NatWest Group Plc

Meeting Date: 23.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
1	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
4	Final Dividend		For	For	
4	Authority to Repurchase Preference Shares		For	For	
5	Elect Richard Haythornthwaite		For	For	
5	Authority to Issue Shares w/ Preemptive Rights		For	For	
8	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
9	Elect Roisin Donnelly		For	For	
10	Elect Yasmin Jetha		For	For	
10	Authority to Issue Equity Convertible Notes w/o Preemptive Rights		For	For	
12	Elect Gill Whitehead		For	For	
13	Elect Stuart Lewis		For	For	
14	Authority to Repurchase Shares		For	For	
15	Elect Lena Wilson		For	For	
15	Authority to Repurchase Shares from HM Treasury		For	For	
16	Appointment of Auditor		For	For	
17	Remuneration Policy		For	For	
17	Authority to Set Auditor's Fees		For	For	
19	Remuneration Report		For	Against	Long term awards are not linked to performance.
19	Authority to Issue Shares w/o Preemptive Rights		For	For	
21	Authority to Issue Equity Convertible Notes w/ Preemptive Rights		For	For	
22	Elect Paul Thwaite		For	For	
23	Elect Katie Murray		For	For	
23	Elect Frank E. Dangeard		For	For	
23	Authority to Set General Meeting Notice Period at 14 Days		For	For	
26	Elect Patrick Flynn		For	For	
27	Elect Geeta Gopalan		For	For	

PNC Financial Services Group Inc

Meeting Date: 23.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Joseph Alvarado		For	For	
2	Elect Debra A. Cafaro		For	For	
3	Elect Marjorie Rodgers Cheshire		For	For	
4	Elect Douglas A. Dachille		For	For	
5	Elect William S. Demchak		For	For	
6	Elect Andrew T. Feldstein		For	Against	Board - Vote Against if the company has insufficient management of climate-related risks and opportunities. Board - Vote Against when the company has either high exposure to deforestation risk commodities while failing to have adequate policies to mitigate this risk or it has been involved in severe deforestation-linked controversies.
7	Elect Richard J. Harshman		For	For	
8	Elect Daniel R. Hesse		For	For	
9	Elect Renu Khator		For	For	
10	Elect Linda R. Medler		For	For	
11	Elect Robert A. Niblock		For	For	
12	Elect Martin Pfinsgraff		For	For	
13	Elect Bryan S. Salesky		For	For	
14	Ratification of Auditor		For	For	
15	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure

Seatrium Limited		Meeting Date: 23.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect YAP Chee Keong		For	For	
4	Elect Chris ONG Leng Yeow		For	For	
5	Elect Jan Holm		For	For	
6	Elect ENG Aik Meng		For	For	
7	Directors' Fees		For	For	
8	Appointment of Auditor and Authority to Set Fees		For	For	
9	Authority to Issue Shares w/ or w/o Preemptive Rights		For	For	
10	Authority to Grant Awards and Issue Shares Under the Share Plans		For	For	
11	Related Party Transactions		For	For	
12	Authority to Repurchase and Reissue Shares		For	For	

Alinma Bank		Meeting Date: 24.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report		For	For	
2	Financial Statements		For	For	
3	Auditors' Report		For	For	
4	Ratification of Board Acts		For	For	
5	Appointment of Auditors and Authority to Set Fees		For	Against	The company has not provided sufficient information.
6	Interim Dividends		For	For	
7	Directors' Fees		For	For	
8	Authority to Pay Interim Dividend		For	For	
9	Elect Abdulmalik Abdullah Al Hogail		N/A	For	
10	Elect Muaz Khalid Al Zamil		N/A	Abstain	Alternate nominee preferred
11	Elect Abdulrahman Ramzi Addas		N/A	For	
12	Elect Muteb Ali Al Qunaishi		N/A	Abstain	Alternate nominee preferred
13	Elect Abdullah Ali Al Khalifa		N/A	Abstain	Alternate nominee preferred
14	Elect Naser Salah Boresli		N/A	For	
15	Elect Abdulaziz Abdullah Al Molhem		N/A	Abstain	Alternate nominee preferred
16	Elect Anees Ahmed M. Moumina		N/A	Abstain	Alternate nominee preferred
17	Elect Mohamed Ghanem M. Al Anzi		N/A	Abstain	Alternate nominee preferred
18	Elect Haitham Rashid Mubarak		N/A	For	
19	Elect Muhanad Jarar Al Qudowa		N/A	Abstain	Alternate nominee preferred
20	Elect Ghassan Abdulfattah Soufi		N/A	For	
21	Elect Abdullah Abdulaziz Al Romaizan		N/A	For	
22	Elect Ahmed Sirag Khogeer		N/A	Abstain	Alternate nominee preferred
23	Elect Mohamed Siddiq A. Qassab		N/A	For	
24	Elect Ahmed Abdulaziz Al Hagbani		N/A	Abstain	Alternate nominee preferred
25	Elect Maram Mohamed Numai		N/A	For	
26	Elect Ahmed Khedr Al Baqshi		N/A	Abstain	Alternate nominee preferred
27	Elect Asma Talal Hamdan		N/A	For	
28	Elect Saad Abdulaziz Al Kroud		N/A	Abstain	Alternate nominee preferred
29	Elect Wael Abdulrahman Al Bassam		N/A	Abstain	Alternate nominee preferred
30	Amendments to Corporate Social Responsibility Policy		For	For	
31	Amendments to NomRem Committee Charter		For	For	
32	Amendments to Audit Committee Charter		For	Against	The proposed amendments reduce shareholder rights.
33	Board Transactions		For	For	
34	Board Transactions (Competing Business)		For	For	
35	Board Transactions (Anees Ahmed Moumina)		For	For	

Axa		Meeting Date: 24.04.2025		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Issue Performance Shares Pursuant to Defined Contribution Pension Plan		For	For	
2	Amendments to Articles		For	For	
3	Amendments to Articles Regarding Written Consultations		For	For	
4	Authority to Issue Shares w/ Preemptive Rights in Consideration for Securities Issued by Subsidiaries		For	For	
5	Employee Stock Purchase Plan		For	For	
6	Stock Purchase Plan for Overseas Employees		For	For	
7	Authority to Issue Performance Shares		For	For	
8	Accounts and Reports; Non Tax-Deductible Expenses		For	For	
9	Consolidated Accounts and Reports		For	For	
10	Allocation of Profits/Dividends		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	2024 Remuneration Report		For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP. The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan.
12	2024 Remuneration of Antoine Gosset-Grainville, Chair		For	For	
13	2024 Remuneration of Thomas Buberl, CEO		For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP. The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan.
14	2025 Remuneration Policy (Chair)		For	For	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan.
15	2025 Remuneration Policy (CEO)		For	Against	
16	2025 Remuneration Policy (Board of Directors)		For	For	
17	Special Auditors Report on Regulated Agreements		For	For	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
18	Elect Guillaume Faury		For	Against	
19	Elect Ramon Fernandez		For	For	
20	Ratification of the Co-option of Ewout Steenberghe		For	For	
21	Authority to Repurchase and Reissue Shares		For	For	
22	Authority to Cancel Shares and Reduce Capital		For	For	
23	Authority to Increase Capital Through Capitalisations		For	For	
24	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights		For	For	
25	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights		For	For	
26	Authority to Issue Shares and Convertible Debt Through Private Placement		For	For	
27	Authority to Increase Capital in Case of Exchange Offers		For	For	
28	Authority to Increase Capital in Consideration for Contributions In Kind		For	For	
29	Authority to Issue Shares w/o Preemptive Rights in Consideration for Securities Issued by Subsidiaries		For	For	

Ayala Land Inc.

Meeting Date: 24.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Right to Adjourn Meeting		For	For	Excessive range of participants
2	CALL TO ORDER		For	For	
3	Proof of Notice and Determination of Quorum		For	For	
4	Meeting Minutes		For	For	
5	Ratification of Board Acts		For	For	
6	Amendments to Article Seven to Decrease Authorized Capital Stock		For	For	
7	Approval of the ALI Performance Shares Plan		For	Against	
8	Elect Jaime Augusto Zobel de Ayala		For	For	
9	Elect Cezar Peralta Consing		For	For	
10	Elect Anna Maria Margarita Bautista-Dy		For	For	
11	Elect Fernando Zobel de Ayala		For	For	
12	Elect Mariana Zobel de Ayala		For	For	
13	Elect Daniel Gabriel M. Montecillo		For	For	Board - Vote Against when the chair of the remuneration committee is not independent.
14	Elect Cesar V. Purisima		For	For	
15	Elect Rex Ma. A. Mendoza		For	Against	Audit fees are excessive.
16	Elect Surendra M. Menon		For	For	
17	Appointment of Auditor and Authority to Set Fees		For	Against	Granting unfettered discretion is unwise
18	Accounts and Reports		For	For	
19	Transaction of Other Business		For	Against	
20	PRESENTATION OF MANAGEMENT AND OPEN FORUM		For	For	

B3 S.A. - Brasil Bolsa Balcao

Meeting Date: 24.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	Vote Against if the proposal would allow the voting instructions to be considered in the event of a second call.
2	Allocation of Profits/Dividends		For	For	
3	Board Size		For	For	
4	Request Cumulative Voting		N/A	For	
5	Election of Directors		For	For	
6	Approve Recasting of Votes for Amended Slate		N/A	Against	
7	Proportional Allocation of Cumulative Votes		N/A	For	
8	Allocate Cumulative Votes to André Guilherme Cazzaniga Maciel		N/A	For	
9	Allocate Cumulative Votes to Caio Ibrahim David		N/A	For	
10	Allocate Cumulative Votes to Claudia de Souza Ferris		N/A	For	
11	Allocate Cumulative Votes to Claudia Farkouh Prado		N/A	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
13	Allocate Cumulative Votes to José de Menezes Berenguer Neto		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
15	Approve Recasting of Votes for Amended Supervisory Council Slate		N/A	Against	Potential unknown nominees w/o shareholder approval
16	Allocate Cumulative Votes to Mauricio Machado de Minas		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
16	Allocate Cumulative Votes to Rachel Ribeiro Horta		N/A	For	
17	Allocate Cumulative Votes to Pedro Paulo Giubbina Lorenzini		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
17	Remuneration Policy		For	Against	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan.
18	Allocate Cumulative Votes to Claudia Politanski		N/A	For	
18	Election of Supervisory Council		For	For	
19	Allocate Cumulative Votes to Cristina Anne Betts		N/A	For	
20	Allocate Cumulative Votes to Florian Bartunek		N/A	For	
22	Supervisory Council Fees		For	For	
23	Request Establishment of Supervisory Council		N/A	For	

B3 S.A. - Brasil Bolsa Balcao

Meeting Date: 24.04.2025

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Article 3 (Corporate Purpose)		For	For	
1	Amendments to Article 54 (Supervisory Council)		For	For	
2	Amendments to Articles (Share Capital)		For	For	
2	Amendments to Articles (Board Committees)		For	For	
3	Amendments to Article 16 (General Shareholders' Meeting Duties)		For	For	
3	Amendments to Article 57 (Legal Reserve)		For	For	
4	Amendments to Articles (Board Duties)		For	For	
5	Amendments to Article 37 (Management Board Duties)		For	For	
6	Consolidation of Articles		For	For	
9	Amendments to Article 77 (Indemnity Agreements)		For	For	
10	Amendments to Articles (Other Changes)		For	For	
12	Amendment to the Restricted Share Plan		For	Against	The company awards restricted stock unit without sufficient vesting period.

Danone

Meeting Date: 24.04.2025

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non Tax-Deductible Expenses		For	For	
2	Elect Antoine de Saint-Affrique		For	For	
3	Elect Géraldine Picaud		For	For	
4	Elect Susan Roberts		For	For	
5	Elect Patrice Louvet		For	For	
6	2024 Remuneration Report		For	For	
7	2024 Remuneration of Antoine de Saint-Affrique, CEO		For	For	
8	Consolidated Accounts and Reports		For	For	
9	Allocation of Profits/Dividends		For	For	
10	Stock Purchase Plan for International Employees		For	For	
11	Authority to Issue Performance Shares		For	For	
12	2024 Remuneration of Gilles Schnepf, Chair		For	For	
13	2025 Remuneration Policy (Executives)		For	For	
14	2025 Remuneration Policy (Chair)		For	For	
15	2025 Remuneration Policy (Board of Directors)		For	For	
16	Authority to Repurchase and Reissue Shares		For	For	
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights		For	For	
18	Authority to Issue Shares and/or Convertible Debt w/o Preemptive Rights		For	For	
19	Greenshoe		For	For	
20	Authority to Increase Capital in Case of Exchange Offers		For	For	
21	Authority to Increase Capital in Consideration for Contributions In Kind		For	For	
22	Authority to Increase Capital Through Capitalisations		For	For	
23	Employee Stock Purchase Plan (French Entities)		For	For	
24	Article Amendment Regarding Written Consultations		For	For	
25	Authorisation of Legal Formalities		For	For	
26	Authority to Issue Restricted Shares		For	For	
27	Authority to Cancel Shares and Reduce Capital		For	For	

Domino`s Pizza Group Plc		Meeting Date: 24.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Appointment of Auditor		For	For	
3	Authority to Set Auditor's Fees		For	For	
4	Final Dividend		For	For	
5	Elect Ian Bull		For	For	
6	Elect Andrew Rennie		For	For	
7	Elect Edward B. Jamieson		For	For	
8	Elect Natalia Barsegiyan		For	For	
9	Elect Tracy Corrigan		For	For	
10	Elect Lynn Fordham		For	For	
11	Elect Elias Diaz Sese		For	For	
12	Elect Mitesh Patel		For	For	
13	Remuneration Report		For	For	
14	Authority to Issue Shares w/ Preemptive Rights		For	For	
15	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
16	Approval of Employee Sharesave Plan		For	For	
17	Authority to Issue Shares w/o Preemptive Rights		For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
19	Authority to Repurchase Shares		For	For	
20	Adoption of New Articles		For	For	
21	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Engie		Meeting Date: 24.04.2025		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2025 Remuneration Policy (CEO)		For	For	
2	Opinion on Climate Transition Strategy		For	For	The company's new climate transition plan is very granular and quantified. Our concerns about the replacement of the SBTi targets emissions reduction targets with ranges are alleviated by the use of absolute GHG emissions as a metric and measurement of projects in five-year intervals. The strategy has quantified milestones and is supported by a capex plan that is over 80% aligned with the EU Taxonomy.
3	Employee Stock Purchase Plan		For	For	
4	Stock Purchase Plan for Overseas Employees		For	For	
5	2024 Remuneration of Jean-Pierre Clamadieu, Chair		For	For	
6	2024 Remuneration of Catherine MacGregor, CEO		For	For	
7	2025 Remuneration Policy (Board of Directors)		For	For	
8	2025 Remuneration Policy (Chair)		For	For	
9	Special Auditors Report on Regulated Agreements		For	For	
10	Authority to Repurchase and Reissue Shares		For	For	
11	Elect Catherine MacGregor		For	For	
12	Elect Stefano Bassi as Employee Shareholder Representative		Abstain	Against	Alternate nominee preferred
13	Elect Gildas Gouvazé as Employee Shareholder Representative		For	For	
14	2024 Remuneration Report		For	For	
15	Accounts and Reports; Non Tax-Deductible Expenses		For	For	
16	Consolidated Accounts and Reports		For	For	
17	Allocation of Profits/Dividends		For	For	
18	Amendments to Articles		For	For	
19	Amendments to Articles		For	For	
20	Authorisation of Legal Formalities		For	For	

GCC S.A.B. de C.V		Meeting Date: 24.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Minutes		For	For	
2	Accounts and Reports		For	Against	The company has not provided sufficient information.
3	Ratification of Board and Management Acts		For	Against	The company has not provided sufficient information.
4	Allocation of Profits/Dividends		For	For	
5	Authority to Repurchase Shares		For	For	
6	Election of Directors; Election of Committee Chair; Fees		For	Against	The company has not provided sufficient information.
6	Election of Meeting Delegates		For	For	

Greencoat UK Wind Plc		Meeting Date: 24.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Abigail Rotheroe		For	For	
2	Elect Taraneh Azad		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	Authority to Issue Shares w/ Preemptive Rights		For	For	
4	Authority to Issue Shares w/o Preemptive Rights		For	For	
5	Authority to Issue Shares w/o Preemptive Rights (Additional 10%)		For	For	
6	Authority to Repurchase Shares		For	For	
7	Authority to Set General Meeting Notice Period at 14 Days		For	For	
8	Discontinuation of Investment Trust		Against	Against	
9	Accounts and Reports		For	For	
10	Remuneration Report		For	For	
11	Dividend Policy		For	For	
12	Appointment of Auditor		For	For	
13	Authority to Set Auditor's Fees		For	For	
14	Elect Lucinda Riches		For	For	
15	Elect Caoimhe Giblin		For	For	
16	Elect Nick Winser		For	For	
17	Elect James Isaac Smith		For	For	

Hikma Pharmaceuticals Plc

Meeting Date: 24.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Waiver of Mandatory Takeover Requirement (2026 Awards Grant)		For	For	
2	Authority to Set General Meeting Notice Period at 14 Days		For	For	
3	Waiver of Mandatory Takeover Requirement (Share Repurchases)		For	For	
4	Accounts and Reports		For	For	
5	Final Dividend		For	For	
6	Appointment of Auditor		For	For	
7	Authority to Set Auditor's Fees		For	For	
8	Elect Said Darwazah		For	For	
9	Elect Riad Mishlawi		For	For	
10	Elect Mazen Darwazah		For	For	
11	Elect Victoria Hull		For	For	
12	Elect Ali Al-Husry		For	For	
13	Elect Nina Henderson		For	For	
14	Elect Cynthia L. Flowers		For	For	
15	Elect Douglas Hurt		For	For	
16	Elect Laura Balan		For	For	
17	Elect Deneen Vojta		For	For	
18	Remuneration Report		For	For	
19	Authority to Issue Shares w/ Preemptive Rights		For	For	
20	Authority to Issue Shares w/o Preemptive Rights		For	For	
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
22	Authority to Repurchase Shares		For	For	

IQVIA Holdings Inc

Meeting Date: 24.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Ari Bousbib		For	For	
2	Elect Carol J. Burt		For	For	
3	Elect John G. Danhaki		For	For	
4	Elect James A. Fasano		For	For	
5	Elect Colleen A. Goggins		For	For	
6	Elect John M. Leonard		For	For	
7	Elect Leslie Wims Morris		For	For	
8	Elect Todd B. Sisitsky		For	For	
9	Elect Sheila A. Stamps		For	For	
10	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
11	Ratification of Auditor		For	For	
12	Amendment to Certificate of Incorporation Regarding Officer Exculpation		For	For	
13	Shareholder Proposal Regarding Right to Call Special Meeting		Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights

Johnson & Johnson

Meeting Date: 24.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Darius Adamczyk		For	For	
2	Elect Mary C. Beckerle		For	For	
3	Elect Jennifer A. Doudna		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	Elect Joaquin Duato		For	For	
5	Elect Marillyn A. Hewson		For	For	
6	Elect Paula A. Johnson		For	For	
7	Elect Hubert Joly		For	For	
8	Elect Nadja Y. West		For	For	
9	Elect Eugene A. Woods		For	For	
10	Advisory Vote on Executive Compensation		For	For	
11	Ratification of Auditor		For	For	
12	Shareholder Proposal Regarding Severance Approval Policy		Against	Against	SHP - Vote Against when the company sufficiently addresses the concerns raised by the topic of the proposal
13	Shareholder Proposal Regarding Human Rights Impact Assessment		Against	For	SHP Social - Vote For when shareholder proposal requests Reporting on Company's Compliance with International Human Rights Standards
14	Elect Mark B. McClellan		For	For	
15	Elect Mark A. Weinberger		For	For	

Kering

Meeting Date: 24.04.2025

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Remuneration of François-Henri Pinault, Chair and CEO		For	For	
2	2025 Remuneration Policy (Executive)		For	For	
3	Consolidated Accounts and Reports		For	For	
3	Allocation of Profits/Dividends		For	For	
4	Elect François-Henri Pinault		For	For	
6	Elect Société Financière Pinault (Héloïse Temple-Boyer)		For	Against	Board - Vote Against when the audit committee is not sufficiently independent
6	Elect Baudouin Prot		For	For	
10	2025 Remuneration Policy (Board of Directors)		For	For	
10	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights		For	For	
11	Authority to Repurchase and Reissue Shares		For	For	
12	Authority to Cancel Shares and Reduce Capital		For	For	
12	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights		For	For	
13	Authority to Issue Shares and Convertible Debt Through Private Placement (Qualified Investors)		For	For	
14	Authority to Increase Capital Through Capitalisations		For	For	
14	Greenshoe		For	For	
18	Authority to Increase Capital in Consideration for Contributions In Kind		For	For	
19	Employee Stock Purchase Plan		For	For	
20	Stock Purchase Plan for Overseas Employees		For	For	
21	2024 Remuneration Report		For	For	
21	Amendment to Articles Regarding Board Deliberations		For	For	
22	Accounts and Reports		For	For	
22	Authorisation of Legal Formalities		For	For	

RELX Plc

Meeting Date: 24.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
3	Final Dividend		For	For	
4	Appointment of Auditor		For	For	
4	Authority to Issue Shares w/ Preemptive Rights		For	For	
6	Elect Bianca Tetteroo		For	For	
7	Elect Paul A. Walker		For	For	
8	Elect Erik Engstrom		For	For	
9	Remuneration Report		For	For	
9	Elect Nicholas Luff		For	For	
10	Elect Alistair Cox		For	For	
11	Elect June Felix		For	For	
12	Authority to Set Auditor's Fees		For	For	
12	Elect Charlotte Hogg		For	For	
13	Elect Andy Halford		For	For	
13	Elect Andrew J. Sukawaty		For	For	
15	Elect Suzanne H. Wood		For	For	
17	Authority to Issue Shares w/o Preemptive Rights		For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
19	Authority to Repurchase Shares		For	For	
20	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Rumo S.A.		Meeting Date: 24.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
1	Allocate Cumulative Votes to Riccardo Arduini		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
2	Allocation of Losses		For	For	
3	Board Size		For	For	
4	Request Separate Election for Board Member		N/A	Against	The company has not provided sufficient information.
5	Request Cumulative Voting		N/A	For	
8	Proportional Allocation of Cumulative Votes		N/A	For	
12	Allocate Cumulative Votes to Julio Fontana Neto		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
14	Allocate Cumulative Votes to Maria Carolina Ferreira Lacerda		N/A	For	
14	Remuneration Policy		For	Against	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan. Remuneration - Vote against when remuneration does not adhere to best practice of having clawback in place for LTIP.
15	Allocate Cumulative Votes to Janet Drysdale		N/A	For	
16	Allocate Cumulative Votes to Aurélio Pavinato		N/A	For	
17	Allocate Cumulative Votes to Marina Barrenne de Artagão Quental		N/A	For	
18	Elect Board of Director's Chair and Vice-Chair		For	For	
19	Supervisory Council Size		For	For	
20	Election of Directors		For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the nomination committee is not sufficiently independent. Board - Vote Against when the audit committee is not sufficiently independent.
20	Elect Paulo Clovis Ayres Filho		For	Abstain	Minority candidate is supported over management/controller candidate/s
21	Approve Recasting of Votes for Amended Slate		N/A	Against	Vote Against if the proposal would allow the voting instructions to be considered in the event of a second call.
21	Elect Marcelo Curti		For	Abstain	Minority candidate is supported over management/controller candidate/s
22	Elect Carla Alessandra Trematore		For	Abstain	Minority candidate is supported over management/controller candidate/s
23	Allocate Cumulative Votes to Rubens Ometto Silveira Mello		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
23	Elect Guido Barbosa de Oliveira		For	Abstain	Minority candidate is supported over management/controller candidate/s
24	Allocate Cumulative Votes to Marcelo Eduardo Martins		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
24	Elect Reginaldo Ferreira Alexandre to the Supervisory Council Presented by Minority Shareholders		N/A	For	
25	Allocate Cumulative Votes to Maria Rita de Carvalho Drummond		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
25	Elect Paulo Clovis Ayres Filho as Supervisory Council Chair		For	For	
27	Supervisory Council Fees		For	For	

Schaeffler AG		Meeting Date: 24.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends		For	For	
2	Ratify Klaus Rosenfeld		For	For	
4	Ratify Claus Bauer		For	For	
4	Ratify Astrid Fontaine		For	For	
6	Ratify Andreas Schick		For	For	
7	Ratify Jens Schuler		For	For	
8	Ratify Stephan Spindler		For	For	
9	Ratify Thomas Stierle		For	For	
9	Ratify Matthias Zink		For	For	
10	Ratify Uwe Wagner		For	For	
11	Ratify Sascha Zaps		For	For	
13	Ratify Georg F. W. Schaeffler		For	For	
14	Ratify Sabine Bendiek		For	For	
15	Ratify Hans-Jörg Bullinger		For	For	
15	Ratify Andrea Grimm		For	For	
16	Ratify Holger Engelmann.		For	For	
17	Ratify Bernd Gottschalk		For	For	
17	Ratify Thomas Hohn		For	For	
19	Ratify Ulrike Hasbargen		For	For	
21	Ratify Hanna Köhler		For	For	
21	Ratify Alexander Putz		For	For	
22	Ratify Susanne Lau		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
22	Ratify Katherina Reiche		For	For	
23	Ratify Horst Ott		For	For	
23	Ratify Barbara Resch		For	For	
24	Ratify Jurgen Schenk		For	For	
26	Ratify Ulrich Schopplein		For	For	
28	Ratify Helga Schonhoff		For	For	
29	Ratify Siegfried Wolf		For	For	
30	Ratify Robin J. Stalker		For	For	
31	Ratify Jürgen Wechsler		For	For	
32	Appointment of Auditor		For	For	
33	Ratify Tong Zhang		For	For	
33	Remuneration Report		For	For	
34	Ratify Markus Zirkel		For	For	
37	Elect Sabine Bendiek		For	For	
37	Elect Katherina Reiche		For	For	
38	Elect Manfred Eibeck		For	For	
38	Elect Siegfried Wolf		For	Against	The nominee has attended less than 75% of meetings without a valid excuse.
39	Elect Holger Engelmann		For	For	
40	Elect Susanne Heckelsberger		For	For	
41	Elect Joachim Hirsch		For	For	
42	Elect Georg F. W. Schaeffler		For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent.
42	Elect Robin J. Stalker		For	For	
44	Conversion of Bearer Shares into Registered Shares		For	For	
46	Elect Tong Zhang		For	For	

Serco Group plc

Meeting Date: 24.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Remuneration Report		For	For	
2	Authority to Repurchase Shares		For	For	
3	Final Dividend		For	For	
5	Elect John Rishton		For	For	
7	Elect Nigel Crossley		For	For	
7	Elect Ian El-Mokadem		For	For	
8	Elect Tim Lodge		For	For	
9	Elect Krupali Desai		For	For	
9	Elect Dame Susan Owen		For	For	
10	Elect Lynne Peacock		For	For	
14	Authority to Issue Shares w/ Preemptive Rights		For	For	
14	Authority to Issue Shares w/o Preemptive Rights		For	For	
15	Elect Kirsty Bashforth		For	For	
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
17	Elect Victoria Hull		For	For	
18	Elect Anthony Kirby		For	For	
18	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
19	Authority to Set General Meeting Notice Period at 14 Days		For	For	
20	Appointment of Auditor		For	For	
21	Authority to Set Auditor's Fees		For	For	
21	Adoption of New Articles		For	For	
22	Accounts and Reports		For	For	

Sociedad Quimica Y Minera de Chile S.A.

Meeting Date: 24.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Appointment of Auditor		For	For	
5	Investment Policy		For	For	
6	Finance Policy		For	For	
8	Publication of Company Notices		For	For	

Sociedad Quimica Y Minera de Chile S.A.

Meeting Date: 24.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	Appointment of Risk Rating Agency		For	For	
5	Appointment of Account Inspectors		For	For	
8	Allocation of Profits/Dividends		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Directors and Committees' Fees		For	Against	Remuneration - Vote Against when the remuneration of non-executive directors includes inappropriate incentives which might compromise the independent judgment of independent directors
Tata Consultancy Services Ltd.		Meeting Date: 24.04.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sanjay V. Bhandarkar		For	For	
UCB SA		Meeting Date: 24.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Allocation of Dividends		For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.
2	Remuneration Report		For	Against	Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards without sufficient justification.
3	Remuneration Policy		For	For	
4	Ratification of Board Acts		For	For	
5	Ratification of Auditor's Acts		For	For	
6	Elect Jonathan M. Peacock to the Board of Directors		For	For	
7	Ratification of Independence of Jonathan M. Peacock		For	For	
8	Elect Fiona Powrie to the Board of Directors		For	For	
9	Ratification of Independence of Fiona Powrie		For	For	
10	Elect Stefaan Heylen to the Board of Directors		For	For	
11	Change in Control Clause		For	For	
Weir Group plc		Meeting Date: 24.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Final Dividend		For	For	
2	Elect Barbara S. Jeremiah		For	For	
3	Elect Jon Stanton		For	For	
3	Elect Brian Puffer		For	For	
4	Elect Nick Anderson		For	For	
5	Elect Dame Nicola Mary Brewer		For	For	
5	Elect Penelope A. Freer		For	For	
6	Elect Andy Agg		For	For	
7	Accounts and Reports		For	For	
7	Elect Ben Magara		For	For	
8	Appointment of Auditor		For	For	
9	Authority to Set Auditor's Fees		For	For	
10	Authority to Issue Shares w/ Preemptive Rights		For	For	
11	Deferred Bonus Plan		For	For	
12	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
13	Elect Tracey Kerr		For	For	
14	Authority to Set General Meeting Notice Period at 14 Days		For	For	
18	Authority to Issue Shares w/o Preemptive Rights		For	For	
19	Remuneration Report		For	For	
20	Remuneration Policy		For	For	
20	Authority to Repurchase Shares		For	For	
21	Share Reward Plan		For	For	
22	Adoption of New Articles		For	For	
23	All-Employee Share Plan		For	For	
XP Power plc		Meeting Date: 24.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Elect Jamie Pike		For	For	
3	Elect Gavin Griggs		For	For	
4	Elect Pauline Lafferty		For	For	
5	Elect Matt Webb		For	For	
6	Elect Sandra Breene		For	For	
7	Elect Polly Williams		For	For	
8	Elect Daniel Shook		For	For	
9	Appointment of Auditor		For	Against	The tenure of the auditor is excessive.
10	Authority to Set Auditor's Fees		For	Against	The tenure of the auditor is excessive.
11	Remuneration Report		For	For	
12	Director's Fees		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
13	Authority to Issue Shares w/ Preemptive Rights		For	For	
14	Elect Andy Sng		For	For	
15	Elect Amina Hamidi		For	For	
16	Authority to Issue Shares w/o Preemptive Rights		For	For	
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
18	Authority to Repurchase Shares		For	For	

ZTE Corp.	Meeting Date: 24.04.2025	Meeting Type: Special
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to the Articles of Association, the Rules of Procedure for General Meetings of Shareholders and the Rules of Procedure for Board of Directors Meetings		For	For	
2	Authority to Give Guarantees		For	For	

Abbott Laboratories	Meeting Date: 25.04.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Robert J. Alpern		For	For	
2	Elect Claire Babineaux-Fontenot		For	For	
3	Elect Sally E. Blount		For	For	
4	Elect Robert B. Ford		For	For	
5	Elect Paola Gonzalez		For	For	
6	Elect Michelle A. Kumbier		For	For	
7	Elect Darren W. McDew		For	For	
8	Elect Nancy McKinstry		For	Against	Board - Vote Against when there are concerns that one or more nominees lack sufficient time to effectively carry out their role in light of their external commitments
9	Elect Michael G. O'Grady		For	For	
10	Elect Michael F. Roman		For	For	
11	Elect Daniel J. Starks		For	For	
12	Elect John G. Stratton		For	For	
13	Ratification of Auditor		For	For	
14	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure, and transparency and accountability

Aptus Value Housing Finance India Ltd.	Meeting Date: 25.04.2025	Meeting Type: Special
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Subba Rao N. V.		For	For	

Automob Participacoes S.A.	Meeting Date: 25.04.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Instructions if Meeting is Held on Second Call		N/A	Against	
3	Request Establishment of Supervisory Council		N/A	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision

Automob Participacoes S.A.	Meeting Date: 25.04.2025	Meeting Type: Special
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Policy		For	Against	Remuneration - Vote against when remuneration does not adhere to best practice of having clawback in place for LTIP and STIP.
2	Reverse Stock Split		For	For	
3	Amendments to Articles		For	For	
4	Consolidation of Articles		For	For	
5	Instructions if Meeting is Held on Second Call		N/A	Against	Board - Vote Against proposals requesting to cumulate common and preferred votes and/or recasting of votes for amended slate and/or instructions if meeting is held on second call

Bayer AG	Meeting Date: 25.04.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles (Virtual Meeting)		For	Against	Changes to Company Statutes - Vote Against when the Company has requested the right to hold a virtual-only meeting.
2	Appointment of Auditor		For	For	
3	Supervisory Board Remuneration Policy		For	For	
4	Increase in Authorised Capital		For	For	
5	Presentation of Accounts and Reports; Allocation of Dividends		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Ratification of Management Board Acts		For	For	
7	Ratification of Supervisory Board Acts		For	For	
8	Elect Alberto Weisser as Supervisory Board Member		For	For	
9	Remuneration Report		For	For	
10	Additional or Amended Shareholder Proposals		N/A	Against	

BDO Unibank Inc

Meeting Date: 25.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	CALL TO ORDER		For	For	
1	Transaction of Other Business		For	Against	Granting unfettered discretion is unwise
2	Right to Adjourn Meeting		For	For	
3	Meeting Minutes		For	For	
3	Ratification of Board Acts		For	For	
4	Elect Jones M. Castro Jr.		For	For	
5	OPEN FORUM		For	For	
6	Elect Teresita T. Sy		For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent.
7	Elect Josefina N. Tan		For	For	
8	Elect Dioscoro I. Ramos		For	Against	Insufficient compensation committee independence requirement; Insufficient risk committee independence
8	Elect Nestor V. Tan		For	For	
9	Elect George T. Barcelon		For	For	
11	Elect Vipul Bhagat		For	Against	Insufficient risk committee independence; Risk committee chair not independent
12	Elect Franklin M. Drilon		For	For	
13	Elect Estela P. Bernabe		For	For	
13	Elect Alfredo E. Pascual		For	For	
16	Appointment of Auditor and Authority to Set Fees		For	For	
17	Elect Vicente S. Perez Jr.		For	For	
18	Proof of Notice and Determination of Quorum		For	For	
18	Authority to Allocate Up to 2% of Common Shares for Future Awards under the Bank's Employee Stock Option Plan		For	Against	Exercise price at discretion of administrator
20	Accounts and Reports		For	For	

Caixa Seguridade Participacoes S.A.

Meeting Date: 25.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends		For	For	
3	Elect Humberto José Teófilo Magalhães		For	For	
4	Elect Luiz Felipe Figueiredo de Andrade to the Supervisory Council		For	Against	Supervisors are not sufficiently independent
6	Elect Juliana Grigol Fonsechi to the Supervisory Council		For	Against	Supervisors are not sufficiently independent
7	Elect Ilana Trombka		For	For	
8	Allocate Cumulative Votes to Francisco Egidio Pelúcio Martins		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
9	Allocate Cumulative Votes to Waldemir Bargieri		N/A	For	
10	Proportional Allocation of Cumulative Votes		N/A	For	
10	Allocate Cumulative Votes to Ilana Trombka		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
11	Accounts and Reports		For	For	
12	Allocate Cumulative Votes to Inês da Silva Magalhães		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
13	Elect Inês da Silva Magalhães		For	For	
14	Elect Francisco Egidio Pelúcio Martins		For	Against	Nominee is the most recently appointed non-independent director and the board is not sufficiently independent.
15	Request Cumulative Voting		N/A	For	
17	Allocate Cumulative Votes to Karoline Busatto		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
18	Allocate Cumulative Votes to Humberto José Teófilo Magalhães		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
19	Elect Karoline Busatto		For	For	
19	Elect Denis do Prado Netto to the Supervisory Council		For	Against	Supervisors are not sufficiently independent
20	Request Separate Election for Board Member/s		N/A	Against	The company has not provided sufficient information.
21	Elect Waldemir Bargieri		For	For	
21	Remuneration Policy		For	For	
22	Instructions if Meeting is Held on Second Call		N/A	Against	

Caixa Seguridade Participacoes S.A.		Meeting Date: 25.04.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Capitalization of Statutory Reserves w/o Share Issuance		For	For	
2	Amendments to Articles 4 (Reconciliation of Share Capital)		For	For	
3	Instructions if Meeting is Held on Second Call		N/A	Against	

Continental AG		Meeting Date: 25.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Ratify Georg F. W. Schaeffler		For	For	
2	Ratify Jörg Schönfelder		For	For	
3	Ratify Matthias Tote		For	For	
4	Ratify Dirk Nordmann		For	For	
5	Ratify Lorenz Pfau		For	For	
6	Ratify Stefan Scholz		For	For	
7	Ratify Elke Volkmann		For	For	
8	Appointment of Auditor		For	For	
9	Appointment of Auditor for Interim Statements		For	For	
10	Appointment of Auditor for Sustainability Reporting		For	For	
11	Remuneration Report		For	For	
12	Merger by Absorption		For	For	
13	Spin-off and Transfer		For	For	
14	Amendments to Articles (Supervisory Board Size)		For	For	
15	Amendments to Articles (Supervisory Board Elections)		For	For	
16	Amendments to Articles (Supervisory Board Resignations)		For	For	
17	Amendments to Articles (Location of Shareholder Meetings)		For	For	
18	Amendments to Articles (Company Documents)		For	For	
19	Ratify Anne Nothing		For	For	
20	Ratify Klaus Rosenfeld		For	For	
21	Ratify Sabine Neuß		For	For	
22	Ratify Rolf Nonnenmacher		For	For	
23	Allocation of Dividends		For	For	
24	Ratify Nikolai Setzer		For	For	
25	Ratify Philipp von Hirschheydt		For	For	
26	Ratify Christian Kötz		For	For	
27	Ratify Philip Nelles		For	For	
28	Ratify Ariane Reinhart		For	For	
29	Ratify Olaf Schick		For	For	
30	Ratify Katja Garcia Vila		For	For	
31	Ratify Wolfgang Reitzle		For	For	
32	Ratify Hasan Allak		For	For	
33	Ratify Christiane Benner		For	For	
34	Ratify Kevin Borck		For	For	
35	Ratify Dorothea von Boxberg		For	For	
36	Ratify Stefan E. Buchner		For	For	
37	Ratify Gunter Dunkel		For	For	
38	Ratify Matthias Ebenau		For	For	
39	Ratify Francesco Grioli		For	For	
40	Ratify Michael Iglhaut		For	For	
41	Ratify Satish Khatu		For	For	
42	Ratify Isabel Corinna Knauf		For	For	
43	Ratify Carmen Löffler		For	For	

JPMorgan Fleming Liquidity Funds SICAV - Sterling		Meeting Date: 25.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Ratification of Board Acts		For	For	
3	Directors' Fees		For	For	
4	Election of Directors (Slate)		For	For	
5	Appointment of Auditor		For	For	
6	Allocation of Profits/Dividends		For	For	

ME Group International Plc		Meeting Date: 25.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase Shares		For	For	
2	Remuneration Report		For	For	
3	Final Dividend		For	For	
4	Appointment of Auditor		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Authority to Set Auditor's Fees		For	For	
6	Elect Tania Crasnianski		For	For	
7	Elect Jean-Marc Janailhac		For	For	
8	Elect René Proglio		For	For	
9	Authority to Issue Shares w/ Preemptive Rights		For	For	
10	Authority to Set General Meeting Notice Period at 14 Days		For	For	
11	Authority to Issue Shares w/o Preemptive Rights		For	For	
12	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
13	Accounts and Reports		For	For	

Nanofilm Technologies International Limited		Meeting Date: 25.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect WAN Kum Tho		For	For	
4	Directors' Fees		For	For	
5	Appointment of Auditor and Authority to Set Fees		For	For	
6	Authority to Issue Shares w/ or w/o Preemptive Rights		For	For	
7	Authority to Issue Shares under Nanofilm Employee Share Option Scheme 2017		For	Against	Long term awards are not linked to performance.
8	Authority to Grant Awards and Issue Shares under Nanofilm Employee Share Option Scheme 2020		For	Against	Long term awards are not linked to performance.
9	Authority to Grant Awards and Issue Shares under the Nanofilm Restricted Share Plan 2021		For	Against	Plan does not disclose performance targets.
10	Authority to Repurchase and Reissue Shares		For	For	

Natura &Co Holding S.A.		Meeting Date: 25.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Policy		For	Against	Remuneration - Vote against when remuneration does not adhere to best practice of having clawback in place for LTIP and STIP. Remuneration - Vote Against when the remuneration of non-executive directors includes inappropriate incentives which might compromise the independent judgment of independent directors
3	Management Accounts and Reports		For	For	
4	Request Establishment of Supervisory Council		N/A	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision

Natura &Co Holding S.A.		Meeting Date: 25.04.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Ratify Co-Option and Elect Fábio Colletti Barbosa		For	Against	Board - Vote Against when the chair of the remuneration committee is not independent
2	Merger (by Natura Cosméticos)		For	For	

OTP Bank Plc.		Meeting Date: 25.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Election of Votes Counting Committee		For	For	
2	Election of Minutes Certifier		For	For	
3	Accounts and Reports; Allocation of Profits/Dividends		For	For	
4	Corporate Governance Report		For	For	
5	Ratification of Management Acts		For	For	
6	Appointment of Auditor and Authority to Set Fees		For	For	
7	Appointment of Sustainability Auditor		For	For	
8	Form of Voting		For	For	
9	Amendments to Articles		For	For	
10	Remuneration Guidelines (Group Level)		For	Against	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan.
11	Elect Catherine Paule Granger-Ponchon		For	Against	Board is not sufficiently independent; Board is not sufficiently independent
12	Appoint Catherine Paule Granger-Ponchon to the Audit Committee		For	Against	Affiliate/Insider on a committee
13	Board of Directors, Supervisory Board and Audit Committee Fees		For	For	
14	Authority to Repurchase Shares		For	Against	Not in shareholders' best interests

PrologisProperty Mexico SA de CV		Meeting Date: 25.04.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Annual Report		For	For	
3	Elect Carlos Elizondo Mayer-Serra		For	For	
4	Elect Miguel Álvarez del Río		For	For	
5	Elect Gonzalo Portilla		For	For	
6	Elect Mónica Flores Barragan		For	For	
7	Elect Alberto G. Saavedra Olavarrieta		For	For	
8	Elect Katia Eschenbach		For	For	
9	Directors' Fees		For	For	
10	Election of Meeting Delegates		For	For	

Sendas Distribuidora S.A.		Meeting Date: 25.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Approve Recasting of Votes for Amended Slate		N/A	Against	Vote Against if the proposal would allow the voting instructions to be considered in the event of a second call.
2	Proportional Allocation of Cumulative Votes		N/A	For	
3	Election of Supervisory Council		N/A	For	
4	Accounts and Reports		For	For	
5	Request Cumulative Voting		N/A	Against	Proposed slate is supported
6	Election of Directors		For	For	
7	Allocation of Profits/Dividends		For	For	
8	Board Size		For	For	
9	Allocate Cumulative Votes to Belmiro de Figueiredo Gomes		N/A	For	
10	Allocate Cumulative Votes to Enéas Cesar Pestana Neto		N/A	For	
11	Allocate Cumulative Votes to José Roberto Meister Miissnich		N/A	For	
12	Allocate Cumulative Votes to Julio Cesar de Queiroz Campos		N/A	For	
13	Allocate Cumulative Votes to Leila Abraham Loria		N/A	For	
14	Allocate Cumulative Votes to Miguel Maia Mickelberg		N/A	For	
15	Allocate Cumulative Votes to Oscar de Paula Bernardes Neto		N/A	For	
16	Elect Oscar de Paula Bernardes Neto as Board Chair		For	For	
17	Elect Jose Roberto Meister Mussnich as Board Vice Chair		For	For	
18	Remuneration Policy		For	Against	Remuneration - Vote Against when the company fails to align pay with performance
19	Request Establishment of Supervisory Council		N/A	For	
20	Supervisory Council Size		N/A	For	

Sendas Distribuidora S.A.		Meeting Date: 25.04.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Article 40 (Public Offerings)		For	For	
2	Amendments to Articles		For	For	
3	Consolidation of Articles		For	For	

Mobile World Investment Corporation		Meeting Date: 26.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report		For	For	
2	Accounts and Reports		For	For	
3	Business Plan		For	For	
4	Allocation of Profits/Dividends		For	For	
5	Issuance of Shares to Board of Management and Key Managers under ESOP 2025		For	For	
6	Authority to Repurchase Shares		For	For	
7	Amendments to Company Charter		For	For	
8	Appointment of Auditor		For	Against	The company has not provided sufficient information.
9	Directors' Fees and Related Transactions		For	Against	
10	Approve Election of Directors		For	For	Not in shareholders' best interests
11	Transaction of Other Business		For	Against	
12	Elect NGUYEN Duc Tai		For	For	Granting unfettered discretion is unwise
13	Elect VU Dang Linh		For	For	
14	Elect DOAN Van Hieu Em		For	For	
15	Elect PHAM Van Trong		For	Against	
16	Elect Robert Willett		For	For	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
17	Elect Thomas Lanyi		For	For	
18	Elect NGUYEN Tien Trung		For	For	
19	Elect DO Tien Si		For	For	

Capita Plc		Meeting Date: 28.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Elect David S. Lowden		For	For	
4	Elect Adolfo Hernandez		For	For	
5	Elect Georgina Harvey		For	For	
6	Elect Nneka Abulokwe		For	For	
7	Elect Neelam Dhawan		For	For	
8	Elect Brian McArthur-Muscroft		For	For	
9	Elect Pablo Andres		For	For	
10	Elect Jack Clarke		For	For	
11	Appointment of Auditor		For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice; Audit/Financials - Vote Against when the tenure of the auditor is not in line with market best practice
12	Authority to Set Auditor's Fees		For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice; Audit/Financials - Vote Against when the tenure of the auditor is not in line with market best practice
13	Share Consolidation		For	For	
14	Authority to Issue Shares w/ Preemptive Rights		For	For	
15	Authority to Issue Shares w/o Preemptive Rights		For	For	
16	Authority to Set General Meeting Notice Period at 14 Days		For	For	
17	Authority to Repurchase Shares		For	For	
18	Cancellation of Share Premium Account		For	For	

Cholamandalam Investment & Finance Co. Ltd.		Meeting Date: 28.04.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Appointment of Vellayan Subbiah (Whole-Time Director designated as an Executive Chair); Approval of Remuneration		For	For	

Jiangsu Hengrui Pharmaceuticals Co. Ltd.		Meeting Date: 28.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect FENG Ji as Non-Independent Director		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
2	Amendments to Articles		For	For	
3	Re-appointment of 2025 Auditor and Set Fees		For	Against	Audit fees are excessive.
4	Implementation of Remuneration for Directors and Senior Management in 2024		For	For	
4	Implementation of Remuneration for Supervisors in 2024		For	For	
7	2024 Supervisor's Report		For	For	
7	Shareholder Return Plan For the Next Three Years (2025-2027)		For	For	
8	2024 ANNUAL ACCOUNTS REPORT		For	For	
9	2024 ANNUAL REPORT AND ITS SUMMARY		For	For	
10	2024 Profit Distribution Plan		For	For	
11	2024 Directors' Report		For	For	

Oncoclinicas Do Brasil Servicos Medicos S.A.		Meeting Date: 28.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Policy		For	Against	Long term awards are not linked to performance. Remuneration - Vote against when remuneration does not adhere to best practice of having clawback in place for LTIP and STIP. Remuneration - Vote Against when the remuneration of non-executive directors includes inappropriate incentives which might compromise the independent judgment of independent directors
2	Request Separate Election for Board Member/s		N/A	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision
3	Election of Chair and Vice Chair		For	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting
4	Allocate Cumulative Votes to Flavia Maria Bittencourt		N/A	For	
5	Allocate Cumulative Votes to Marcel Cecchi Vieira		N/A	For	
6	Allocate Cumulative Votes to Marcelo Del Vigna		N/A	For	
7	Allocate Cumulative Votes to Marcelo Gasparino da Silva		N/A	For	
8	Allocate Cumulative Votes to David Castelblanco		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
9	Allocate Cumulative Votes to Eric P. Winer		N/A	For	
10	Management Accounts and Reports		For	For	
11	Accounts and Reports		For	For	
12	Board Size		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
13	Ratify Director's Independence Status		For	For	
14	Election of Directors		For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent.
15	Approve Recasting of Votes for Amended Slate		N/A	Against	
16	Proportional Allocation of Cumulative Votes		N/A	For	
17	Allocate Cumulative Votes to Allen Mc Michael Gibson		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
18	Allocate Cumulative Votes to Bruno Lemos Ferrari		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
19	Allocate Cumulative Votes to Clarissa Maria de Cerqueira Mathias		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
20	Approve Recasting of Votes for Amended Supervisory Council Slate		N/A	Against	Board - Vote Against proposals requesting to cumulate common and preferred votes and/or recasting of votes for amended slate and/or instructions if meeting is held on second call
21	Supervisory Council Fees		For	For	
22	Request Establishment of Supervisory Council		N/A	For	
23	Election of Supervisory Council		For	For	

Oncoclinicas Do Brasil Servicos Medicos S.A.

Meeting Date: 28.04.2025

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Article 5 (Reconciliation of Share Capital)		For	For	

Vamos Locacao De Caminhoes Maquinas E Equipamentos

Meeting Date: 28.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Request Cumulative Voting		N/A	For	
2	Request Separate Election for Board Member		N/A	Against	The company has not provided sufficient information.
3	Instructions if Meeting is Held on Second Call		N/A	For	
4	Request Establishment of Supervisory Council		N/A	Against	The company has not provided sufficient information.
5	Allocate Cumulative Votes to Denys Marc Ferrez		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
6	Allocate Cumulative Votes to Antonio da Silva Barreto Junior		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
7	Allocate Cumulative Votes to Maria Fernanda dos Santos Teixeira		N/A	For	
8	Allocate Cumulative Votes to Renato Horta Franklin		N/A	For	
9	Election of Directors		For	Against	Board - Vote Against when the chair of the audit committee is not independent.
10	Approve Recasting of Votes for Amended Slate		N/A	For	
11	Proportional Allocation of Cumulative Votes		N/A	For	Proposal permits the cumulating of votes.
12	Allocate Cumulative Votes to Fernando Antonio Simões		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
13	Accounts and Reports		For	For	
14	Allocation of Profits/Dividends		For	For	

Vamos Locacao De Caminhoes Maquinas E Equipamentos

Meeting Date: 28.04.2025

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Policy		For	Against	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan. Remuneration - Vote against when remuneration does not adhere to best practice of having clawback in place for LTIP.
2	Amendments to Article 27 (Audit Committee)		For	For	
3	Consolidation of Articles		For	For	
4	Instructions if Meeting is Held on Second Call		N/A	Against	Vote Against if the proposal would allow the voting instructions to be considered in the event of a second call.

American Express Co.

Meeting Date: 29.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Michael J. Angelakis		For	For	
2	Elect Thomas J. Baltimore, Jr.		For	Against	Board - Vote Against when there are concerns that the nominee lacks sufficient time to effectively carry out their role in light of external commitments.
3	Elect John J. Brennan		For	For	
4	Elect Theodore J. Leonsis		For	Against	Board - Vote Against when the nomination committee is not sufficiently independent; Board - Vote Against when the remuneration committee is not sufficiently independent.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Elect Deborah P. Majoras		For	For	
6	Elect Karen L. Parkhill		For	For	
7	Elect Charles E. Phillips, Jr.		For	For	
8	Elect Lynn A. Pike		For	For	
9	Elect Stephen J. Squeri		For	For	
10	Elect Daniel Luzius Vasella		For	For	
11	Elect Lisa W. Wardell		For	For	
12	Elect Christopher D. Young		For	For	
13	Ratification of Auditor		For	For	
14	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
15	Shareholder Proposal Regarding Eliminating DEI Goals from Compensation Inducements		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
16	Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.

Atlas Copco AB

Meeting Date: 29.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Opening of Meeting; Election of Presiding Chair		For	For	
2	Voting List		For	For	
3	Agenda		For	For	
4	Minutes		For	For	
5	Compliance with the Rules of Convocation		For	For	
6	Accounts and Reports		For	For	
7	Ratification of Jumana Al Sibai		For	For	
8	Ratification of Johan Forssell		For	For	
9	Ratification of Heléne Mellquist		For	For	
10	Ratification of Anna Ohlsson-Leijon		For	For	
11	Ratification of Mats Rahmström		For	For	
12	Ratification of Vagner Rego		For	For	
13	Ratification of Gordon Riske		For	For	
14	Ratification of Karin Rådström		For	For	
15	Ratification of Hans Stråberg		For	For	
16	Ratification of Peter Wallenberg Jr		For	For	
17	Ratification of Mikael Bergstedt		For	For	
18	Ratification of Helena Hemström		For	For	
19	Ratification of Benny Larsson		For	For	
20	Ratification of Vagner Rego (CEO)		For	For	
21	Allocation of Profits/Dividends		For	For	
22	Dividend Record Date		For	For	
23	Board Size		For	For	
24	Number of Auditors		For	For	
25	Elect Jumana Al-Sibai		For	For	
26	Elect Johan Forssell		For	Against	Board - Vote Against when the audit committee is not sufficiently independent.
27	Elect Heléne Mellquist		For	Against	Potential overcommitment
28	Elect Anna Ohlsson-Leijon		For	Against	Potential overcommitment
29	Elect Vagner Rego		For	For	
30	Elect Gordon Riske		For	For	
31	Elect Karin Rådström		For	For	
32	Elect Hans Stråberg		For	Against	Board - Vote Against when the chair of the remuneration committee is not independent.
33	Elect Peter Wallenberg Jr.		For	Against	Affiliate/Insider on compensation committee
34	Elect Hans Stråberg as Chair		For	Against	Board - Vote Against when the chair of the remuneration committee is not independent.
35	Appointment of Auditor		For	For	
36	Directors' Fees		For	For	
37	Authority to Set Auditor's Fees		For	For	
38	Remuneration Report		For	Against	Remuneration - Fails the remuneration framework assessment on transparency and accountability, and a critical factor.
39	Adoption of Share-Based Incentives (Performance-based Personnel Option Plan 2025)		For	Against	Short performance period; No post grant performance metrics
40	Authority to Repurchase Shares Pursuant to Personnel Option Plan 2025		For	Against	Short performance period; No post grant performance metrics
41	Authority to Repurchase Shares Pursuant to Directors' Fees		For	For	
42	Authority to Issue Treasury Shares Pursuant to Personnel Option Plan 2025		For	Against	Short performance period; No post grant performance metrics
43	Authority to Issue Treasury Shares Pursuant to Directors' Fees		For	For	
44	Authority to Issue Shares Pursuant to Personnel Option Plan 2018, 2019, 2020, 2021 and 2022		For	For	

CapitalLand Investment Limited		Meeting Date: 29.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Directors' Fees		For	For	
4	Appointment of Auditor and Authority to Set Fees		For	For	
5	Authority to Issue Shares w/ or w/o Preemptive Rights		For	For	
6	Elect THAM Kui Seng		For	For	
7	Elect Eugene Paul LAI Chin Look		For	For	
8	Elect David SU Tuong Sing		For	For	
9	Elect Helen WONG Siu Ming		For	For	
10	Elect Gabriel LIM Meng Liang		For	For	
11	Elect Miguel KO		For	For	
12	Authority to Grant Awards and Issue Shares under Equity Incentive Plans		For	For	
13	Authority to Repurchase and Reissue Shares		For	For	
14	Distribution In-Specie		For	For	
15	Amendments to Constitution		For	For	

Chemical Works of Gedeon Richter Plc.		Meeting Date: 29.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Vote Counting Device		For	For	
2	Recording Device for Meeting		For	For	
3	Election of Presiding Chair and Individuals to Keep Minutes		For	For	
4	Directors' Report and Sustainability Report		For	For	
5	Consolidated Financial Statements		For	For	
6	Separate Financial Statements		For	For	
7	Ratification of Board Acts		For	For	
8	Allocation of Dividends		For	For	
9	Corporate Governance Report		For	For	
10	REMUNERATION REPORT		For	Against	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan. Remuneration - Vote against when remuneration does not adhere to best practice of having clawback in place for LTIP.
11	Amendments to Articles		For	For	
12	Authority to Repurchase Shares		For	Against	NEDs may participate in executive plan
13	Elect Laszlo Andras Kovacs to the Board of Directors		For	For	
14	Elect Gabor Csepregi to the Supervisory Board		For	For	
15	Directors' Fees		For	Against	NEDs may participate in executive plan
16	Appointment of Auditor		For	For	
17	Authority to Set Auditor's Fees		For	For	
18	Appointment of Auditor for Sustainability Reporting		For	For	
19	Authority to Set Auditor's Fees		For	For	

Elementis		Meeting Date: 29.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Final Dividend		For	For	
3	Remuneration Policy		For	For	
4	Remuneration Report		For	For	
5	Elect Luc van Ravenstein		For	For	
6	Elect Christopher H.B. Mills		For	For	
7	Elect John O'Higgins		For	For	
8	Elect Ralph Rex Hewins		For	For	
9	Elect Heejae R. Chae		For	For	
10	Elect Maria Ciliberti		For	For	
11	Elect Dorothée Deuring		For	For	
12	Elect Trudy Schoolenberg		For	For	
13	Elect Christine Soden		For	For	
14	Elect Clement Woon		For	For	
15	Appointment of Auditor		For	For	
16	Authority to Set Auditor's Fees		For	For	
17	Authority to Issue Shares w/ Preemptive Rights		For	For	
18	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
19	Authority to Set General Meeting Notice Period at 14 Days		For	For	
20	Authority to Issue Shares w/o Preemptive Rights		For	For	
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
22	Authority to Repurchase Shares		For	For	

Embraer S.A.		Meeting Date: 29.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Board Size		For	For	
4	Election of Directors		For	For	
5	Election of Supervisory Council		For	For	
6	Remuneration Policy		For	Against	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan. Remuneration - Vote against when remuneration does not adhere to best practice of having clawback in place for LTIP.
7	Supervisory Council Fees		For	For	

GlobalData Plc		Meeting Date: 29.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report		For	For	
2	Authority to Issue Shares w/ Preemptive Rights		For	For	
3	Authority to Issue Shares w/o Preemptive Rights		For	For	
4	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
5	Authority to Repurchase Shares		For	For	
6	Adoption of New Articles		For	For	
7	Appointment of Auditor		For	For	
8	Authority to Set Auditor's Fees		For	For	
9	Elect Catherine Birkett		For	For	
10	Elect Julien Decot		For	For	
11	Accounts and Reports		For	For	
12	Final Dividend		For	For	
13	Elect Andrew Day		For	For	
14	Elect Peter Harkness		For	For	
15	Elect Graham Lilley		For	For	
16	Elect Annette Barnes		For	For	
17	Elect Murray Legg		For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
18	Elect Mike Danson		For	For	

Greek Organisation Of Football Prognostics S.A.		Meeting Date: 29.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Ratification of Board and Auditor's Acts		For	For	
3	Appointment of Auditor		For	For	
4	Appointment of Auditor for Sustainability Reporting		For	For	
5	Allocation of Dividends		For	For	
6	2024 Annual Bonus Plan		For	Against	Remuneration - Vote against when remuneration does not adhere to best practice of having clawback in place for LTIP. The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan.
7	Remuneration Report		For	Against	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan. Remuneration - Vote against when remuneration does not adhere to best practice of having clawback in place for LTIP.
8	Authority to Repurchase Shares		For	For	

Grupo Traxion Sab De CV		Meeting Date: 29.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Election of Meeting Delegates		For	For	
2	Report on Share Repurchase Program; Authority to Repurchase Shares		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision
3	Report on Employees' Share Plan		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision
4	Election of Directors; Election of Board Chair; Election of Audit and Governance Committee Chair		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision. Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the nomination committee is not sufficiently independent. Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the audit committee is not sufficiently independent. Board - Vote Against when the board is not sufficiently independent according to local standards.
5	Directors' Fees; Secretary's Fees; Audit and Governance Committee Members' Fees		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision
6	Authority to Issue Debt Instruments		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Accounts and Reports		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision
8	Ratification of CEO and Board Acts		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision
9	Financial Statements; Allocation of Profits/Dividends		For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends. Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision

Intesa Sanpaolo Spa

Meeting Date: 29.04.2025

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends		For	For	
2	Board Size		For	For	
3	List Presented by Shareholders' Agreement		N/A	Do Not Vote	
4	List Presented by Group of Institutional Investors Representing 1.51% of Share Capital		N/A	For	
5	Elect Gian Maria Gros-Pietro as Chair and Paola Tagliavini as Vice Chair		For	For	
6	Remuneration Policy (Board of Directors)		For	For	
7	Directors' Fees		For	For	
8	Remuneration Policy (Group)		For	For	
9	Accounts and Reports		For	Against	Governance - Vote Against when the company has decided to hold closed door meetings without shareholder approval.
10	Authority to Repurchase Shares		For	For	
11	Authority to Repurchase and Reissue Shares to Service Incentive Plans		For	For	
12	Authority to Repurchase and Reissue Shares		For	For	
13	Cancellation of Shares		For	For	
14	Remuneration Report		For	For	
15	2025 Annual Incentive Plan		For	For	

L'Oreal

Meeting Date: 29.04.2025

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments Regarding Broadcasting of Shareholder Meetings		For	For	
2	Elect Isabelle Seillier		For	For	
2	Authorisation of Legal Formalities		For	For	
3	Elect Aurélie Jean		For	For	
3	Stock Purchase Plan for Overseas Employees		For	For	
5	Authority to Increase Capital in Consideration for Contributions In Kind		For	For	
6	Allocation of Profits/Dividends		For	For	
7	Accounts and Reports		For	For	
8	Consolidated Accounts and Reports		For	For	
8	Elect Nicolas Hieronimus		For	For	
10	Elect Thélys (Alexandre Benais)		For	For	
10	Elect Alexandre Ricard		For	For	
14	Elect Paul Bulcke		For	Against	Board - Vote Against when the nominating committee is not sufficiently independent. Board - Vote Against when the nominating committee is not sufficiently independent.
16	2025 Directors' Fees		For	For	
17	2024 Remuneration Report		For	For	
17	Employee Stock Purchase Plan		For	For	
18	2024 Remuneration of Jean-Paul Agon, Chair		For	For	
19	2024 Remuneration of Nicolas Hieronimus, CEO		For	For	
19	Amendments Regarding Written Consultations		For	For	
20	Authority to Issue Shares w/ Preemptive Rights		For	For	
21	Authority to Increase Capital Through Capitalisations		For	For	
22	2025 Remuneration Policy (CEO)		For	For	
23	Authority to Repurchase and Reissue Shares		For	For	
24	2025 Remuneration Policy (Board of Directors)		For	For	
25	2025 Remuneration Policy (Chair)		For	For	

Ocado Group Plc

Meeting Date: 29.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Elect Adam Warby		For	For	
4	Elect Gavin Patterson		For	For	
5	Elect Tim Steiner		For	For	
6	Elect Stephen Daintith		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Elect Jörn Rausing		For	For	
8	Elect Andrew J. Harrison		For	For	
9	Elect Emma Lloyd		For	For	
10	Elect Julie Southern		For	For	
11	Elect Nadia Shouraboura		For	For	
12	Elect Julia M. Brown		For	For	
13	Elect Rachel Osborne		For	For	
14	Appointment of Auditor		For	For	
15	Authority to Set Auditor's Fees		For	For	
16	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
17	Authority to Issue Shares w/ Preemptive Rights		For	For	
18	Authority to Issue Shares w/ Preemptive Rights (in Connection With Rights Issue Only)		For	For	
19	Authority to Issue Shares w/o Preemptive Rights		For	For	
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
21	Authority to Repurchase Shares		For	For	
22	Adoption of New Articles		For	For	
23	Authority to Set General Meeting Notice Period at 14 Days		For	For	

SITC International Holdings Company Limited

Meeting Date: 29.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect LAI Zhiyong		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect TSE Siu Ngan		For	For	
4	Elect Rebecca LIU Ka Ying		For	For	
5	Elect YANG Xin		For	For	
5	Elect HU Mantian (Mandy)		For	For	
8	Authority to Repurchase Shares		For	For	
9	Directors' Fees		For	For	
9	Authority to Issue Shares w/o Preemptive Rights		For	For	
10	Appointment of Auditor and Authority to Set Fees		For	For	
11	Accounts and Reports		For	For	
13	Elect XUE Mingyuan		For	For	
13	Authority to Issue Repurchased Shares		For	For	

Sthree

Meeting Date: 29.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Final Dividend		For	For	
3	Remuneration Report		For	For	
4	Elect James Bilefield		For	For	
5	Elect Timo Lehne		For	For	
6	Elect Andrew Beach		For	For	
7	Elect Denise Collis		For	For	
8	Elect Elaine O'Donnell		For	For	
9	Elect Imogen Joss		For	For	
10	Elect Sanjeevan Bala		For	For	
11	Appointment of Auditor		For	For	
12	Authority to Set Auditor's Fees		For	For	
13	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
14	Authority to Issue Shares w/ Preemptive Rights		For	For	
15	Adoption of New Articles		For	For	
16	Authority to Set General Meeting Notice Period at 14 Days		For	For	
17	Authority to Issue Shares w/o Preemptive Rights		For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
19	Authority to Repurchase Shares		For	For	

Talabat Holding Plc

Meeting Date: 29.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Ratification of Auditor's Acts		For	For	
3	Directors' Report		For	For	
4	Appointment of Auditor and Authority to Set Fees (FY2024)		For	For	
4	Financial Statements		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Auditor's Report		For	For	
5	Allocation of Profits/Dividends		For	For	
7	Ratification of Board Acts		For	For	
8	Directors' Fees		For	For	
9	Appointment of Auditor and Authority to Set Fees (FY2025)		For	For	

VICI Properties Inc

Meeting Date: 29.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect James R. Abrahamson		For	For	
2	Elect Diana F. Cantor		For	For	
3	Elect Monica H. Douglas		For	For	
4	Elect Elizabeth I. Holland		For	For	
5	Elect Craig Macnab		For	For	
6	Elect Edward B. Pitoniak		For	For	
7	Elect Michael D. Rumbolz		For	For	
8	Ratification of Auditor		For	For	
9	Advisory Vote on Executive Compensation		For	For	

Weg S.A.

Meeting Date: 29.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends; Capital Expenditure Budget		For	For	
3	Remuneration Policy		For	Against	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan. Remuneration - Vote against when remuneration does not adhere to best practice of having clawback in place for LTIP.
4	Election of Supervisory Council		For	Abstain	Minority candidate is supported over management/controller candidate/s
5	Approve Recasting of Votes for Amended Supervisory Council Slate		N/A	Against	Potential unknown nominees w/o shareholder approval
6	Elect Lúcia Maria Martins Casasanta to the Supervisory Council Presented by Minority Shareholders		For	For	
7	Supervisory Council Fees		For	For	
8	Publication of Company Notices		For	For	

Weg S.A.

Meeting Date: 29.04.2025

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Amendments to Article 11 (General Shareholders' Meeting)		For	For	
3	Amendments to the Long-Term Incentive Plan		For	For	
4	Capitalization of Reserves w/o Share Issuance		For	For	
4	Amendments to Article 35 (Supervisory Council)		For	For	
5	Amendments to Articles (Audit Committee)		For	For	

Wuxi AppTec Co. Ltd.

Meeting Date: 29.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Adoption of the 2025 H Share Award and Trust Scheme		For	Against	Plan does not disclose performance targets.
1	Authority to Issue Onshore and Offshore Debt Financing Instruments		For	For	
4	Allocation of Profits/Dividends		For	For	
5	Allocation of Special Dividend		For	For	
5	Method of Share Repurchase		For	For	
6	Accounts and Reports		For	For	
6	Board Authorization to Formulate Mid-Year Dividend Distribution Plan		For	For	
7	Authority to Give Guarantees		For	For	
8	Appointment of Auditor and Authority to Set Fees		For	For	
9	Directors' Report		For	For	
9	Approval of the Foreign Exchange Hedging Limit		For	For	
10	Supervisors' Report		For	For	
10	Change in Registered Capital and Amendments to Articles		For	For	
11	Board Authorization to Handle Matters Pertaining to the 2025 H Share Award and Trust Scheme		For	For	
12	Purpose of the Share Repurchase		For	For	
14	Type of Shares to be repurchased		For	For	
15	The use and number of the A Shares proposed to be repurchased, proportion to the Company's total issued share capital and total amount of funds		For	For	
15	Implementation period of Share Repurchase		For	For	
17	Price or price range and pricing principles for the Share Repurchase		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
18	Source of funds of the Share Repurchase		For	For	
19	Relevant arrangements for the cancellation or transfer of the repurchased A Shares according to laws		For	For	
20	Relevant arrangements for the prevention of acts prejudicing the interests of the creditors of the Company		For	For	
22	Board Authorization to handle matters relating to the Share Repurchase		For	For	
23	Authority to Issue A and/or H Shares w/o Preemptive Rights		For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
24	Authority to Repurchase A and/or H Shares		For	For	

Wuxi AppTec Co. Ltd.

Meeting Date: 29.04.2025

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase A and/or H Shares		For	For	

Alfa Financial Software Holdings Plc

Meeting Date: 30.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Final Dividend		For	For	
4	Elect Reena Raichura		For	For	
5	Elect Steve Breach		For	For	
6	Authority to Set General Meeting Notice Period at 14 Days		For	For	
7	Elect Adrian Chamberlain		For	For	
8	Elect Charlotte M. de Metz		For	For	
9	Elect Christopher P. Sullivan		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
10	Elect Andrew Denton		For	For	
11	Elect Duncan Magrath		For	For	
12	Elect Andrew N. Page		For	For	
13	Elect Matthew P. White		For	For	
14	Appointment of Auditor		For	For	
15	Authority to Set Auditor's Fees		For	For	
16	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
17	Authority to Issue Shares w/ Preemptive Rights		For	For	
18	Authority to Issue Shares w/o Preemptive Rights		For	For	
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
20	Authority to Repurchase Shares		For	For	

America Movil S.A.B.DE C.V.

Meeting Date: 30.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Report of the Board Regarding Accounting Practices		For	Against	The company has not provided sufficient information.
3	CEO Report; External Auditor Report; Opinion of the Board		For	Against	The company has not provided sufficient information.
3	Report of the Board on its Activities Regarding the Company's Operations		For	Against	The company has not provided sufficient information.
6	Report of the Audit and Corporate Governance Committee		For	Against	The company has not provided sufficient information.
7	Accounts and Reports; Allocation of Profits/Dividends		For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends. The company has not provided sufficient information.
7	Ratification of Board Acts		For	Against	The company has not provided sufficient information.
8	Report on the Company's Shares Repurchase Program		For	Against	The company has not provided sufficient information.
10	Ratification the CEO Acts		For	Against	The company has not provided sufficient information.
11	Elect Carlos Slim Domit		For	For	
11	Elect Antonio Cosío Pando		For	For	
12	Elect Patrick Slim Domit		For	For	
13	Elect Daniel Hajj Aboumrad		For	For	
14	Elect Pablo Roberto González Guajardo		For	For	
14	Elect Vanessa Hajj Slim		For	For	
15	Elect David Ibarra Muñoz		For	For	
18	Elect Claudia Jañez Sánchez		For	Against	Serves on too many boards
19	Elect Rafael Kalach Mizrahi		For	For	
20	Elect Francisco Medina Chávez		For	For	
20	Elect Luis Alejandro Soberón Kuri		For	For	
21	Elect Gisselle Morán Jiménez		For	For	
21	Elect Miriam Guadalupe de la Vega Arizpe		For	For	
23	Elect Oscar von Hauske Solís		For	For	
25	Elect Rafael Robles Miaja as Alternate Board Secretary		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
26	Authority to Repurchase Shares		For	For	
28	Elect Rafael Kalach Mizrahi as Audit and Corporate Governance Committee Member		For	For	
29	Elect Patrick Slim Domit as Executive Committee Member		For	For	
30	Elect Ernesto Vega Velasco		For	For	
30	Elect Daniel Hajj Aboumrads as Executive Committee Member		For	For	
32	Elect Alejandro Cantú Jiménez as Board Secretary		For	For	
32	Ratification of Audit and Corporate Governance Committee Acts		For	Against	The company has not provided sufficient information.
33	Elect Ernesto Vega Velasco as Audit and Corporate Governance Committee Chair		For	For	
34	Directors' Fees		For	Against	The company has not provided sufficient information.
34	Elect Pablo Roberto González Guajardo as Audit and Corporate Governance Committee Member		For	For	
35	Ratification of Executive Committee Acts		For	Against	The company has not provided sufficient information.
35	Elect Claudia Jañez Sánchez as Audit and Corporate Governance Committee Member		For	Against	Serves on too many boards; Serves on too many boards
36	Elect Carlos Slim Domit as Executive Committee Chair		For	For	
37	Audit and Corporate Governance Committee's Fees		For	Against	The company has not provided sufficient information.
39	Executive Committee's Fees		For	Against	The company has not provided sufficient information.
39	Election of Meeting Delegates		For	For	

Anglo American plc		Meeting Date: 30.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect Ian R. Ashby		For	For	
3	Elect Marcelo H. Bastos		For	For	
4	Elect Stuart Chambers		For	For	
4	Elect Hilary Maxson		For	For	
6	Elect John Heasley		For	For	
7	Elect Ian Tyler		For	For	
7	Appointment of Auditor		For	For	
8	Elect Magali Anderson		For	For	
8	Authority to Set Auditor's Fees		For	For	
9	Remuneration Report		For	Against	Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards without sufficient justification.
10	Authority to Issue Shares w/ Preemptive Rights		For	For	
12	Elect Hixonia Nyasulu		For	For	
12	Authority to Repurchase Shares		For	For	
13	Elect Nonkululeko M.C. Nyembezi		For	For	
14	Accounts and Reports		For	For	
15	Final Dividend		For	For	
16	Elect Anne Wade		For	For	
18	Elect Duncan G. Wanblad		For	For	
18	Authority to Issue Shares w/o Preemptive Rights		For	For	
20	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Anglo American plc		Meeting Date: 30.04.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Demerger of Anglo American Platinum Ltd		For	For	

Anheuser-Busch InBev SA/NV		Meeting Date: 30.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Allocation of Dividends		For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.
2	Ratification of Board Acts		For	For	
3	Ratification of Auditor's Acts		For	For	
4	Elect Martin J. Barrington to the Board of Directors		For	Against	Board - Vote Against when the nominating committee is not sufficiently independent.
5	Elect Salvatore Mancuso to the Board of Directors		For	For	
6	Elect Alejandro Santo Domingo to the Board of Directors		For	For	
7	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting; and Authority to Set Fees		For	For	
8	REMUNERATION REPORT		For	Against	Remuneration - Fails the remuneration framework assessment on structure, transparency and accountability.
9	Authorisation of Legal Formalities		For	For	

Aviva Plc		Meeting Date: 30.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Elect Patrick Flynn		For	For	
3	Elect Shonaid Jemmett-Page		For	For	
4	Elect Mohit Joshi		For	For	
5	Elect Pippa Lambert		For	For	
6	Elect Jim McConville		For	For	
7	Elect Michael Mire		For	For	
8	Appointment of Auditor		For	For	
9	Authority to Set Auditor's Fees		For	For	
10	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
11	Authority to Issue Shares w/ Preemptive Rights		For	For	
12	Authority to Issue Solvency II Securities w/ Preemptive Rights		For	For	
13	Authority to Issue Shares w/o Preemptive Rights		For	For	
14	Authority to Issue Solvency II Securities w/o Preemptive Rights		For	For	
15	Authority to Repurchase Shares		For	For	
16	Authority to Repurchase 8^{3/4}% Preference Shares		For	For	
17	Authority to Repurchase 8^{3/8}% Preference Shares		For	For	
18	Authority to Set General Meeting Notice Period at 14 Days		For	For	
19	Remuneration Report		For	For	
20	Approval of the Company's Climate-related Financial Disclosure		For	For	
21	Final Dividend		For	For	
22	Elect Cheryl Agius		For	For	
23	Elect Thomas Neil Morrison		For	For	
24	Elect George Culmer		For	For	
25	Elect Amanda J. Blanc		For	For	
26	Elect Charlotte C. Jones		For	For	
27	Elect Andrea Blance		For	For	
28	Elect Ian E. Clark		For	For	

BorgWarner Inc		Meeting Date: 30.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Shareholder Proposal Regarding Length of Share Ownership Required to Call Special Meetings		Against	For	
2	Elect Joseph F Fadool		For	For	
3	Elect Sara A. Greenstein		For	For	
4	Elect Michael S. Hanley		For	For	
5	Elect Shaun E. McAlmont		For	For	
6	Elect Deborah D. McWhinney		For	For	
7	Elect Alexis P. Michas		For	For	
8	Elect Sailaja K. Shankar		For	For	
9	Elect Hau N. Thai-Tang		For	For	
10	Advisory Vote on Executive Compensation		For	Against	Remuneration - Fails the remuneration framework assessment on a critical factor.
11	Ratification of Auditor		For	For	

Coca-Cola Co		Meeting Date: 30.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Herbert A. Allen, III		For	For	
2	Elect Bela Bajaria		For	For	
3	Elect Ana Patricia Botín-Sanz de Sautuola y O'Shea		For	For	
4	Elect Christopher C. Davis		For	For	
5	Elect Carolyn N. Everson		For	For	
6	Elect Thomas S. Gayner		For	Against	Board - Vote Against when there are concerns that the nominee lacks sufficient time to effectively carry out their role in light of external commitments.
7	Elect Maria Elena Lagomasino		For	For	
8	Elect Amity Millhiser		For	For	
9	Elect James Quincey		For	For	
10	Elect Caroline J. Tsay		For	For	
11	Elect David B. Weinberg		For	For	
12	Advisory Vote on Executive Compensation		For	For	
13	Ratification of Auditor		For	For	
14	Shareholder Proposal Regarding Third-Party Assessment on Non-Sugar Sweetener Risks		Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
15	Shareholder Proposal Regarding Report on Food Waste		Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues.
16	Shareholder Proposal Regarding Formation of Improper Influence Committee		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
17	Shareholder Proposal Regarding Eliminating DEI Goals from Compensation Inducements		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
18	Shareholder Proposal Regarding Report on Brand Image Impacts		Against	Against	SHP - Vote Against when the proposal is not in the best interests of shareholders; SHP - Vote Against when the company sufficiently addresses the concerns raised by the topic of the proposal
19	Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies		Against	Against	SHP - Vote Against when the proposal is not in the best interests of shareholders; SHP - Vote Against when the company sufficiently addresses the concerns raised by the topic of the proposal

Essilorluxottica

Meeting Date: 30.04.2025

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non Tax-Deductible Expenses		For	For	
2	2024 Remuneration of Francesco Milleri, Chair and CEO		For	For	
3	2024 Remuneration of Paul du Saillant, Deputy CEO		For	For	
4	Consolidated Accounts and Reports		For	For	
5	Allocation of Profits/Dividends; Scrip Dividend		For	For	
6	Special Auditors Report on Regulated Agreements		For	For	
7	2024 Remuneration Report		For	For	
8	2025 Remuneration Policy (Board of Directors)		For	For	
9	2025 Remuneration Policy (Chair and CEO)		For	For	
10	2025 Remuneration Policy (Deputy CEO)		For	For	
11	Appointment of Auditor (Mazars)		For	For	
12	Appointment of Auditor (Ernst & Young)		For	For	
13	Appointment of Auditor for Sustainability Reporting (Ernst & Young)		For	For	
14	Authority to Repurchase and Reissue Shares		For	For	
15	Authority to Cancel Shares and Reduce Capital		For	For	
16	Article Amendment Regarding Alternate Auditors		For	For	
17	Authorisation of Legal Formalities		For	For	

F&C Investment Trust Plc

Meeting Date: 30.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Final Dividend		For	For	
4	Appointment of Auditor		For	For	
5	Authority to Set Auditor's Fees		For	For	
6	Elect Anuradha Chugh		For	For	
7	Elect Beatrice Hollond		For	For	
8	Elect Edward Knapp		For	For	
9	Elect Rain Newton-Smith		For	For	
10	Elect Quintin Price		For	For	
11	Elect Richard Robinson		For	For	
12	Elect Stephen Russell		For	For	
13	Elect Julie Tankard		For	For	
14	Authority to Issue Shares w/ Preemptive Rights		For	For	
15	Authority to Issue Shares w/o Preemptive Rights		For	For	
16	Authority to Repurchase Shares		For	For	

Globant S.A.

Meeting Date: 30.04.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
3	Allocation of Profits		For	For	
4	Ratification of Board Acts		For	For	
5	Directors' Fees		For	For	
5	Appointment of Auditor		For	For	
6	Appointment of Auditor (Consolidated)		For	For	
7	Elect Maria Pinelli to the Board of Directors		For	For	
8	Elect Andrea M. Petroni Merhy to the Board of Directors		For	For	
9	Accounts and Reports (Consolidated)		For	For	
10	Elect Francisco Alvarez-Demalde to the Board of Directors		For	For	

Grupo Mexico S.A.		Meeting Date: 30.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision
2	Tax Compliance Report		For	For	
3	Allocation of Profits/Dividends		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision
4	Report on Company's Share Purchase Program; Authority to Repurchase Shares		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision
5	Ratification of Board, CEO and Board Committee Acts		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision sufficient information.
6	Revocation and Granting of Powers		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision
7	Directors' and Committee Member's Fees		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision
8	Election of Meeting Delegates		For	For	
9	Appointment of Auditor		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision
10	Election of Directors; Verification of Independence Status; Election of Board Committee Chairs		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision. Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses. Board - Vote Against when the board fails to incorporate basic considerations for gender diversity

Hermes International		Meeting Date: 30.04.2025		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authorisation of Legal Formalities		For	For	
2	Accounts and Reports; Non Tax-Deductible Expenses		For	For	
2	Authority to Repurchase and Reissue Shares		For	For	
3	Consolidated Accounts and Reports		For	For	
3	Ratification of Management Acts		For	For	
4	Allocation of Profits/Dividends		For	For	
6	Special Auditors Report on Regulated Agreements		For	For	
9	2024 Remuneration of Axel Dumas, Executive Chair		For	Against	Remuneration - Fails the remuneration framework assessment on structure, transparency and accountability.
9	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights		For	Against	Potential dilution exceeds recommended threshold
10	2024 Remuneration of Émile Hermès SAS, General Managing Partner		For	Against	Remuneration - Fails the remuneration framework assessment on structure, transparency and accountability.
11	Elect Cécile Béliot-Zind		For	For	
13	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Qualified Investors)		For	Against	Potential dilution exceeds recommended threshold
14	Elect Charles-Éric Bauer		For	For	
15	Elect Estelle Brachlianoff		For	For	
15	Authority to Increase Capital Through Capitalisations		For	For	
16	Elect Julie Guerrand		For	For	
18	Elect Jean-Laurent Bonnafé		For	For	
19	Elect Bernard Émié		For	For	
19	Authority to Issue Shares and Convertible Debt Through Private Placement		For	Against	Potential dilution exceeds recommended threshold
20	Authority to Cancel Shares and Reduce Capital		For	For	
20	Authority to Increase Capital in Consideration for Contributions In Kind		For	Against	Potential dilution exceeds recommended threshold
21	2024 Remuneration of Éric de Seynes, Supervisory Board Chair		For	For	
22	2025 Remuneration Policy (Executive Chair and General Managing Partner)		For	Against	Remuneration - Fails the remuneration framework assessment on structure, transparency and accountability.
22	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights		For	For	
23	2025 Remuneration Policy (Supervisory Board)		For	For	
24	Employee Stock Purchase Plan		For	For	
27	2024 Remuneration Report		For	Against	Remuneration - Fails the remuneration framework assessment on structure, transparency and accountability.
28	Authority to Decide Mergers by Absorption, Spin-Offs and Partial Transfer of Assets		For	Against	Not in shareholders' best interests
29	Authority to Increase Capital in Case of Mergers by Absorption, Spin-offs or Partial Transfer of Assets		For	Against	Not in shareholders' best interests

Hong Kong Exchanges and Clearing Ltd.		Meeting Date: 30.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Elect Peter Wilhelm Hubert Brien		For	For	
3	Appointment of Auditor and Authority to Set Fees		For	For	
4	Authority to Repurchase Shares		For	For	
5	Authority to Issue Shares w/o Preemptive Rights		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Amendments to Articles		For	For	
Knorr-Bremse AG		Meeting Date: 30.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Appointment of Auditor for Sustainability Report		For	For	
2	Remuneration Report		For	For	
3	Elect Stephan Sturm		For	For	
4	Amendments to Articles (Virtual Meeting)		For	Against	Changes to Company Statutes - Vote Against when the Company has requested the right to hold a virtual-only meeting.
5	Ratification of Supervisory Board Acts		For	For	
6	Appointment of Auditor for FY2025		For	For	
7	Approval of Intra-Company Control Agreements		For	For	
8	Allocation of Dividends		For	For	
9	Ratification of Management Board Acts		For	For	
Lancashire Holdings Limited		Meeting Date: 30.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Final Dividend		For	For	
4	Elect Philip Broadley		For	For	
5	Elect Bob Cox		For	For	
6	Elect Paul gregory		For	For	
7	Elect Jack Gressier		For	For	
8	Elect Bryan Joseph		For	For	
9	Elect Natalie Kershaw		For	For	
10	Elect Alex Maloney		For	For	
11	Elect Irene McDermott Brown		For	For	
12	Elect Nathalie Rachou		For	For	
13	Elect Linda Ventresca		For	For	
14	Elect Sally Williams		For	For	
15	Appointment of Auditor		For	For	
16	Authority to Set Auditor's Fees		For	For	
17	Authority to Issue Shares w/ Preemptive Rights		For	For	
18	Authority to Issue Shares w/o Preemptive Rights		For	For	
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
20	Authority to Repurchase Shares		For	For	
Localiza Rent A Car		Meeting Date: 30.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Request Establishment of Supervisory Council		N/A	For	
4	Supervisory Council Size		For	For	
5	Elect Carla Alessandra Trematore		For	For	
6	Elect Antônio de Pádua Soares Policarpo		For	For	
7	Elect Guilherme Bottrel Pereira Tostes		For	For	
8	Supervisory Council Fees		For	For	
9	Request Cumulative Voting		N/A	For	
10	Board Size		For	For	
11	Ratify Directors' Independence Status		For	For	
12	Elect Eugênio Pacelli Mattar		For	For	
13	Elect Luís Fernando Memória Porto		For	For	
14	Elect André Sapoznik		For	For	
15	Elect Artur Noemio Grynbaum		For	For	
16	Elect Maria Letícia de Freitas Costa		For	Against	The nominee chairs the Audit Committee and is not independent
17	Elect Paula Magalhães Cardoso Neves		For	For	
18	Elect Paulo Antunes Veras		For	For	
19	Proportional Allocation of Cumulative Votes		N/A	For	
20	Allocate Cumulative Votes to Eugênio Pacelli Mattar		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
21	Allocate Cumulative Votes to Luis Fernando Memória Porto		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
22	Allocate Cumulative Votes to André Sapoznik		N/A	For	
23	Allocate Cumulative Votes to Artur Noemio Grynbaum		N/A	For	
24	Allocate Cumulative Votes to Maria Letícia de Freitas Costa		N/A	Against	The nominee chairs the Audit Committee and is not independent

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
25	Allocate Cumulative Votes to Paula Magalhães Cardoso Neves		N/A	For	
26	Allocate Cumulative Votes to Paulo Antunes Veras		N/A	For	
27	Remuneration Policy		For	Against	Long term awards are not linked to performance. The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan. Remuneration - Vote against when remuneration does not adhere to best practice of having clawback in place for LTIP.

Localiza Rent A Car	Meeting Date: 30.04.2025	Meeting Type: Special
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles		For	For	
2	Consolidation of Articles		For	For	
3	Merger (Localiza Franchising Brasil S.A.)		For	For	
4	Approve Amendments to Guarantees		For	For	
5	Instructions if Meeting is Held on Second Call		N/A	Against	Board - Vote Against proposals requesting to cumulate common and preferred votes and/or recasting of votes for amended slate and/or instructions if meeting is held on second call

Melrose Industries Plc.	Meeting Date: 30.04.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Charlotte L. Twynning		For	For	
2	Remuneration Report		For	Against	Remuneration - Fails the remuneration framework assessment on height.
2	Elect Heather Lawrence		For	For	
4	Elect Peter Dilnot		For	For	
5	Elect Matthew Gregory		For	For	
5	Elect Gillian Elcock		For	For	
6	Elect David G. Lis		For	For	
6	Elect Chris Grigg		For	For	
7	Authority to Issue Shares w/o Preemptive Rights		For	For	
9	Elect Ian Barkshire		For	For	
10	Appointment of Auditor		For	For	
11	Authority to Set Auditor's Fees		For	For	
13	Authority to Repurchase Shares		For	For	
14	Authority to Issue Shares w/ Preemptive Rights		For	For	
15	Final Dividend		For	For	
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
17	Accounts and Reports		For	For	
18	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Muenchener Rueckversicherungs-Gesellschaft AG	Meeting Date: 30.04.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends		For	For	
2	Ratify Joachim Wenning		For	For	
3	Ratify Thomas Blunck		For	For	
4	Ratify Nicholas Gartside		For	For	
5	Ratify Stefan Golling		For	For	
6	Ratify Christoph Jurecka		For	For	
7	Ratify Achim Kassow		For	For	
8	Ratify Michael Kerner		For	For	
9	Ratify Clarisse Kopff		For	For	
10	Ratify Mari-Lizette Malherbe		For	For	
11	Ratify Markus Rieß		For	For	
12	Ratify Nikolaus von Bomhard		For	For	
13	Ratify Anne Horstmann		For	For	
14	Ratify Ann-Kristin Achleitner		For	For	
15	Ratify Matthias Beier		For	For	
16	Ratify Clement B. Booth		For	For	
17	Ratify Ruth Brown		For	For	
18	Ratify Roland Busch		For	For	
19	Ratify Grzegorz Czlowiekowski		For	For	
20	Ratify Stephan Eberl		For	For	
21	Ratify Frank Fassin		For	For	
22	Ratify Ursula Gather		For	For	
23	Ratify Martina Grundler		For	For	
24	Ratify Gerd Häusler		For	For	
25	Ratify Angelika Judith Herzog		For	For	
26	Ratify Julia Jäkel		For	For	
27	Ratify Renata Jungo Brüngger		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
28	Ratify Stefan Kaindl		For	For	
29	Ratify Carinne Knoche-Brouillon		For	For	
30	Ratify Andrea Maier		For	For	
31	Ratify Gabriele Mücke		For	For	
32	Ratify Victoria E. Ossadnik		For	For	
33	Ratify Ulrich Plottke		For	For	
34	Ratify Manfred Rassy		For	For	
35	Ratify Carsten Spohr		For	For	
36	Ratify Anita Stocker-Naprawnik		For	For	
37	Ratify Karl-Heinz Streibich		For	For	
38	Ratify Susanne Terhoeven		For	For	
39	Ratify Jens-Jürgen Vogel		For	For	
40	Ratify Markus Wagner		For	For	
41	Ratify Jens Weidmann		For	For	
42	Ratify Maximilian Zimmerer		For	For	
43	Appointment of Auditor		For	For	
44	Appointment of Auditor for Sustainability Reporting		For	For	
45	Appointment of Auditor for Interim Statements (First Quarter of FY2026)		For	For	
46	Remuneration Report		For	Against	Excessive base salary
47	Management Board Remuneration Policy		For	For	
48	Amendments to Articles (Virtual Meeting)		For	Against	Changes to Company Statutes - Vote Against when the Company has requested the right to hold a virtual-only meeting.
49	Amendments to Articles (Transfer of Shares)		For	For	
50	Amendments to Articles (Nominee Shareholders - Registration)		For	For	
51	Amendments to Articles (Nominee Shareholders - Voting Rights Restriction)		For	For	
52	Amendments to Articles (Share Capital)		For	For	
53	Amendments to Articles (General Meeting Registration)		For	For	
54	Amendments to Articles (General Meeting Chair)		For	For	
55	Increase in Authorised Capital		For	For	
56	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital		For	For	

Newmont Corp		Meeting Date: 30.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Gregory H. Boyce		For	Against	Adopted forum selection clause in past year w/o shareholder approval
2	Elect Bruce R. Brook		For	For	
3	Elect Maura J. Clark		For	For	
4	Elect Harry M. Conger		For	For	
5	Elect Emma Fitzgerald		For	For	
6	Elect Sally-Anne Layman		For	For	
7	Elect José Manuel Madero		For	For	
8	Elect René Medori		For	For	
9	Elect Jane Nelson		For	For	
10	Elect Tom Palmer		For	For	
11	Elect Julio M. Quintana		For	For	
12	Elect David T. Seaton		For	For	
13	Advisory Vote on Executive Compensation		For	For	
14	Ratification of Auditor		For	For	

Prada S.p.A.		Meeting Date: 30.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends		For	For	
2	Appointment of Auditor and Authority to Set Fees		For	For	
3	Accounts and Reports		For	Against	Board - Vote Against when the company has either high exposure to deforestation risk commodities while failing to have adequate policies to mitigate this risk or it has been involved in severe deforestation-linked controversies

RWE AG		Meeting Date: 30.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Ratify Thomas Westphal		For	For	
2	Appointment of Auditor		For	For	
3	Appointment of Auditor for Sustainability Reporting		For	For	
4	Elect Hans Friedrich Bünting		For	For	
5	Ratify Hauke Stars		For	For	
6	Ratify Helle Valentin		For	For	
7	Ratify Andreas Wagner		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Ratify Marion Weckes		For	For	
9	Ratify Jörg Rocholl		For	For	
10	Ratify Erhard Schipporeit		For	For	
11	Ratify Dirk Schumacher		For	For	
12	Ratify Ullrich Sierau		For	For	
13	Allocation of Dividends		For	For	
14	Ratify Markus Krebber		For	For	
15	Ratify Katja van Doren		For	For	
16	Ratify Michael Müller		For	For	
17	Ratify Werner Brandt		For	For	
18	Ratify Ralf Sikorski		For	For	
19	Ratify Frank Appel		For	For	
20	Ratify Michael Bochinsky		For	For	
21	Ratify Sandra Bossemeyer		For	For	
22	Ratify Hans Bunting		For	For	
23	Ratify Matthias Dürbaum		For	For	
24	Ratify Ute Gerbaulet		For	For	
25	Ratify Hans-Peter Keitel		For	For	
26	Ratify Monika Kircher		For	For	
27	Ratify Thomas Kufen		For	For	
28	Ratify Reiner van Limbeck		For	For	
29	Ratify Harald Louis		For	For	
30	Ratify Dagmar Paasch		For	For	
31	Elect Stefan Schulte		For	For	
32	Elect Hauke Stars		For	Against	Serves on too many boards
33	Elect Helle Valentin		For	For	
34	Remuneration Report		For	For	
35	Elect Monika Kircher		For	For	
36	Elect Thomas Kufen		For	For	
37	Management Board Remuneration Policy		For	For	
38	Supervisory Board Remuneration Policy		For	For	
39	Amendments to Articles (Virtual Meeting)		For	For	
40	Authority to Repurchase and Reissue Shares		For	For	

Sanofi

Meeting Date: 30.04.2025

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Stock Purchase Plan for Overseas Employees		For	For	
2	Amendments to Articles		For	For	
3	Authorisation of Legal Formalities		For	For	
4	Accounts and Reports; Non Tax-Deductible Expenses		For	For	
5	Consolidated Accounts and Reports		For	For	
6	Allocation of Profits/Dividends		For	For	
7	Related Party Transactions (L'Oréal)		For	For	
8	Ratification of the Co-option of Jean-Paul Kress		For	For	
9	Elect Carole Ferrand		For	For	
10	Elect Barbara Lavernos		For	For	
11	Elect Emile Voest		For	For	
12	Elect Antoine Yver		For	For	
13	2024 Remuneration Report		For	For	
14	2024 Remuneration of Frédéric Oudéa, Chair		For	For	
15	2024 Remuneration of Paul Hudson, CEO		For	For	
16	2025 Remuneration Policy (Board of Directors)		For	For	
17	2025 Remuneration Policy (Chair)		For	For	
18	2025 Remuneration Policy (CEO)		For	For	
19	Authority to Repurchase and Reissue Shares		For	For	
20	Authority to Cancel Shares and Reduce Capital		For	For	
21	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights		For	For	
22	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights		For	For	
23	Authority to Issue Shares and Convertible Debt Through Private Placement		For	For	
24	Authority to Issue Debt Instruments		For	For	
25	Greenshoe		For	For	
26	Authority to Increase Capital in Consideration for Contributions In Kind		For	For	
27	Authority to Increase Capital Through Capitalisations		For	For	
28	Employee Stock Purchase Plan		For	For	

Segro Plc		Meeting Date: 30.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Final Dividend		For	For	
3	Remuneration Report		For	For	
4	Remuneration Policy		For	For	
5	Elect Andy Harrison		For	For	
6	Elect Mary Barnard		For	For	
7	Elect Sue Clayton		For	For	
8	Elect Soumen Das		For	For	
9	Elect Carol Fairweather		For	For	
10	Elect Simon Fraser		For	For	
11	Elect David Sleath		For	For	
12	Elect Linda Yueh		For	For	
13	Elect Marcus Sperber		For	For	
14	Appointment of Auditor		For	For	
15	Appointment of Auditor and Authority to Set Fees		For	For	
16	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
17	Amendment to Long-Term Incentive Plan		For	For	
18	Authority to Issue Shares w/ Preemptive Rights		For	For	
19	Authority to Issue Shares w/o Preemptive Rights		For	For	
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
21	Authority to Repurchase Shares		For	For	
22	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Smith & Nephew plc		Meeting Date: 30.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Set General Meeting Notice Period at 14 Days		For	For	
2	Elect Marc Owen		For	For	
3	Elect Angie Risley		For	For	
5	Remuneration Report		For	For	
6	Final Dividend		For	For	
7	Elect Sybella Stanley		For	For	
7	Authority to Set Auditor's Fees		For	For	
8	Authority to Issue Shares w/ Preemptive Rights		For	For	
9	Authority to Issue Shares w/o Preemptive Rights		For	For	
10	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
11	Elect John Ma		For	For	
11	Authority to Repurchase Shares		For	For	
12	Elect Jeremy K. Maiden		For	For	
13	Elect Katarzyna Mazur-Hofsaess		For	For	
14	Elect Jo Hallas		For	For	
14	Elect Deepak Nath		For	For	
15	Elect Simon J. Lowth		For	For	
15	Elect John Rogers		For	For	
16	Elect Bob White		For	For	
17	Appointment of Auditor		For	For	
18	Accounts and Reports		For	For	
22	Elect Rupert Soames		For	For	

Unilever plc		Meeting Date: 30.04.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Elect Benoît Potier		For	For	
4	Elect Zoë A. Yujnovich		For	For	
5	Elect Fernando Fernandez		For	For	
6	Elect Adrian Hennah		For	For	
7	Elect Susan Kilsby		For	For	
8	Elect Ruby Lu		For	For	
9	Elect Judith McKenna		For	For	
10	Elect Ian K. Meakins		For	For	
11	Elect Nelson Peltz		For	For	
12	Appointment of Auditor		For	Against	The tenure of the auditor is excessive.
13	Authority to Set Auditor's Fees		For	Against	The tenure of the auditor is excessive.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
15	Authority to Issue Shares w/ Preemptive Rights		For	For	
16	Authority to Issue Shares w/o Preemptive Rights		For	For	
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
18	Authority to Repurchase Shares		For	For	
19	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Vale S.A.	Meeting Date: 30.04.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Board Size		For	For	
4	Request Cumulative Voting		Against	For	
5	Elect Daniel André Stieler		For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the company does not take adequate steps to mitigate their human rights impacts and is linked to social controversies.
6	Elect Marcelo Gasparino da Silva		For	For	
7	Elect Anelise Quintão Lara		For	For	
8	Elect Fernando Jorge Buso Gomes		For	For	
9	Elect Franklin Lee Feder		For	For	
10	Elect Heloísa Belotti Bedicks		For	For	
11	Elect João Luiz Fukunaga		For	Against	Board - Vote Against when the chair of the remuneration committee is not independent.
12	Elect Manuel Lino Silva de Sousa Oliveira		For	For	
13	Elect Rachel de Oliveira Maia		For	For	
14	Elect Reinaldo Duarte Castanheira Filho		For	For	
15	Elect Shunji Komai		For	Against	Affiliate/Insider on a committee; Affiliate/Insider on compensation committee
16	Elect Wilfred Theodoor Bruijn		For	For	
17	Proportional Allocation of Cumulative Votes		For	For	
18	Allocate Cumulative Votes to Daniel André Stieler		For	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
19	Allocate Cumulative Votes to Marcelo Gasparino da Silva		For	For	
20	Allocate Cumulative Votes to Anelise Quintão Lara		For	For	
21	Allocate Cumulative Votes to Fernando Jorge Buso Gomes		For	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
22	Allocate Cumulative Votes to Franklin Lee Feder		For	For	
23	Allocate Cumulative Votes to Heloísa Belotti Bedicks		For	For	
24	Allocate Cumulative Votes to João Luiz Fukunaga		For	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
25	Allocate Cumulative Votes to Manuel Lino Silva de Sousa Oliveira		For	For	
26	Allocate Cumulative Votes to Rachel de Oliveira Maia		For	For	
27	Allocate Cumulative Votes to Reinaldo Duarte Castanheira Filho		For	For	
28	Allocate Cumulative Votes to Shunji Komai		For	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
29	Allocate Cumulative Votes to Wilfred Theodoor Bruijn		For	For	
30	Elect Aristóteles Nogueira Filho		N/A	For	
31	Elect Raphael Manhães Martins		N/A	For	
32	Elect Adriana de Andrade Solé		N/A	For	
33	Remuneration Policy		For	For	
34	Elect Marcelo Gasparino da Silva as Board Vice Chair		For	For	
35	Elect Márcio de Souza		N/A	For	
36	Elect Daniel André Stieler as Board Chair		For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the company does not take adequate steps to mitigate their human rights impacts and is linked to social controversies.

Vale S.A.	Meeting Date: 30.04.2025	Meeting Type: Special
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendment to the Long-Term Incentive Plan		For	For	

Clarkson		Meeting Date: 01.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
1	Authority to Repurchase Shares		For	For	
3	Final Dividend		For	For	
4	Elect Laurence Hollingworth		For	For	
5	Elect Andi Case		For	For	
6	Elect Jeff Woyda		For	For	
7	Elect Martine Bond		For	For	
8	Elect Constantin Cotzias		For	For	
9	Elect Sue Harris		For	For	
10	Elect Dr. Tim J. Miller		For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices
11	Elect Heike Truol		For	For	
12	Appointment of Auditor		For	Against	Audit/Financials - Vote Against when the tenure of the auditor is not in line with market best practice
13	Authority to Set Auditor's Fees		For	Against	
14	Authority to Issue Shares w/ Preemptive Rights		For	For	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
15	Authorisation of Political Donations		For	Against	
16	Authority to Issue Shares w/o Preemptive Rights		For	For	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate transparency and accountability
18	Remuneration Report		For	Against	
18	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Johnson Service Group plc		Meeting Date: 01.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Final Dividend		For	For	
4	Elect Jock F. Lennox		For	For	
5	Elect Peter Egan		For	For	
6	Elect Yvonne Monaghan		For	For	
7	Elect Chris Girling		For	For	
8	Elect Nicola Keach		For	For	
9	Elect Kirsty Homer		For	For	
10	Appointment of Auditor		For	For	
11	Authority to Set Auditor's Fees		For	For	
12	Authority to Issue Shares w/ Preemptive Rights		For	For	
13	Authority to Issue Shares w/o Preemptive Rights		For	For	
14	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
15	Authority to Repurchase Shares		For	For	

London Stock Exchange Group		Meeting Date: 01.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Accounts and Reports		For	For	
4	Remuneration Report		For	For	
4	Authority to Set Auditor's Fees		For	For	
5	Elect Dominic Blakemore		For	For	
6	Elect Martin Brand		For	For	
6	Elect Kathleen DeRose		For	For	
7	Elect Tsega Gebreyes		For	For	
7	Authority to Issue Shares w/o Preemptive Rights		For	For	
9	Elect Cressida Hogg		For	For	
10	Authority to Set General Meeting Notice Period at 14 Days		For	For	
11	Elect Michel-Alain Proch		For	For	
13	Elect Scott Guthrie		For	For	
13	Elect Don Robert		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
15	Elect William Vereker		For	For	
15	Elect Lloyd Pitchford		For	For	
16	Elect Val Rahmani		For	For	
17	Appointment of Auditor		For	For	
18	Elect David Schwimmer		For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
20	Final Dividend		For	For	
21	Authority to Issue Shares w/ Preemptive Rights		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
22	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
22	Authority to Repurchase Shares		For	For	

Morgan Sindall Group plc	Meeting Date: 01.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Set General Meeting Notice Period at 14 Days		For	For	
2	Accounts and Reports		For	For	
3	Final Dividend		For	For	
4	Remuneration Report		For	For	
5	Elect Michael Findlay		For	For	
6	Elect John Morgan		For	For	
7	Elect David S. Lowden		For	For	
8	Elect Jennifer T. Tippin		For	For	
9	Elect Sharon Fennessy		For	For	
10	Elect Kelly Gangotra		For	For	
11	Elect Mark Robson		For	For	
12	Appointment of Auditor		For	For	
13	Authority to Set Auditor's Fees		For	For	
14	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
15	Authority to Issue Shares w/ Preemptive Rights		For	For	
16	Authority to Issue Shares w/o Preemptive Rights		For	For	
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
18	Authority to Repurchase Shares		For	For	

Persimmon plc	Meeting Date: 01.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Final Dividend		For	For	
3	Remuneration Report		For	For	
4	Elect Roger Devlin		For	For	
5	Elect Dean Finch		For	For	
6	Elect Andrew Duxbury		For	For	
7	Elect Annemarie Durbin		For	For	
8	Elect Andrew Wyllie		For	For	
9	Elect Alexandra Depledge		For	For	
10	Elect Colette O'Shea		For	For	
11	Elect Paula Bell		For	For	
12	Elect Anand Aithal		For	For	
13	Appointment of Auditor		For	For	
14	Authority to Set Auditor's Fees		For	For	
15	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
16	Authority to Issue Shares w/ Preemptive Rights		For	For	
17	Authority to Issue Shares w/o Preemptive Rights		For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
19	Authority to Repurchase Shares		For	For	
20	Authority to Set General Meeting Notice Period at 14 Days		For	For	

RIO Tinto Ltd.	Meeting Date: 01.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report (UK)		For	For	
3	Remuneration Report (AUS)		For	For	
4	Elect Sharon Thorne		For	For	
5	Re-elect Dominic Barton		For	For	
6	Re-elect Peter Cunningham		For	For	
7	Re-elect Dean Dalla Valle		For	For	
8	Re-elect Simon P. Henry		For	For	
9	Re-elect Susan Lloyd-Hurwitz		For	For	
10	Re-elect Martina Merz		For	For	
11	Re-elect Jennifer Nason		For	For	
12	Re-elect James C. O'Rourke		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
13	Re-elect Jakob Stausholm		For	For	
14	Re-elect Ngaire Woods		For	For	
15	Re-elect Ben Wyatt		For	For	
16	Appointment of Auditor		For	For	
17	Authority to Set Auditor's Fees		For	For	
18	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
19	Approval of Climate Action Plan		For	For	The company has a robust decarbonisation strategy for its operational emissions and has demonstrated significant improvement in disclosing its approach to working throughout the value chain to tackle scope 3 emissions. Whilst we will continue to request more information on the precise emissions impact of these initiatives we are pleased to see the company fulfilling its promise to provide more information on this issue.
20	Authority to Repurchase Shares		For	For	
21	SHP Requesting Unification Review		Against	For	

Rolls-Royce Holdings Plc		Meeting Date: 01.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Policy		For	For	
3	Remuneration Report		For	For	
4	Final Dividend		For	For	
5	Elect Dame Anita M. Frew		For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
6	Elect Tufan Erginbilgic		For	For	
7	Elect Helen McCabe		For	For	
8	Elect George Culmer		For	For	
9	Elect Birgit A. Behrendt		For	For	
10	Elect Stuart J. B. Bradie		For	For	
11	Elect Paulo Cesar de Souza e Silva		For	For	
12	Elect Lord Jitesh K. Gadhia		For	For	
13	Elect Beverly K. Goulet		For	For	
14	Elect Nicholas Luff		For	For	
15	Elect Wendy Mars		For	For	
16	Elect Dame Angela Strank		For	For	
17	Appointment of Auditor		For	For	
18	Authority to Set Auditor's Fees		For	For	
19	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
20	Authority to Issue Shares w/ Preemptive Rights		For	For	
21	Capitalisation of the Merger Reserve		For	For	
22	Authority to Issue Shares w/o Preemptive Rights		For	For	
23	Authority to Repurchase Shares		For	For	
24	Cancellation of the Capital Reduction Share, Share Premium Account and Capital Redemption Reserve		For	For	

Schroders		Meeting Date: 01.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase Shares		For	For	
2	Final Dividend		For	For	
2	Authority to Set General Meeting Notice Period at 14 Days		For	For	
3	Accounts and Reports		For	For	
3	Remuneration Report		For	For	
4	Elect Meagen Burnett		For	For	
5	Elect Johanna Kyrklund		For	For	
6	Elect Elizabeth Corley		For	For	
7	Elect Richard Oldfield		For	For	
8	Elect Ian G. King		For	For	
9	Elect Rakhi (Parekh) Goss-Custard		For	For	
10	Elect Iain J. Mackay		For	For	
13	Elect Annette Thomas		For	For	
14	Elect Frederic Wakeman		For	For	
14	Elect Claire Fitzalan Howard		For	For	
15	Elect Matthew Westerman		For	For	
15	Elect Leonie Schroder		For	For	
17	Authority to Set Auditor's Fees		For	For	
18	Appointment of Auditor		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
18	Waiver of Mandatory Takeover Requirement		For	For	
Eicher Motors Ltd.		Meeting Date: 01.05.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Approval of Remuneration of Siddhartha Lal (Executive Chair)		For	For	
2	Appointment of Govindarajan Balakrishnan (Managing Director)		For	For	
3	Approval of Remuneration of Govindarajan Balakrishnan (Managing Director)		For	For	
4	Elect Arun Vasu		For	For	
5	Appointment of Siddhartha Lal (Executive Chair)		For	For	
6	Elect Ira Gupta		For	For	
Howden Joinery Group Plc		Meeting Date: 01.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Set General Meeting Notice Period at 14 Days		For	For	
2	Remuneration Report		For	For	
3	Remuneration Policy		For	For	
4	Final Dividend		For	For	
5	Elect Roisin Currie		For	For	
6	Elect Tim Lodge		For	For	
7	Elect Suzy Neubert		For	For	
8	Elect Louis Eperjesi		For	For	
9	Elect Louise Fowler		For	For	
10	Elect Paul Hayes		For	For	
11	Elect Andrew Livingston		For	For	
12	Elect Vanda Murray		For	For	
13	Elect Peter Ventress		For	For	
14	Appointment of Auditor		For	For	
15	Authority to Set Auditor's Fees		For	For	
16	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
17	Authority to Issue Shares w/ Preemptive Rights		For	For	
18	Authority to Issue Shares w/o Preemptive Rights		For	For	
19	Authority to Repurchase Shares		For	For	
20	Accounts and Reports		For	For	
Mettler-Toledo International, Inc.		Meeting Date: 01.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Roland Diggelmann		For	For	
2	Elect Domitille Doat-Le Bigot		For	For	
3	Elect Elisha W. Finney		For	For	
4	Elect Michael A. Kelly		For	For	
5	Elect Thomas P. Salice		For	For	
6	Elect Brian Shepherd		For	For	
7	Elect Wolfgang Wienand		For	For	
8	Elect Ingrid Zhang		For	For	
9	Ratification of Auditor		For	For	
10	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
RTX Corp		Meeting Date: 01.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Tracy A. Atkinson		For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices
2	Elect Christopher T. Calio		For	For	
3	Elect Leanne G. Caret		For	For	
4	Elect Bernard A. Harris, Jr.		For	For	
5	Elect George R. Oliver		For	For	
6	Elect Ellen M. Pawlikowski		For	For	
7	Elect Denise L. Ramos		For	For	
8	Elect Fredric G. Reynolds		For	For	
9	Elect Brian C. Rogers		For	For	
10	Elect James A. Winnefeld, Jr.		For	For	
11	Elect Robert O. Work		For	For	
12	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
13	Ratification of Auditor		For	For	
14	Shareholder Proposal Regarding Lobbying Report		Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.

SigmaRoc Plc	Meeting Date: 01.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase Shares		For	For	
2	Accounts and Reports		For	For	
3	Appointment of Auditor and Authority to Set Fees		For	For	
4	Elect David K. Barrett		For	For	
5	Elect Max Vermorken		For	For	
6	Elect Jan van Beek		For	For	
7	Elect Timothy C. Hall		For	For	
8	Elect Peter Johnson		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
9	Elect Francesca Medda		For	For	
10	Remuneration Report		For	Against	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan.
11	Authority to Issue Shares w/o Preemptive Rights		For	For	
12	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
13	Long-Term Incentive Plan		For	For	
14	Authority to Issue Shares w/ Preemptive Rights		For	For	

Synthomer plc	Meeting Date: 01.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Elect Peter J. Hill		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
4	Elect Michael Willome		For	For	
5	Elect Lily Liu		For	For	
6	Elect Martina Flöel		For	For	
7	Elect Reberto Cesar Gualdoni		For	For	
8	Elect Uwe Halder		For	For	
9	Elect LEE Hau Hian		For	For	
10	Elect Ian Tyler		For	For	
11	Elect Holly A. Van Deursen		For	For	
12	Appointment of Auditor		For	Against	The tenure of the auditor is excessive.
13	Authority to Set Auditor's Fees		For	Against	The tenure of the auditor is excessive.
14	Authority to Issue Shares w/ Preemptive Rights		For	For	
15	Authority to Issue Shares w/o Preemptive Rights		For	For	
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
17	Authority to Repurchase Shares		For	For	
18	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Axis Bank Ltd	Meeting Date: 02.05.2025	Meeting Type: Special
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect S. Mahendra Dev		For	For	

Basf SE	Meeting Date: 02.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends		For	For	
2	Ratification of Supervisory Board Acts		For	For	
3	Ratification of Management Board Acts		For	For	
4	Appointment of Auditor		For	For	
5	Appointment of Auditor for Sustainability Reporting		For	For	
6	Amendments to Articles (Virtual Meeting)		For	Against	Changes to Company Statutes - Vote Against when the Company has requested the right to hold a virtual-only meeting.
7	Approval of Intra-Company Control Agreement with BASF Agricultural Solutions Deutschland GmbH		For	For	
8	Remuneration Report		For	For	

HSBC Holdings plc		Meeting Date: 02.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
2	Authority to Issue Repurchased Shares		For	For	
3	Authority to Issue Shares w/ Preemptive Rights		For	For	
4	Authority to Issue Shares w/o Preemptive Rights		For	For	
5	Authority to Set Auditor's Fees		For	For	
6	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
7	Elect Mark E. Tucker		For	For	
8	Appointment of Auditor		For	For	
9	Elect Brendan R. Nelson		For	For	
10	Elect Swee Lian Teo		For	For	
11	Elect Kalpana Morparia		For	For	
12	Elect Eileen Murray		For	For	
13	Accounts and Reports		For	For	
14	Remuneration Report		For	For	
15	Remuneration Policy		For	For	
16	Elect Pam Kaur		For	For	
17	Elect Geraldine Buckingham		For	For	
18	Elect Rachel Duan		For	For	
19	Elect Georges Elhedery		For	For	
20	Elect Dame Carolyn Fairbairn		For	For	
21	Elect James J. Forese		For	For	
22	Elect Ann F. Godbehere		For	For	
23	Elect Steven Guggenheimer		For	For	
24	Elect José Antonio Meade Kuribreña		For	For	
25	Authority to Issue Contingent Convertible Securities w/ Preemptive Rights		For	For	
26	Authority to Issue Contingent Convertible Securities w/o Preemptive Rights		For	For	
27	Authority to Repurchase Shares		For	For	
28	Authority to Repurchase Shares Off-Market		For	For	
29	Scrip Dividend		For	For	
30	Amendment to the Share Plan		For	For	
31	CANCELLATION OF SHARE PREMIUM ACCOUNT AND CAPITAL REDEMPTION RESERVE		For	For	
32	Authority to Set General Meeting Notice Period at 14 Days		For	For	
33	Shareholder Proposal Regarding Pension Scheme		Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive.

Jardine Matheson Holdings Ltd.		Meeting Date: 02.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Adoption of New Bye-Laws		For	For	
2	Accounts and Reports		For	For	
3	Final Dividend		For	For	
4	Elect Stuart T. Gulliver		For	Against	The nominee serves as the Audit Committee Chair and the Audit Committee has no financial experts.
5	Elect Michael WU Wei Kuo		For	Against	The nominee serves on the Audit Committee that lacks sufficient independence.
6	Elect Ming Lu		For	For	
7	Appointment of Auditor and Authority to Set Fees		For	Against	Audit fees are excessive. The tenure of the auditor is excessive.
8	Directors' Remuneration Cap		For	For	
9	Authority to Issue Shares w/ or w/o Preemptive Rights		For	For	

Pearson plc		Meeting Date: 02.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Final Dividend		For	For	
3	Elect Omar P. Abbosh		For	For	
4	Elect Sherry Coutu		For	For	
5	Elect Alison Dolan		For	For	
6	Elect Alexandra H. Hardiman		For	For	
7	Elect Sally Johnson		For	For	
8	Elect Omid R. Kordestani		For	For	
9	Elect Esther S. Lee		For	For	
10	Elect Graeme D. Pitkethly		For	For	
11	Elect Annette Thomas		For	For	
12	Elect Lincoln Wallen		For	For	
13	Remuneration Report		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Appointment of Auditor		For	For	
15	Authority to Set Auditor's Fees		For	For	
16	Authority to Issue Shares w/ Preemptive Rights		For	For	
17	Authority to Issue Shares w/o Preemptive Rights		For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
19	Authority to Repurchase Shares		For	For	
20	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Berkshire Hathaway Inc.

Meeting Date: 03.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Shareholder Proposal Regarding Formation of Artificial Intelligence Committee		Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks.
2	Shareholder Proposal Regarding Clean Energy Financing Ratio		Against	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports. Disclosure of the company's exposure to clean and fossil energy sources is relevant information given the company's holding business model.
3	Shareholder Proposal Regarding Racial Discrimination Audit		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
4	Shareholder Proposal Regarding Board Oversight of Diversity and Inclusion Strategy		Against	Against	SHP - Vote Against when the company sufficiently addresses the concerns raised by the topic of the proposal.
5	Shareholder Proposal Regarding Including Pay Ratio in Executive Compensation		Against	Against	SHP - Vote Against when the company sufficiently addresses the concerns raised by the topic of the proposal.
6	Shareholder Proposal Regarding Civil Rights Report		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
7	Shareholder Proposal Regarding Report on Subsidiary's Environmental Activities		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
8	Elect Warren E. Buffett		For	Withhold	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
9	Elect Gregory E. Abel		For	For	
10	Elect Howard G. Buffett		For	For	
11	Elect Susan A. Buffett		For	For	
12	Elect Stephen B. Burke		For	For	
13	Elect Kenneth I. Chenault		For	For	
14	Elect Christopher C. Davis		For	For	
15	Elect Susan L. Decker		For	For	
16	Elect Charlotte Guyman		For	Withhold	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
17	Elect Ajit Jain		For	For	
18	Elect Thomas S. Murphy, Jr.		For	For	
19	Elect Wallace R. Weitz		For	For	
20	Elect Meryl B. Witmer		For	For	

360 One Wam Ltd.

Meeting Date: 04.05.2025

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Reclassification of Promotes as Public Shareholders		For	For	

Hexagon AB

Meeting Date: 05.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Björn Rosengren as Vice-Chair		For	For	
2	Appointment of Auditor		For	For	
3	Election of Nomination Committee Members		For	For	
4	Remuneration Report		For	Against	Remuneration - Fails the remuneration framework assessment on transparency and accountability.
5	Adoption of Share-Based Incentives (Share Programme 2025/2028)		For	For	
6	Authority to Repurchase and Reissue Shares		For	For	
7	Election of Presiding Chair		For	For	
8	Voting List		For	For	
9	Agenda		For	For	
10	Compliance with the Rules of Convocation		For	For	
11	Accounts and Reports		For	For	
12	Allocation of Profits/Dividends		For	For	
13	Ratify Ola Rollén		For	For	
14	Ratify Gun Nilsson		For	For	
15	Ratify Märta Schörling Andreen		For	For	
16	Ratify John Brandon		For	For	
17	Ratify Sofia Schörling Högberg		For	For	
18	Ratify Brett Watson		For	For	
19	Ratify Erik Huggers		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
20	Ratify Annika Falkengren		For	For	
21	Ratify Ralph Haupter		For	For	
22	Ratify Paolo Guglielmini (former CEO)		For	For	
23	Ratify Norbert Hanke (CEO)		For	For	
24	Board Size		For	For	
25	Directors' Fees		For	For	
26	Authority to Set Auditor's Fees		For	For	
27	Elect Ola Rollén		For	Against	Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
28	Elect Märta Schörling Andreen		For	For	
29	Elect Sofia Schörling Högberg		For	For	
30	Elect Gun Nilsson		For	Against	Board - Vote Against when the audit committee is not sufficiently independent.
31	Elect Erik Huggers		For	For	
32	Elect Annika Falkengren		For	For	
33	Elect Ralph Haupter		For	For	
34	Elect Björn Rosengren		For	For	
35	Elect Tomas Eliasson		For	For	
36	Elect Ola Rollén as Chair		For	Against	Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
37	Authority to Issue Shares w/ or w/o Preemptive Rights		For	For	

Lilly(Eli) & Co	Meeting Date: 05.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Raul Alvarez		For	For	
2	Elect Mary Lynne Hedley		For	For	
3	Elect Kimberly H. Johnson		For	For	
4	Elect Juan R. Luciano		For	For	
5	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
6	Ratification of Auditor		For	For	
7	Repeal of Classified Board		For	For	
8	Elimination of Supermajority Requirements		For	For	

Paycom Software Inc	Meeting Date: 05.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Henry C. Duques		For	For	
2	Elect Chad Richison		For	For	
3	Ratification of Auditor		For	For	
4	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria

Air Liquide S.A	Meeting Date: 06.05.2025	Meeting Type: Mix
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authorisation of Legal Formalities		For	For	
2	Accounts and Reports		For	For	
3	Consolidated Accounts and Reports		For	For	
4	Allocation of Profits/Dividends		For	For	
5	Authority to Repurchase and Reissue Shares		For	For	
6	Elect Xavier Huillard		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses
7	Elect Aiman Ezzat		For	Against	Board - Vote Against when there are concerns regarding the past performance of one or more nominees, including repeated absence at board meetings.
8	Elect Bertrand Dumazy		For	For	
9	Special Auditors Report on Regulated Agreements		For	For	
10	2024 Remuneration of François Jackow, CEO		For	For	
11	2024 Remuneration of Benoît Potier, Chair		For	For	
12	2024 Remuneration Report		For	For	
13	2025 Remuneration Policy (CEO)		For	For	
14	2025 Remuneration Policy (Chair)		For	For	
15	2025 Remuneration Policy (Board of Directors)		For	For	
16	Authority to Cancel Shares and Reduce Capital		For	For	
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights		For	For	
18	Greenshoe		For	For	
19	Authority to Grant Stock Options		For	For	
20	Authority to Issue Restricted Shares		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
21	Employee Stock Purchase Plan		For	For	
22	Stock Purchase Plan for Overseas Employees		For	For	
23	Article Amendment Regarding Board Meetings and Deliberations		For	For	

Danaher Corp.

Meeting Date: 06.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Rainer M. Blair		For	For	
2	Elect Feroz Dewan		For	For	
3	Elect Linda P. Hefner Filler		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
4	Elect Charles W. Lamanna		For	For	
5	Elect Teri L. List		For	For	
6	Elect Jessica L. Mega		For	For	
7	Elect Mitchell P. Rales		For	For	
8	Elect Steven M. Rales		For	For	
9	Elect A. Shane Sanders		For	For	
10	Elect John T. Schwieters		For	For	
12	Elect Raymond C. Stevens		For	For	
12	Ratification of Auditor		For	For	
13	Elect Alan G. Spoon		For	For	
13	Elect Elias A. Zerhouni		For	For	
15	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria

DSM-Firmenich AG

Meeting Date: 06.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Report on Non-Financial Matters		For	For	
3	Compensation Report		For	For	
4	Ratification of Board and Management Acts		For	For	
5	Allocation of Profits; Dividend from Reserves		For	For	
6	Elect Thomas Leysen as board chair		For	For	
7	Elect Patrick Firmenich		For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
8	Elect Sze Cotte-Tan		For	For	
9	Elect Antoine A. Firmenich		For	Against	Board - Vote Against when the audit committee is not sufficiently independent
10	Elect Erica L. Mann		For	For	
11	Elect Carla M.C. Mahieu		For	For	
12	Elect Frits Dirk van Paasschen		For	For	
13	Elect André Pometta		For	For	
14	Elect John Ramsay		For	For	
15	Elect Richard Ridinger		For	For	
16	Elect Corien M. Wortmann-Kool		For	For	
17	Elect Carla M.C. Mahieu as Compensation Committee Member		For	For	
18	Elect Thomas Leysen as Compensation Committee Member		For	For	
19	Elect Frits Dirk van Paasschen as Compensation Committee Member		For	For	
20	Elect André Pometta as Compensation Committee Member		For	For	
21	Board Compensation		For	For	
22	Executive Compensation (Total)		For	For	
23	Appointment of Auditor		For	For	
24	Appointment of Independent Proxy		For	For	
25	Increase in Authorized Capital		For	For	
26	Transaction of Other Business		N/A	Against	Granting unfettered discretion is unwise

Intel Corp.

Meeting Date: 06.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Shareholder Proposal Regarding Right to Act by Written Consent		Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
2	Elect James J. Goetz		For	For	
3	Elect Andrea J. Goldsmith		For	For	
4	Elect Alyssa H. Henry		For	For	
5	Elect Eric Meurice		For	For	
6	Elect Barbara G. Novick		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
7	Elect Steve Sanghi		For	For	
8	Elect Gregory D. Smith		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Elect Stacy J. Smith		For	For	
10	Elect Lip-Bu Tan		For	For	
11	Elect Dion J. Weisler		For	For	
12	Elect Frank D. Yearly		For	For	
13	Ratification of Auditor		For	For	
14	Advisory Vote on Executive Compensation		For	For	
15	Amendment to the 2006 Equity Incentive Plan		For	For	
16	Shareholder Proposal Regarding Ethical Impact Assessment		Against	Abstain	
17	Shareholder Proposal Regarding Report on Discrimination Risk of Charitable Contributions		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.

Allfunds Group Plc		Meeting Date: 07.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Dividends		For	For	
3	Remuneration Report		For	For	
4	Elect Zita Saurel to the Board of Directors		For	For	
5	Elect Johannes Korp to the Board of Directors		For	Against	Board - Vote Against when the audit committee is not sufficiently
6	Elect P. Hunter Philbrick to the Board of Directors		For	For	
7	Elect Lisa Dolly to the Board of Directors		For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
8	Elect Jayaprakasa Rangaswami to the Board of Directors		For	For	
9	Elect Delfin Rueda to the Board of Directors		For	For	
10	Elect Juan Alcaraz to the Board of Directors		For	For	
11	Elect Marina Bellini to the Board of Directors		For	For	
12	Appointment of Auditor		For	For	
13	Authority to Set Auditor's Fees		For	For	
14	Authority to Issue Shares w/ Preemptive Rights		For	For	
15	Authority to Issue Shares w/o Preemptive Rights		For	For	
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
17	Authority to Repurchase Shares		For	For	
18	Authority to Repurchase Shares (off-market from BNPP)		For	For	
19	Authority to Repurchase Shares (off-market from LHC3)		For	For	
20	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Allison Transmission Holdings Inc		Meeting Date: 07.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Philip J. Christman		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
2	Elect David C. Everitt		For	For	
3	Elect David S. Graziosi		For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
4	Elect Carolann I. Haznedar		For	For	
5	Elect Sasha Ostojic		For	For	
6	Elect Gustave F. Perna		For	For	
7	Elect Judy L. Altmaier		For	For	
8	Elect D. Scott Barbour		For	For	
9	Elect Krishna Shivram		For	For	
10	Ratification of Auditor		For	For	
11	Amendment to Certificate of Incorporation Regarding Officer Exculpation		For	For	
12	Advisory Vote on Executive Compensation		For	Against	Remuneration - Fails the remuneration framework assessment on structure.
13	Frequency of Advisory Vote on Executive Compensation		1 Year	1 Year	

Anta Sports Products		Meeting Date: 07.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
1	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed
2	Allocation of Profits/Dividends		For	For	
4	Elect DING Shijia		For	For	
5	Elect BI Mingwei		For	For	
5	Elect Henry Stephen LAI Hin Wing		For	For	
7	Elect WANG Jiaqian		For	For	
7	Authority to Issue Shares w/o Preemptive Rights		For	Against	Issue price discount not disclosed
8	Directors' Fees		For	For	
8	Authority to Repurchase Shares		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Appointment of Auditor and Authority to Set Fees		For	For	
BAE Systems plc		Meeting Date: 07.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	REMUNERATION REPORT		For	For	
3	REMUNERATION POLICY		For	For	
4	FINAL DIVIDEND		For	For	
5	Elect Nick Anderson		For	For	
6	Elect Thomas Arseneault		For	For	
7	Elect Crystal E. Ashby		For	For	
8	Elect Angus Cockburn		For	For	
9	Elect Elizabeth Corley		For	For	
10	Elect Bradley Greve		For	For	
11	Elect Jane Griffiths		For	For	
12	Elect Cressida Hogg		For	For	
13	Elect Ewan Kirk		For	For	
14	Elect Stephen T. Pearce		For	For	
15	Elect Nicole W. Piasecki		For	For	
16	Elect Charles Woodburn		For	For	
17	Appointment of Auditor		For	For	
18	Authority to Set Auditor's Fees		For	For	
19	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
20	Amendment to Long-Term Incentive Plan		For	For	
21	Authority to Issue Shares w/ Preemptive Rights		For	For	
22	Authority to Issue Shares w/o Preemptive Rights		For	For	
23	Authority to Repurchase Shares		For	For	
24	Authority to Set General Meeting Notice Period at 14 Days		For	For	
25	Amendments to the Articles of Association		For	For	
Barclays plc		Meeting Date: 07.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Remuneration Policy		For	For	
4	Amendment to Long Term Incentive Plan		For	For	
5	Elect Diony C. Lebot		For	For	
6	Elect Mary T. Mack		For	For	
7	Elect Brian T. Shea		For	For	
8	Elect Robert Berry		For	For	
9	Elect Anna Cross		For	For	
10	Elect Dawn Fitzpatrick		For	For	
11	Elect Mary Francis		For	For	
12	Elect Brian Gilvary		For	For	
13	Elect Nigel Higgins		For	For	
14	Elect Sir John Kingman		For	For	
15	Elect Marc Moses		For	For	
16	Elect C. S Venkatakrishnan		For	For	
17	Elect Julia Wilson		For	For	
18	Appointment of Auditor		For	For	
19	Authority to Set Auditor's Fees		For	For	
20	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
21	Authority to Issue Shares w/ Preemptive Rights		For	For	
22	Authority to Issue Shares w/o Preemptive Rights		For	For	
23	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
24	Authority to Issue Equity Conversion Notes w/ Preemptive Rights		For	For	
25	Authority to Issue Equity Conversion Notes w/o Preemptive Rights		For	For	
27	Authority to Repurchase Shares		For	For	
27	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Capgemini		Meeting Date: 07.05.2025		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Consolidated Accounts and Reports		For	For	
3	Allocation of Profits/Dividends		For	For	
3	Amendments to Articles		For	For	
4	Special Auditors Report on Regulated Agreements		For	For	
5	2024 Remuneration Report		For	For	
7	2024 Remuneration of Aiman Ezzat, CEO		For	For	
8	2025 Remuneration Policy (Chair)		For	For	
9	2025 Remuneration Policy (CEO)		For	For	
10	2025 Remuneration Policy (Board of Directors)		For	For	
11	2024 Remuneration of Paul Hermelin, Chair		For	For	
11	Elect Patrick Pouyanné		For	For	
13	Elect Jean-Marc Chéry		For	Against	Serves on too many boards; Serves on too many boards
14	Authority to Repurchase and Reissue Shares		For	For	
16	Authority to Issue Performance Shares		For	For	
17	Elect Kurt Sievers		For	Against	The nominee has attended less than 75% of meetings without a valid excuse.
17	Employee Stock Purchase Plan		For	For	
18	Stock Purchase Plan for Overseas Employees		For	For	
19	Authorisation of Legal Formalities		For	For	

Enbridge Inc		Meeting Date: 07.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
2	Elect Mayank M. Ashar		For	For	
3	Elect Gaurdie E. Banister Jr.		For	For	
4	Elect Susan M. Cunningham		For	For	
5	Elect Gregory L. Ebel		For	For	
6	Elect Jason B. Few		For	For	
7	Elect Douglas L. Foshee		For	For	
8	Elect Theresa B.Y. Jang		For	For	
9	Elect Teresa S. Madden		For	For	
10	Elect Manjit Minhas		For	For	
11	Elect Stephen S. Poloz		For	For	
12	Elect S. Jane Rowe		For	For	
13	Elect Steven W. Williams		For	For	
14	Appointment of Auditor and Authority to Set Fees		For	For	

Eurazeo		Meeting Date: 07.05.2025		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non Tax-Deductible Expenses		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Consolidated Accounts and Reports		For	For	
4	Special Auditors Report on Regulated Agreements		For	For	
5	Elect Olivier Merveilleux du Vignaux		For	For	
6	Elect JCDecaux Holding SAS (Emmanuel Russel)		For	Against	Board - Vote Against when the audit committee is not sufficiently independent
7	2025 Remuneration Policy (Supervisory Board)		For	For	
8	2025 Remuneration Policy (Management Board)		For	Against	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan.
9	2024 Remuneration Report		For	Against	
10	2024 Remuneration of Jean-Charles Decaux, Supervisory Board Chair		For	For	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan. Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.
11	2024 Remuneration of Christophe Bavière, Management Board Member		For	Against	
12	2024 Remuneration of William Kadouch-Chassaing, Management Board Chair		For	Against	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan. Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.
13	2024 Remuneration of Sophie Flak, Management Board Member		For	Against	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	2024 and 2025 Remuneration of Olivier Millet, Management Board Member (Until March 17, 2025)		For	Against	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan. Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.
15	Authority to Repurchase and Reissue Shares		For	For	
16	Appointment of Auditor for Sustainability Reporting (Forvis Mazars)		For	For	
17	Relocation of Corporate Headquarters		For	For	
18	Authority to Cancel Shares and Reduce Capital		For	For	
19	Authority to Issue Performance Shares		For	For	
20	Employee Stock Purchase Plan		For	For	
21	Amendments to Articles Regarding Written Consultations		For	For	
22	Authorisation of Legal Formalities		For	For	

GSK Plc		Meeting Date: 07.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
2	Remuneration Report		For	For	
3	Remuneration Policy		For	For	
4	Elect Gavin Screaton		For	For	
5	Elect Sir Jonathan R. Symonds		For	For	
6	Elect Emma N. Walmsley		For	For	
7	Elect Julie Brown		For	For	
8	Elect Elizabeth McKee Anderson		For	For	
9	Elect Charles A. Bancroft		For	For	
10	Elect Hal V. Barron		For	For	
11	Elect Anne Beal		For	For	
12	Elect Wendy Becker		For	For	
13	Elect Harry Dietz		For	For	
14	Elect Jeannie Lee		For	For	
15	Elect Vishal Sikka		For	For	
16	Appointment of Auditor		For	For	
17	Authority to Set Auditor's Fees		For	For	
18	Authorisation of Political Donations		For	Against	
19	Authority to Issue Shares w/ Preemptive Rights		For	For	
20	Authority to Issue Shares w/o Preemptive Rights		For	For	
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
22	Authority to Repurchase Shares		For	For	
23	Approve Exemption from Statement of the Senior Statutory Auditor's name in published Auditors' Reports		For	For	
24	Authority to Set General Meeting Notice Period at 14 Days		For	For	
25	Share Value Plan		For	For	

Kasikornbank Public Co. Ltd		Meeting Date: 07.05.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends		For	For	Granting unfettered discretion is unwise
2	Amendment to Articles of Association		For	For	
3	Transaction of Other Business		For	Against	

LKQ Corp		Meeting Date: 07.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Guhan Subramanian		For	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
2	Elect Xavier Urbain		For	For	
3	Ratification of Auditor		For	For	
4	Advisory Vote on Executive Compensation		For	For	
5	Shareholder Proposal Regarding Right to Call Special Meetings		N/A	For	
6	Elect John W. Mendel		For	For	
7	Elect James S. Metcalf		For	For	
8	Elect Andrew Clarke		For	For	
9	Elect Meg A. Divitto		For	For	
10	Elect Sue E. Gove		For	For	
11	Elect Justin Jude		For	For	
12	Elect Patrick Berard		For	For	
13	Elect Jody G. Miller		For	Against	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Elect Michael S. Powell		For	For	

Mercedes-Benz Group AG		Meeting Date: 07.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends		For	For	
2	Additional or Amended Shareholder Proposals		N/A	Against	Granting unfettered discretion is unwise
3	Ratification of Management Board Acts		For	For	
4	Ratification of Supervisory Board Acts		For	For	
5	Appointment of Auditor		For	For	
6	Appointment of Auditor for Interim Financial Statements		For	For	
7	Elect Timotheus Höttges		For	For	
8	Elect Olaf Koch		For	For	
9	Elect Helene Svahn		For	For	
10	Authority to Repurchase and Reissue Shares		For	For	
11	Authority to Repurchase Shares Using Equity Derivatives		For	For	
12	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital		For	For	
13	Appointment of Auditor for Sustainability Reporting		For	For	
14	Remuneration Report		For	For	
15	Elect Ben Van Beurden		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses
16	Elect Elizabeth Centoni		For	Against	Board - Vote Against when there are concerns that one or more nominees lack sufficient time to effectively carry out their role in light of their external commitments
17	Supervisory Board Remuneration Policy		For	For	
18	Management Board Remuneration Policy		For	For	
19	Amendments to Articles (General Meeting Venue)		For	For	
20	Amendments to Articles (Virtual Meeting)		For	Against	Changes to Company Statutes - Vote Against when the Company has requested the right to hold a virtual-only meeting.

PepsiCo Inc		Meeting Date: 07.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Segun Agbaje		For	For	
2	Elect Jennifer Bailey		For	For	
3	Elect Cesar Conde		For	For	
4	Elect Ian M. Cook		For	For	
5	Elect Edith W. Cooper		For	For	
6	Elect Susan M. Diamond		For	For	
7	Elect Dina Dublon		For	For	
8	Elect Michelle D. Gass		For	For	
9	Elect Ramon L. Laguarda		For	For	
10	Elect Dave J. Lewis		For	For	
11	Elect David C. Page		For	For	
12	Elect Robert C. Pohlad		For	For	
13	Elect Daniel Luzius Vasella		For	For	
14	Elect Darren Walker		For	For	
15	Elect Alberto Weisser		For	For	
16	Ratification of Auditor		For	For	
17	Advisory Vote on Executive Compensation		For	Against	Remuneration - Fails the remuneration framework assessment on structure and transparency & accountability.
18	Shareholder Proposal Regarding Third-Party Assessment on Non-Sugar Sweetener Risks		Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues
19	Shareholder Proposal Regarding Racial Equity Audit		Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues
20	Shareholder Proposal Regarding Report on Biodiversity Loss		Against	For	SHP Environment - Vote For when proposal requests sustainability or environmental reports
21	Shareholder Proposal Regarding Report on Flexible Plastic Packaging		Against	For	SHP Environment - Vote For when proposal requests sustainability or environmental reports

Philip Morris International Inc		Meeting Date: 07.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Werner Geissler		For	For	
2	Elect Victoria D. Harker		For	For	
3	Elect André Calantzopoulos		For	For	
4	Elect Michel Combes		For	For	
5	Elect Lisa Hook		For	For	
6	Elect Kalpana Morparia		For	For	
7	Elect Jacek Olczak		For	For	
8	Elect Robert B. Polet		For	For	
9	Elect Dessislava Temperley		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
10	Elect Shlomo Yanai		For	For	
11	Advisory Vote on Executive Compensation		For	For	
12	Ratification of Auditor		For	For	
13	Elect Brant (Bonin) Bough		For	For	

Primary Health Prop.

Meeting Date: 07.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Harry Hyman		For	For	
2	Elect Mark Davies		For	For	
3	Elect Richard Howell		For	For	
4	Elect Laure Duhot		For	For	
5	Elect Ian Krieger		For	For	
6	Elect Ivonne Cantu		For	For	
7	Elect Bina Rawal		For	For	
8	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
9	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
10	Authority to Set General Meeting Notice Period at 14 Days		For	For	
11	Authority to Issue Shares w/ Preemptive Rights		For	For	
12	Authority to Issue Shares w/o Preemptive Rights		For	For	
13	Authority to Repurchase Shares		For	For	
14	Accounts and Reports		For	For	
15	Remuneration Report		For	For	
16	Dividend Policy		For	For	
17	Appointment of Auditor		For	For	
18	Appointment of Auditor and Authority to Set Fees		For	For	

PrologisProperty Mexico SA de CV

Meeting Date: 07.05.2025

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase CBFIs		For	For	
2	Election of Meeting Delegates		For	For	

Rentokil Initial plc

Meeting Date: 07.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect David J. Frear		For	For	
2	Elect Sally Johnson		For	For	
3	Elect Cathy Turner		For	For	
4	Elect Linda Yueh		For	For	
5	Appointment of Auditor		For	For	
6	Authority to Set Auditor's Fees		For	For	
7	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
8	Authority to Issue Shares w/ Preemptive Rights		For	For	
9	Authority to Issue Shares w/o Preemptive Rights		For	For	
10	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
11	Authority to Repurchase Shares		For	For	
12	Authority to Set General Meeting Notice Period at 14 Days		For	For	
13	Elect Sarosh Mistry		For	For	
14	Elect John Pettigrew		For	For	
15	Accounts and Reports		For	For	
16	Remuneration Report		For	For	
17	Final Dividend		For	For	
18	Elect Richard Solomons		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
19	Elect Andy Ransom		For	For	
20	Elect Paul Edgecliffe-Johnson		For	For	
21	Elect Brian M. Baldwin		For	For	

RM plc

Meeting Date: 07.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mark Cook		For	For	
2	Elect Richard Smothers		For	For	
3	Elect Simon Goodwin		For	For	
4	Elect Christopher Humphrey		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Elect Carolyn Dawson		For	For	
6	Elect Jamie Murray Wells		For	For	
7	Accounts and Reports		For	For	
8	Elect Helen Stevenson		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity
9	Remuneration Report		For	For	
10	Authority to Issue Shares w/ Preemptive Rights		For	For	
11	Appointment of Auditor		For	For	
12	Authority to Set Auditor's Fees		For	For	
13	Authority to Issue Shares w/o Preemptive Rights		For	For	
14	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
15	Authority to Repurchase Shares		For	For	

S&P Global Inc

Meeting Date: 07.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Marco Alverà		For	For	
2	Elect Martina Cheung		For	For	
3	Elect Jacques Esculier		For	For	
4	Elect William D. Green		For	For	
5	Elect Stephanie C. Hill		For	For	
6	Elect Rebecca Jacoby		For	For	
7	Elect Ian P. Livingston		For	For	
8	Elect Maria R. Morris		For	For	
9	Elect Gregory Washington		For	For	
10	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
11	Ratification of Auditor		For	For	
12	Shareholder Proposal Regarding Amendment to Clawback Policy		Against	For	SHP Remuneration - Vote For when the proposal asks for the introduction or improvement of clawback provisions.

Saudi Tadawul Group Holding Company

Meeting Date: 07.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Auditor's Report		For	For	
2	Ratification of Board Acts		For	For	
3	Allocation of Profits/Dividends		For	For	
4	Ratify Appointment of Olayan M. Al Wetaid		For	For	
5	Directors' Fees		For	For	
6	Amendments to Remuneration Policy		For	Against	The proposed amendments reduce shareholder rights.
7	Approve Business Competition Standards		For	For	
8	Related Party Transactions (SNB Capital)		For	For	
9	Related Party Transactions (Derayah Financial)		For	For	
10	Board Transactions		For	For	

Schneider Electric SE

Meeting Date: 07.05.2025

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Xiaohong (Laura) Ding as Employee Shareholder Representative		For	For	
2	Elect Alban de Beaulaincourt as Employee Shareholder Representative		Against	Against	
3	Elect François Durif as Employee Shareholder Representative		Against	Against	
4	Elect Venkat Garimella as Employee Shareholder Representative		Against	Against	
5	Elect Gérard Le Gouefflec as Employee Shareholder Representative		Against	Against	
6	Elect Amandine Petitdemange as Employee Shareholder Representative		Against	Against	
7	Authority to Repurchase and Reissue Shares		For	For	
8	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights		For	For	
9	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights		For	For	
10	Authority to Issue Shares Through Private Placement		For	For	
11	Greenshoe		For	For	
12	Authority to Increase Capital in Consideration for Contributions In Kind		For	For	
13	Authority to Issue Shares and/or Convertible Debt w/o Preemptive Rights (Qualified Investors)		For	For	
14	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights (Named Persons)		For	For	
15	Authority to Increase Capital Through Capitalisations		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
16	Authority to Issue Performance Shares		For	For	
17	Employee Stock Purchase Plan		For	For	
18	Stock Purchase Plan for Overseas Employees		For	For	
19	Authority to Cancel Shares and Reduce Capital		For	For	
20	Amendments to Articles Regarding Employee Shareholder Representatives		For	For	
21	Amendments to Articles regarding Written Consultation		For	For	
22	Authorisation of Legal Formalities		For	For	
23	Accounts and Reports; Non Tax-Deductible Expenses		For	For	
24	Consolidated Accounts and Reports		For	For	
25	Allocation of Profits/Dividends		For	For	
26	Special Auditors Report on Regulated Agreements		For	For	
27	2024 Remuneration Report		For	For	
28	2024 Remuneration of Olivier Blum, CEO (From November 1 to December 31, 2024)		For	For	
29	2024 Remuneration of Peter Herweck, Former CEO (until November 1, 2024)		For	Against	Remuneration - Vote Against when severance packages are awarded that exceed market best practice.
30	2024 Remuneration of Jean-Pascal Tricoire, Chair		For	For	
31	2025 Remuneration Policy (CEO)		For	For	
32	2025 Remuneration Policy (Chair)		For	For	
33	2025 Remuneration Policy (Board of Directors)		For	For	
34	Elect Jean-Pascal Tricoire		For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
35	Elect Anna Ohlsson-Leijon		For	Against	Board - Vote Against when there are concerns that the nominee lacks sufficient time to effectively carry out their role in light of external commitments.
36	Ratification of the Co-option of Clotilde Delbos		For	For	

Tritax Big Box Reit Plc

Meeting Date: 07.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Elect Kirsty Wilman		For	For	
4	Elect Aubrey Adams		For	For	
5	Elect Elizabeth Brown		For	For	
6	Elect Wu Gang		For	For	
7	Elect Alastair Hughes		For	For	
8	Elect Richard Laing		For	For	
9	Elect Karen Whitworth		For	For	
10	Appointment of Auditor		For	For	
11	Authority to Set Auditor's Fees		For	For	
12	Dividend Policy		For	For	
13	Authority to Issue Shares w/ Preemptive Rights		For	For	
14	Authority to Issue Shares w/o Preemptive Rights		For	For	
15	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
16	Authority to Repurchase Shares		For	For	
17	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Yantai Jereh Oilfield Services Group

Meeting Date: 07.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	2024 Directors' Report		For	For	
3	2024 Supervisors' Report		For	For	
4	2024 ANNUAL REPORT AND ITS SUMMARY		For	For	
5	2024 Allocation of Profits/Dividends		For	For	
5	Re-appointment of Audit Firm		For	Against	Audit fees are excessive.
7	2025 REMUNERATION PLAN FOR DIRECTORS		For	For	
7	2025 REMUNERATION PLAN FOR SUPERVISORS		For	For	
9	Application for Comprehensive Credit Line to Banks by the Company and Subsidiaries and Provision of Guarantee		For	For	
10	LAUNCHING FOREIGN EXCHANGE HEDGING BUSINESS		For	For	
10	PROVISION OF GUARANTEE FOR CLIENTS REGARDING THE SALE BUSINESS OF THE COMPANY AND SUBSIDIARIES		For	Against	Not in shareholders' best interests
11	Purchase of Liability Insurance for Directors, Supervisors and Senior Management		For	For	

Aberdeen Group Plc

Meeting Date: 08.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Authority to Set General Meeting Notice Period at 14 Days		For	For	
3	Elect Katie Bickerstaffe		For	For	
4	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
5	Authority to Issue Shares w/ Preemptive Rights		For	For	
6	Authority to Issue Shares w/o Preemptive Rights		For	For	
7	Authority to Repurchase Shares		For	For	
8	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights		For	For	
9	Accounts and Reports		For	For	
10	Final Dividend		For	For	
11	Appointment of Auditor		For	For	
12	Authority to Set Auditor's Fees		For	For	
13	Remuneration Report		For	For	
14	Elect Sir Douglas J. Flint		For	For	
15	Elect Jonathan Asquith		For	For	
16	Elect John Devine		For	For	
17	Elect Hannah Grove		For	For	
18	Elect Michael O'Brien		For	For	
19	Elect Cathleen Raffaeli		For	For	
20	Elect Jason M. Windsor		For	For	
21	Elect Vivek Ahuja		For	For	

Allianz SE

Meeting Date: 08.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles		For	For	
2	Ratify Oliver Bäte		For	For	
2	Amendments to Articles (Virtual Meetings)		For	Against	Changes to Company Statutes - Vote Against when the Company has requested the right to hold a virtual-only meeting.
3	Ratify Sirma Boshnakova		For	For	
4	Elect Ralf P. Thomas to the Supervisory Board		For	For	
6	Remuneration Report		For	Against	Remuneration - Fails the remuneration framework assessment on height, and a critical factor.
7	Allocation of Dividends		For	For	
8	Ratify Christopher Townsend		For	For	
9	Ratify Renate Wagner		For	For	
10	Ratify Claire-Marie Coste-Lepoutre		For	For	
11	Ratify Barbara Karuth-Zelle		For	For	
12	Ratify Klaus-Peter Röhler		For	For	
12	Ratify Gabriele Burkhardt-Berg		For	For	
13	Ratify Günther Thallinger		For	For	
13	Ratify Jörg Schneider		For	For	
16	Ratify Andreas Wimmer		For	For	
16	Ratify Nadine Brandl		For	For	
17	Ratify Michael Diekmann		For	For	
18	Ratify Rashmy Chatterjee		For	For	
19	Ratify Friedrich Eichner		For	For	
20	Ratify Sophie Boissard		For	For	
21	Ratify Christine Bosse		For	For	
22	Ratify Herbert Hainer		For	For	
23	Ratify Stephanie Bruce		For	For	
25	Ratify Primiano Di Paolo		For	For	
26	Ratify Jean-Claude Le Goaër		For	For	
27	Ratify Martina Grundler		For	For	
27	Appointment of Auditor		For	For	
28	Appointment of Auditor for Sustainability Reporting		For	For	
29	Ratify Frank Kirsch		For	For	
30	Ratify Jürgen Lawrenz		For	For	
30	Management Board Remuneration Policy		For	For	
32	Ratify Katharina Wesenick		For	For	

Antofagasta plc

Meeting Date: 08.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the STIP or LTIP
3	Final Dividend		For	For	
4	Elect Jean-Paul Luksic Fontbona		For	Against	Board - Vote Against when the chair of the nominating committee is not independent.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Elect Francisca Castro		For	For	
6	Elect Ramón F. Jara		For	For	
7	Elect Juan Claro		For	For	
8	Elect Andónico Luksic Craig		For	Against	Board - Vote Against when there are clear concerns regarding the past performance of one or more nominees, including repeated absence at board meetings, criminal behavior or breaches of fiduciary responsibilities
9	Elect A.E. Michael Anglin		For	For	
10	Elect Tony Jensen		For	For	
11	Elect Eugenia Parot		For	For	
12	Elect Heather Lawrence		For	For	
13	Elect Tracey Kerr		For	For	
14	Election of Undetermined Director		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision
15	Appointment of Auditor		For	For	
16	Authority to Set Auditor's Fees		For	For	
17	Authority to Issue Shares w/ Preemptive Rights		For	For	
18	Authority to Issue Shares w/o Preemptive Rights		For	For	
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
20	Authority to Repurchase Shares		For	For	
21	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Astra International

Meeting Date: 08.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Election of Directors and/or Commissioners (Slate)		For	Against	Board is not sufficiently independent
4	Directors' and Commissioners' Fees		For	Against	Poor overall compensation disclosure
5	Appointment of Auditor and Authority to Set Fees		For	For	

Balfour Beatty plc

Meeting Date: 08.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Set General Meeting Notice Period at 14 Days		For	For	
2	Appointment of Auditor		For	For	
4	Elect Charles L. Allen		For	For	
4	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
5	Elect Gabrielle Costigan		For	For	
6	Accounts and Reports		For	For	
6	Elect Anne Drinkwater		For	For	
7	Remuneration Report		For	For	
7	Elect Louise Hardy		For	For	
9	Elect Robert J. MacLeod		For	For	
10	Final Dividend		For	For	
10	Elect Barbara Moorhouse		For	For	
14	Authority to Set Auditor's Fees		For	For	
15	Elect Philip Harrison		For	For	
16	Elect Leo M. Quinn		For	For	
16	Authority to Issue Shares w/ Preemptive Rights		For	For	
17	Elect Rudolph Wynter		For	For	
18	Authority to Issue Shares w/o Preemptive Rights		For	For	
19	Authority to Repurchase Shares		For	For	

BFI Finance Indonesia

Meeting Date: 08.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Appointment of Auditor and Authority to Set Fees		For	Against	The company has not provided sufficient information.
4	Directors' and Commissioners' Fees		For	For	
5	Report on Use of Proceeds		For	For	

BFI Finance Indonesia

Meeting Date: 08.05.2025

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Give Guarantees		For	Against	The company has not provided sufficient information.
2	Election of Directors (Slate)		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	Amendments to Articles		For	For	
Capital One Financial Corp.		Meeting Date: 08.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Richard D. Fairbank		For	For	
2	Elect Ime Archibong		For	For	
3	Elect Christine R. Detrick		For	For	
4	Elect Ann Fritz Hackett		For	For	
5	Elect Suni P. Harford		For	For	
6	Elect Peter Thomas Killalea		For	For	
7	Elect Eli Leenaars		For	For	
8	Ratification of Auditor		For	For	
9	Shareholder Proposal Regarding Severance Approval Policy		Against	For	SHP Remuneration - Vote For when the proposal requests that the company seek shareholder approval prior to entering severance agreements which provide substantial benefits
10	Elect François Locoh-Donou		For	For	
11	Elect Peter E. Raskind		For	For	
12	Elect Eileen M. Serra		For	For	
13	Elect Mayo A. Shattuck III		For	For	
14	Elect Craig Anthony Williams		For	For	
15	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
Centrica plc		Meeting Date: 08.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
3	Remuneration Policy		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
4	Approval of the Sharesave Plan		For	For	
5	Amendment to Long-Term Incentive Plan		For	For	
6	Final Dividend		For	For	
7	Elect Carol Arrowsmith		For	For	
8	Elect Philippe Boisseau		For	For	
9	Elect Nathan Bostock		For	For	
10	Elect Chandpreet Duggal		For	For	
11	Elect Jo Harlow		For	For	
12	Elect Heidi Mottram		For	For	
13	Elect Kevin O'Byrne		For	For	
14	Elect Russell O' Brien		For	For	
15	Elect Chris O'Shea		For	For	
16	Elect Amber Rudd		For	For	
17	Elect Sue Whalley		For	For	
18	Appointment of Auditor		For	For	
19	Authority to Set Auditor's Fees		For	For	
20	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
21	Advisory Vote on Climate Transition Plan		For	For	The company has set GHG targets for 2030 and net zero by 2040 for Scope 1 and 2 and by 2050 for scope 3. The company has set a decarbonization strategy covering all relevant emissions and includes quantitative milestones. The capex plan will allocate 50% of investments to clean solutions.
22	Authority to Issue Shares w/ Preemptive Rights		For	For	
23	Authority to Issue Shares w/o Preemptive Rights		For	For	
24	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
25	Authority to Repurchase Shares		For	For	
26	Authority to Set General Meeting Notice Period at 14 Days		For	For	
Edwards Lifesciences Corp		Meeting Date: 08.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Leslie C. Davis		For	For	
2	Elect David T. Feinberg		For	For	
3	Elect Kieran T. Gallahue		For	For	
4	Elect Leslie Stone Heisz		For	For	
5	Elect Paul A. LaViolette		For	For	
6	Elect Steven R. Loranger		For	For	
7	Elect Ramona Sequeira		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Elect Nicholas J. Valeriani		For	For	
9	Elect Bernard J. Zovighian		For	For	
10	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
11	Ratification of Auditor		For	For	
12	Amendment to the 2001 Employee Stock Purchase Plan for United States Employees		For	For	
13	Amendment to the 2001 Employee Stock Purchase Plan for International Employees		For	For	

First Quantum Minerals Ltd.

Meeting Date: 08.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Hanjun (Kevin) Xia		For	For	
2	Board Size		For	For	
3	Appointment of Auditor and Authority to Set Fees		For	For	
4	Amendment to the Long-Term Incentive Plan		For	For	
5	Elect Alison C. Beckett		For	For	
6	Elect Peter Buzzi		For	For	
7	Elect Geoff Chater		For	For	
8	Elect Kathleen A. Hogenson		For	Withhold	Board - Vote against when the board fails to incorporate basic considerations for gender diversity
9	Elect C. Kevin McArthur		For	For	
10	Elect Juanita Montalvo		For	For	
11	Elect Brian Nichols		For	For	
12	Elect A. Tristan Pascal		For	For	
13	Elect Simon J. Scott		For	For	
14	Advisory Vote on Executive Compensation		For	For	

Galaxy Entertainment Group Ltd.

Meeting Date: 08.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect Paddy TANG Lui Wai Yu		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
4	Elect William YIP Shue Lam		For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance, such as board refreshment. Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the audit committee is not sufficiently independent. Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses. Board - Vote Against when the chair of the remuneration committee is not independent.
5	Elect Michael Victor Mecca		For	Against	Nominee is the most recently appointed non-independent director and the board is not sufficiently independent.
6	Directors' Fees		For	For	
7	Appointment of Auditor and Authority to Set Fees		For	Against	Audit fees are excessive.
8	Authority to Repurchase Shares		For	For	
9	Authority to Issue Shares w/o Preemptive Rights		For	Against	Issue price discount not disclosed; Potential dilution exceeds recommended threshold
10	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed

Harbour Energy Plc

Meeting Date: 08.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Remuneration Policy		For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
4	Long-Term Incentive Plan		For	For	
5	Global Employee Share Purchase Plan		For	For	
6	Final Dividend		For	For	
7	Elect R. Blair Thomas		For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses. Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
8	Elect Linda Z. Cook		For	For	
9	Elect Alexander Krane		For	For	
10	Elect Simon P. Henry		For	For	
11	Elect Belgacem Chariag		For	For	
12	Elect Louise Hough		For	For	
13	Elect Alan M. Ferguson		For	For	
14	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
15	Authority to Repurchase Shares		For	For	
16	Authority to Repurchase Shares Off-market from BASF		For	For	
17	Waiver of Mandatory Takeover Requirement		For	For	
18	Increase in NED Fee Cap		For	For	
19	Authority to Issue Shares w/o Preemptive Rights		For	For	
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
21	Elect Margareth Øvrum		For	For	
22	Elect Anne L. Stevens		For	For	
23	Elect Dirk Elvermann		For	For	
24	Elect Hans-Ulrich Engel		For	For	
25	Appointment of Auditor		For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice
26	Authority to Set Auditor's Fees		For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice
27	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
28	Authority to Issue Shares w/ Preemptive Rights		For	For	

Intercontinental Hotels Group plc		Meeting Date: 08.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Policy		For	For	
3	Remuneration Report		For	For	
4	Final Dividend		For	For	
5	Elect Graham Allan		For	For	
6	Authority to Set General Meeting Notice Period at 14 Days		For	For	
7	Elect Arthur de Haast		For	For	
8	Elect Duriya M. Farooqui		For	For	
9	Elect Michael Glover		For	For	
10	Elect Byron Grote		For	For	
11	Elect Rohinton Kalifa		For	For	
12	Elect Elie Maalouf		For	For	
13	Elect Deanna W. Oppenheimer		For	For	
14	Elect Angie Risley		For	For	
15	Elect Sharon Rothstein		For	For	
16	Appointment of Auditor		For	For	
17	Authority to Set Auditor's Fees		For	For	
18	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
19	Authority to Issue Shares w/ Preemptive Rights		For	For	
20	Authority to Issue Shares w/o Preemptive Rights		For	For	
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
22	Authority to Repurchase Shares		For	For	

Just Group Plc		Meeting Date: 08.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Final Dividend		For	For	
4	Elect James A. Brown		For	For	
5	Elect Michelle Cracknell		For	For	
6	Elect Mark W. Godson		For	For	
7	Elect John Hastings-Bass		For	For	
8	Authority to Set General Meeting Notice Period at 14 Days		For	For	
9	Share Incentive Plan		For	For	
10	Elect Mary Kerrigan		For	For	
11	Elect Mary Phibbs		For	For	
12	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights		For	For	
13	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights		For	For	
14	Elect David Richardson		For	For	
15	Appointment of Auditor		For	For	
16	Authority to Set Auditor's Fees		For	For	
17	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
18	Authority to Issue Shares w/ Preemptive Rights		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
19	Authority to Issue Shares w/o Preemptive Rights		For	For	
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
21	Authority to Repurchase Shares		For	For	

Lundin Mining Corp.	Meeting Date: 08.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Adam I. Lundin		For	For	
2	Elect Charles Ashley Heppenstall		For	For	
3	Elect Donald K. Charter		For	For	
4	Elect Jack Lundin		For	For	
5	Elect Victoria J. McMillan		For	For	
6	Elect Dale C. Peniuk		For	For	
7	Elect María Olivia Recart		For	For	
8	Elect Natasha N.D. Vaz		For	For	
9	Appointment of Auditor and Authority to Set Fees		For	For	
10	Advisory Vote on Executive Compensation		For	For	

Mony Group Plc	Meeting Date: 08.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jonathan Bewes		For	For	
2	Appointment of Auditor		For	Against	The tenure of the auditor is excessive.
3	Elect Niall McBride		For	For	
4	Elect Mary Beth Christie		For	For	
5	Authority to Set Auditor's Fees		For	Against	The tenure of the auditor is excessive.
6	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
7	Authority to Issue Shares w/ Preemptive Rights		For	For	
8	Authority to Issue Shares w/o Preemptive Rights		For	For	
9	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
10	Authority to Repurchase Shares		For	For	
11	Elect Lesley Jones		For	For	
12	Elect Rakesh Sharma		For	For	
13	Elect Sarah Warby		For	For	
14	Elect Caroline Britton		For	For	
15	Final Dividend		For	For	
16	Elect Peter Duffy		For	For	
17	Accounts and Reports		For	For	
18	Remuneration Report		For	For	
19	Authority to Set General Meeting Notice Period at 14 Days		For	For	

OSB Group PLC	Meeting Date: 08.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Final Dividend		For	For	
4	Elect Kal Atwal		For	For	
5	Elect Henry Daubeney		For	For	
6	Elect Sally Jones-Evans		For	For	
7	Elect Andrew Golding		For	For	
8	Elect Elizabeth Noël Harwerth		For	For	
9	Elect Gareth J. Hoskin		For	For	
10	Elect Victoria Hyde		For	For	
11	Elect Simon Walker		For	For	
12	Elect David A. Weymouth		For	For	
13	Appointment of Auditor		For	For	
14	Authority to Set Auditor's Fees		For	For	
15	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
16	Authority to Issue Shares w/ Preemptive Rights		For	For	
17	Authority to Issue Regulatory Capital Convertible Instruments w/ Preemptive Rights		For	For	
18	Authority to Issue Shares w/o Preemptive Rights		For	For	
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
20	Authority to Issue Regulatory Capital Convertible Instruments w/o Preemptive Rights		For	For	
21	Authority to Repurchase Shares		For	For	
22	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Rathbones Group Plc

Meeting Date: 08.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Set General Meeting Notice Period at 14 Days		For	For	
2	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Final Dividend		For	For	
5	Elect Clive Bannister		For	For	
5	Elect Paul P. Stockton		For	For	
7	Elect Iain Hooley		For	For	
7	Elect Henrietta Baldock		For	For	
10	Elect Sarah Gentleman		For	For	
11	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
12	Authority to Issue Shares w/ Preemptive Rights		For	For	
13	Elect Ruth Leas		For	For	
13	Authority to Issue Shares w/o Preemptive Rights		For	For	
14	Appointment of Auditor		For	For	
15	Authority to Set Auditor's Fees		For	For	
19	Elect Dharmash Mistry		For	For	
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
20	Elect Iain Cummings		For	For	
20	Authority to Repurchase Shares		For	For	
21	Elect Terri L. Duhon		For	For	
21	Cancellation of Share Premium Account		For	For	

Reckitt Benckiser Group Plc

Meeting Date: 08.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Elect Marybeth Hays		For	For	
5	Elect Andrew RJ Bonfield		For	For	
5	Elect Kris Licht		For	For	
6	Elect Shannon Eisenhardt		For	For	
7	Elect Mehmood Khan		For	For	
8	Elect Mahesh Madhavan		For	For	
10	Authority to Set Auditor's Fees		For	For	
11	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
14	Elect Fiona Dawson		For	For	
15	Elect Stefan Oschmann		For	For	
17	Appointment of Auditor		For	For	
17	Authority to Repurchase Shares		For	For	
19	Elect D. Jeremy Darroch		For	For	
20	Elect Tamara Ingram		For	For	
20	Long-Term Incentive Plan		For	For	
21	Approval of the Sharesave Plan 2025		For	For	
22	Elect Elane B. Stock		For	For	
22	Authority to Issue Shares w/ Preemptive Rights		For	For	
23	Authority to Issue Shares w/o Preemptive Rights		For	For	
24	Elect Margherita Della Valle		For	For	
24	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
25	Remuneration Policy		For	For	
26	Final Dividend		For	For	
26	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Standard Chartered plc

Meeting Date: 08.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jacqueline Hunt		For	For	
1	Authority to Set General Meeting Notice Period at 14 Days		For	For	
2	Authority to Repurchase Shares		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	Elect Robin Lawther		For	For	
3	Authority to Repurchase Preference Shares		For	For	
4	Elect Phil Rivett		For	For	
4	Appointment of Auditor		For	For	
5	Authority to Set Auditor's Fees		For	For	
6	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
8	Elect Shirish Moreshwar Apte		For	For	
8	Authority to Issue Repurchased Shares		For	For	
9	Elect Lincoln LEONG Kwok Kuen		For	For	
9	Elect Diego De Giorgi		For	For	
11	Elect Diane Jurgens		For	For	
11	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
12	Final Dividend		For	For	
12	Authority to Issue Equity Convertible AT1 Securities w/o Preemptive Rights		For	For	
13	Elect Linda Yueh		For	For	
14	Elect David Tang		For	For	
15	Accounts and Reports		For	For	
17	Authority to Issue Shares w/ Preemptive Rights		For	For	
18	Remuneration Policy		For	For	
20	Elect Maria Ramos		For	For	
22	Authority to Issue Equity Convertible AT1 Securities w/ Preemptive Rights		For	For	
23	Authority to Issue Shares w/o Preemptive Rights		For	For	
26	Remuneration Report		For	For	
27	Elect William T. Winters		For	For	

Union Pacific Corp.

Meeting Date: 08.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect David B. Dillon		For	For	
3	Elect Teresa M. Finley		For	For	
3	Advisory Vote on Executive Compensation		For	For	
4	Elect Deborah C. Hopkins		For	For	
5	Elect Jane Holl Lute		For	For	
5	Elect Christopher J. Williams		For	For	
8	Elect Michael R. McCarthy		For	For	
8	Elect John K. Tien Jr.		For	For	
9	Elect Doyle R. Simons		For	For	
10	Shareholder Proposal Regarding Amendment to Clawback Policy		Against	For	SHP Remuneration - Vote For when the proposal asks for the introduction or improvement of clawback provisions.
12	Elect Sheri H. Edison		For	For	
12	Ratification of Auditor		For	For	
13	Elect V. James Vena		For	For	
14	Elect John P. Wiehoff		For	For	

Valterra Platinum Limited

Meeting Date: 08.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Re-elect Norman B. Mbazima		For	For	
2	Re-elect Craig Miller		For	For	
3	Re-elect Lwazi Bam		For	For	
4	Re-elect Thevendrie Brewer		For	For	
5	Elect Sayurie Naidoo		For	For	
6	Elect Dorian Emmett		For	For	
7	Elect Hendrik (Hennie) Johannes Faul		For	For	
8	Elect Fagmeedah Petersen-Cook		For	For	
9	Elect Audit and Risk Committee Member (Lwazi Bam)		For	For	
10	Elect Audit and Risk Committee Member (Thevendrie Brewer)		For	For	
11	Elect Audit and Risk Committee Member (Suresh P. Kana)		For	For	
12	Election of Social, Ethics and Transformation Committee Member (Lwazi Bam)		For	For	
13	Election of Social, Ethics and Transformation Committee Member (Thevendrie Brewer)		For	For	
14	Election of Social, Ethics and Transformation Committee Member (Roger Dixon)		For	For	
15	Election of Social, Ethics and Transformation Committee Member (Norman Mbazima)		For	For	
16	Appointment of Auditor		For	For	
17	General Authority to Issue Shares for Cash		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
18	Authorisation of Legal Formalities		For	For	
19	Approval of the Share Incentive Plan		For	For	
20	APPROVE REMUNERATION POLICY		For	For	
21	APPROVE REMUNERATION IMPLEMENTATION REPORT		For	For	
22	Approve NEDs' Fees		For	For	
23	Approve Financial Assistance		For	For	
24	Authority to Repurchase Shares		For	For	
25	Change of Company Name		For	For	
26	Amendments to Memorandum of Incorporation		For	For	

Wickes Group Plc

Meeting Date: 08.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect David Wood		For	For	
2	Elect Mark A. George		For	For	
3	Elect Mark S. Clare		For	For	
4	Elect Sonita Alleyne		For	For	
5	Elect Laura Harricks		For	For	
6	Elect Michael James Iddon		For	For	
7	Appointment of Auditor		For	For	
8	Authority to Set Auditor's Fees		For	For	
9	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
10	Authority to Issue Shares w/ Preemptive Rights		For	For	
11	Authority to Issue Shares w/o Preemptive Rights		For	For	
12	Authority to Repurchase Shares		For	For	
13	Accounts and Reports		For	For	
14	Remuneration Report		For	For	
15	Final Dividend		For	For	
16	Elect Christopher Rogers		For	For	
17	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Woodside Energy Group Ltd

Meeting Date: 08.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Anthony (Tony) M. O'Neill		For	For	
2	REMUNERATION REPORT		For	For	
3	Equity Grant (MD/CEO Meg O'Neill)		For	For	
4	Renew Proportional Takeover Provisions		For	For	
5	Re-elect Ann D. Pickard		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
6	Re-elect Ben Wyatt		For	For	

Admiral Group

Meeting Date: 09.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Final Dividend		For	For	
4	Elect Mike Rogers		For	For	
5	Elect Milena Mondini-De-Focatiis		For	For	
6	Elect Geraint Jones		For	For	
7	Elect Evelyn Bourke		For	For	
8	Elect Michael Brierley		For	For	
9	Elect Andrew Crossley		For	For	
10	Elect Karen Green		For	For	
11	Elect Fiona Muldoon		For	For	
12	Elect Jayaprakasa Rangaswami		For	For	
13	Elect Bill Roberts		For	For	
14	Elect Justine Roberts		For	For	
15	Appointment of Auditor		For	For	
16	Authority to Set Auditor's Fees		For	For	
17	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
18	Approval of the 2025 Discretionary Free Share Scheme		For	For	
19	Authority to Issue Shares w/ Preemptive Rights		For	For	
20	Authority to Issue Shares w/o Preemptive Rights		For	For	
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
22	Authority to Repurchase Shares		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
23	Authority to Set General Meeting Notice Period at 14 Days		For	For	
CLP Holdings Ltd.		Meeting Date: 09.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Elect Andrew Clifford Winawer Brandler		For	For	
3	Elect Philip Lawrence Kadoorie		For	For	
4	Elect Ann KUNG Yeung Yun Chi		For	For	
5	Elect Michael David Kadoorie		For	For	
6	Elect Nicholas Charles Allen		For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent.
7	Appointment of Auditor and Authority to Set Fees		For	For	
8	Amendments to Articles		For	For	
9	Directors' Fees		For	For	
10	Authority to Issue Shares w/o Preemptive Rights		For	For	
11	Authority to Repurchase Shares		For	For	
Lonza Group AG		Meeting Date: 09.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Report on Non-Financial Matters		For	For	
3	Compensation Report		For	For	
4	Ratification of Board and Management Acts		For	For	
5	Allocation of Profits/Dividends		For	For	
6	Elect Marion Helmes		For	For	
7	Elect Jean-Marc Huët		For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
8	Elect Angelica Kohlmann		For	For	
9	Elect Christoph Mäder		For	For	
10	Elect Roger Nitsch		For	For	
11	Elect Barbara M. Richmond		For	For	
12	Elect Jürgen B. Steinemann		For	For	
13	Elect Juan Andres		For	For	
14	Elect Eric Drapé		For	For	
15	Elect David Meline		For	For	
16	Appoint Jean-Marc Huët as Board Chair		For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
17	Elect Angelica Kohlmann as Compensation Committee Member		For	For	
18	Elect Christoph Mäder as Compensation Committee Member		For	For	
19	Elect Jürgen B. Steinemann as Compensation Committee Member		For	For	
20	Elect Eric Drapé as Compensation Committee Member		For	For	
21	Elect David Meline as Compensation Committee Member		For	For	
22	Appointment of Auditor		For	For	
23	Appointment of Independent Proxy		For	For	
24	Board Compensation		For	For	
25	Executive Compensation (Short-Term)		For	For	
26	Executive Compensation (Fixed and Long-term)		For	For	
27	Additional or Amended Proposals		N/A	Against	Granting unfettered discretion is unwise
Marriott International, Inc.		Meeting Date: 09.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Anthony G. Capuano		For	For	
2	Elect Isabella D. Goren		For	For	
3	Elect Deborah Marriott Harrison		For	For	
4	Elect Frederick A. Henderson		For	For	
5	Elect Lauren R. Hobart		For	For	
6	Elect Debra L. Lee		For	For	
7	Elect Aylwin B. Lewis		For	For	
8	Elect David S. Marriott		For	For	
9	Elect Margaret M. McCarthy		For	For	
10	Elect Grant F. Reid		For	For	
11	Elect Horacio D. Rozanski		For	For	
12	Elect Susan C. Schwab		For	For	
13	Elect Sean C. Tresvant		For	For	
14	Ratification of Auditor		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
15	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
Rightmove Plc		Meeting Date: 09.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Johan Svanstrom		For	For	
3	Elect Ruairidh M. Hook		For	For	
3	Elect Andrew Findlay		For	For	
4	Elect Kriti Sharma		For	For	
5	Elect Amit Tiwari		For	For	
6	Elect Jacqueline de Rojas		For	For	
6	Elect Lorna Tilbian		For	For	
8	Authority to Issue Shares w/o Preemptive Rights		For	For	
10	Authority to Repurchase Shares		For	For	
11	Authority to Issue Shares w/ Preemptive Rights		For	For	
12	Authority to Set General Meeting Notice Period at 14 Days		For	For	
13	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
14	Elect Andrew Fisher		For	For	
15	Appointment of Auditor		For	For	
15	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
16	Authority to Set Auditor's Fees		For	For	
17	Remuneration Report		For	For	
18	Final Dividend		For	For	
19	Accounts and Reports		For	For	
Techtronic Industries Co. Ltd.		Meeting Date: 09.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Robert Hinman Getz		For	For	
2	Elect Caroline Christina Kracht		For	For	
3	Elect Frank CHAN Chi Chung		For	For	
4	Elect Camille JOJO		For	For	
5	Accounts and Reports		For	For	
6	Allocation of Profits/Dividends		For	For	
7	Elect Steven Philip Richman		For	For	
8	Elect Patrick CHAN Kin Wah		For	For	
9	Authority to Issue Shares w/o Preemptive Rights		For	For	
10	Authority to Repurchase Shares		For	For	
11	Amendments to Articles		For	For	
12	Directors' Fees		For	For	
13	Appointment of Auditor and Authority to Set Fees		For	For	
14	Elect Karen NG Ka Fai		For	For	
15	Elect Stephen WONG Tsi Chuen		For	For	
ELM Company		Meeting Date: 11.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Related Party Transactions (Ministry of Interior 1)		For	For	
2	Related Party Transactions (Ministry of Interior 2)		For	For	
6	Related Party Transactions (Tawuniya Insurance Co. 3)		For	For	
6	Related Party Transactions (SDAIA 2)		For	For	
7	Related Party Transactions (Mobily)		For	For	
8	Related Party Transactions (Ministry of Interior and SDAIA)		For	For	
9	Related Party Transactions (SPL 2)		For	For	
9	Related Party Transactions (SDAIA 1)		For	For	
10	Related Party Transactions (Tawuniya Insurance Co. 1)		For	For	
11	Related Party Transactions (Tawuniya Insurance Co. 2)		For	For	
13	Related Party Transactions (Ministry of Interior 3)		For	For	
14	Related Party Transactions (GFSA)		For	For	
15	Auditor's Report		For	For	
16	Authority to Pay Interim Dividends		For	For	
16	Appointment of Auditor and Authority to Set Fees		For	For	
17	Directors' Fees		For	For	
17	Board Transactions		For	For	
18	Related Party Transactions (SPL 1)		For	For	

Ares Capital Corp		Meeting Date: 12.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Daniel G. Kelly		For	For	
2	Elect Eric B. Siegel		For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
3	Elect R. Kipp deVeer		For	For	
4	Ratification of Auditor		For	For	

CNH Industrial NV		Meeting Date: 12.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Suzanne Heywood		For	For	
2	Elect Gerrit A. Marx		For	For	
3	Elect Elizabeth A. Bastoni		For	For	
4	Elect Howard W. Buffett		For	For	
5	Elect Richard J. Kramer		For	For	
6	Elect Karen Linehan		For	Against	Auditor not up for ratification
7	Elect Alessandro Nasi		For	For	
8	Elect Vagn Sørensen		For	For	
9	Elect Åsa Tamsons		For	For	
10	Advisory Vote on Executive Compensation		For	For	
11	Amendment to the Equity Incentive Plan		For	For	
12	Accounts and Reports		For	For	
13	Allocation of Profits/Dividends		For	For	
14	Ratification of Board of Directors Acts		For	For	
15	Authority to Issue Shares w/ Preemptive Rights		For	For	
16	Authority to Issue Shares w/o Preemptive Rights		For	For	
17	Authority to Repurchase Shares		For	For	

Alexandria Real Estate Equities Inc.		Meeting Date: 13.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Joel S. Marcus		For	For	
2	Elect Steven R. Hash		For	For	
3	Elect Claire Aldridge		For	For	
4	Elect James P. Cain		For	Against	Board – Vote Against when the company has adopted forum selection clause without shareholder approval.
5	Elect Maria C. Freire		For	For	
6	Elect Richard H. Klein		For	For	
7	Elect Sheila K. McGrath		For	For	
8	Elect Michael A. Woronoff		For	For	
9	Amendment to the 1997 Stock Award and Incentive Plan		For	For	
10	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
11	Ratification of Auditor		For	For	
12	Shareholder Proposal Regarding Simple Majority Vote		Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights

BNP Paribas		Meeting Date: 13.05.2025		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non Tax-Deductible Expenses		For	For	
2	Consolidated Accounts and Reports		For	For	
3	Allocation of Profits/Dividends		For	For	
4	Special Auditors Report on Regulated Agreements		For	For	
5	Authority to Repurchase and Reissue Shares		For	For	
6	Elect Jean-Laurent Bonnafé		For	For	
8	Elect Bertrand de Mazières		For	For	
9	Elect Valerie Chort		For	For	
10	Elect Nicolas Peter		For	For	
11	Elect Lieve Logghe		For	For	
13	2024 Remuneration of Jean Lemierre, Chair		For	For	
14	2024 Remuneration of Jean-Laurent Bonnafé, CEO		For	For	
15	Elect Guillaume Poupard		For	For	
16	2025 Remuneration Policy (Board of Directors)		For	For	
17	2025 Remuneration Policy (Chair)		For	For	
18	2025 Remuneration Policy (CEO)		For	For	
19	2025 Remuneration Policy (Deputy CEO)		For	For	
19	2024 Remuneration of Yann Gérardin, Deputy CEO		For	For	
20	2024 Remuneration Report		For	For	
20	2024 Remuneration of Thierry Laborde, Deputy CEO		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
24	Employee Stock Purchase Plan		For	For	
25	2025 Directors' Fees		For	For	
25	Amendments to Articles Regarding Written Consultations		For	For	
26	Remuneration of Identified Staff		For	For	
26	Amendments to Articles Regarding Board and Shareholder Meetings		For	For	
27	Authority to Grant Super-Subordinated Convertible Bonds (Contingent Capital) Through Private Placement		For	For	
29	Authority to Cancel Shares and Reduce Capital		For	For	
29	Amendments to Articles Regarding the Chair's Age Limits		For	For	
30	Amendments to Articles Regarding the CEO's Age Limit		For	For	
30	Amendments to Articles Regarding the Deputy CEOs' Age Limits		For	For	
31	Authorisation of Legal Formalities		For	For	

Centene Corp.

Meeting Date: 13.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jessica L. Blume		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
2	Elect Kenneth A. Burdick		For	For	
3	Elect Christopher J. Coughlin		For	For	
4	Elect H. James Dallas		For	For	
5	Elect Wayne S. DeVeydt		For	For	
6	Elect Frederick H. Eppinger		For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
7	Elect Monte E. Ford		For	For	
8	Elect Thomas R. Greco		For	For	
9	Elect Sarah M. London		For	For	
10	Advisory Vote on Executive Compensation		For	For	
11	Ratification of Auditor		For	For	
12	Elect Theodore R. Samuels, II		For	For	
13	Elect Kenneth Y Tanji		For	For	
14	Approval of the 2025 Stock Incentive Plan		For	For	
15	Shareholder Proposal Regarding Report on Contribution to Climate Change and Alignment with the Paris Agreement		Against	For	SHP Environment - Vote For when proposal requests sustainability or environmental reports
16	Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options		Against	Against	SHP - Vote Against when the topic addressed by the proposal is considered to fall outside the remit of the shareholders

Conoco Phillips

Meeting Date: 13.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Shareholder Proposal Regarding Removal of GHG Emission Reduction Targets		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company
3	Elimination of Supermajority Requirements		For	For	
6	Elect Ryan M. Lance		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses
6	Elect Timothy A. Leach		For	For	
8	Elect William H. McRaven		For	For	
8	Elect Sharmila Mulligan		For	For	
9	Elect Arjun N. Murti		For	For	
10	Elect Robert A. Niblock		For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity
12	Elect David T. Seaton		For	For	
13	Elect Dennis Victor Arriola		For	For	
13	Elect R. A. Walker		For	For	
14	Elect Nelda J. Connors		For	For	
14	Ratification of Auditor		For	For	
15	Elect Gay Huey Evans		For	For	
15	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
16	Elect Jeffrey A. Joerres		For	For	

ITV

Meeting Date: 13.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	Against	Long term awards are not linked to performance.
3	Final Dividend		For	For	
4	Elect Dawn Allen		For	For	
5	Elect Edward H. Bonham Carter		For	For	
6	Elect Graham Cooke		For	For	
7	Elect Andrew Cosslett		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Elect Margaret Ewing		For	For	
9	Elect Marjorie Kaplan		For	For	
10	Elect Gidon Katz		For	For	
11	Elect Chris Kennedy		For	For	
12	Elect Carolyn McCall		For	For	
13	Elect Sharmila Nebhrajani		For	For	
14	Appointment of Auditor		For	For	
15	Authority to Set Auditor's Fees		For	For	
16	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
17	Authority to Issue Shares w/ Preemptive Rights		For	For	
18	Authority to Issue Shares w/o Preemptive Rights		For	For	
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
20	Authority to Repurchase Shares		For	For	
21	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Luxshare Precision Industry Co. Ltd.

Meeting Date: 13.05.2025

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2025 Employee Stock Option Plan (Draft) and Its Summary		For	For	
2	Management Measures for 2025 Employee Stock Option Plan		For	For	
3	Board Authorization to Handle Matters Related to the 2025 Employee Stock Option Plan		For	For	

Ping AN Insurance (Group) Co. of China, Ltd.

Meeting Date: 13.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report		For	For	
2	Supervisors' Report		For	For	
3	Annual Report		For	For	
4	Allocation of Profits/Dividends		For	For	
5	Appointment of Auditor and Authority to Set Fees		For	Against	Audit fees are excessive.
6	Development Plan for 2025-2027		For	For	
7	Authority to Issue H Shares w/o Preemptive Rights		For	For	
8	Reduction in Registered Capital and Amendments to Articles		For	For	
9	Authority to Issue Debt Financing Instruments		For	For	
10	Elect HONG Xiaoyuan		For	For	
11	Elect SONG Xianzhong		For	For	
12	Elect Nicholas CHAN Hiu Fung		For	For	

Ping AN Insurance (Group) Co. of China, Ltd.

Meeting Date: 13.05.2025

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Reduction in Registered Capital and Amendments to Articles		For	For	

Sap SE

Meeting Date: 13.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends		For	For	
2	Ratification of Management Board Acts		For	For	
3	Ratification of Supervisory Board Acts		For	For	
4	Appointment of Auditor		For	For	
5	Appointment of Auditor for Sustainability Reporting		For	For	
6	Remuneration Report		For	Against	Remuneration - Vote Against when severance packages are awarded that exceed market best practice.
7	Increase in Authorised Capital I		For	For	
8	Increase in Authorised Capital II		For	For	
9	Amendments to Articles (Virtual Meeting)		For	Against	Changes to Company Statutes - Vote Against when the Company has requested the right to hold a virtual-only meeting.

Saudi Telecom

Meeting Date: 13.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report		For	For	
2	Financial Statements		For	For	
3	Auditor's Report		For	For	
4	Allocation of Profits/Dividends		For	For	
5	Amendments to Audit Committee Charter		For	For	
6	Board Transactions		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Board Transactions (Competing Businesses)		For	For	
8	Directors' Fees		For	For	
St. James`s Place Plc		Meeting Date: 13.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Final Dividend		For	For	
3	Remuneration Policy		For	For	
4	Remuneration Report		For	For	
5	Elect Mark FitzPatrick		For	For	
6	Elect Simon Fraser		For	For	
7	Elect Rosemary Hilary		For	For	
8	Elect John Hitchins		For	For	
9	Elect Paul Manduca		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
10	Elect Caroline Waddington		For	For	
11	Elect Rooney Anand		For	For	
12	Appointment of Auditor		For	Against	The tenure of the auditor is excessive.
13	Authority to Set Auditor's Fees		For	Against	The tenure of the auditor is excessive.
14	Authority to Issue Shares w/ Preemptive Rights		For	For	
15	Authority to Issue Shares w/o Preemptive Rights		For	For	
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
17	Authority to Repurchase Shares		For	For	
18	Authority to Set General Meeting Notice Period at 14 Days		For	For	
19	Adoption of New Articles		For	For	
TEMENOS AG		Meeting Date: 13.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Board Compensation		For	For	
2	Executive Compensation (Total)		For	For	
3	Cancellation of Shares; Reduction in Share Capital		For	For	
4	Approval of Capital Band		For	For	
5	Amendments to Articles (Revised Law)		For	For	
6	Elect Felicia Alvaro as new member		For	For	
7	Elect Thibault de Tersant as Board Chair		For	For	
8	Elect Maurizio Carli		For	For	
9	Elect Cecilia Hultén		For	For	
10	Elect Xavier Cauchois		For	For	
11	Elect Laurie Readhead		For	For	
12	Elect Michael A. Gorriz		For	For	
13	Elect Cecilia Hultén as Compensation Committee Member		For	For	
14	Elect Maurizio Carli as Compensation Committee Members		For	For	
15	Elect Michael A. Gorriz as Compensation Committee Members		For	For	
16	Appointment of Independent Proxy		For	For	
17	Appointment of Auditor		For	For	
18	Transaction of Other Business		N/A	Against	Granting unfettered discretion is unwise
19	Report on Non-Financial Matters		For	For	
20	Compensation Report		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
21	Allocation of Dividends		For	For	
22	Ratification of Board and Management Acts		For	For	
23	Accounts and Reports		For	For	
America Movil S.A.B.DE C.V.		Meeting Date: 14.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	CEO Report; External Auditor Report; Opinion of the Board		For	Against	The company has not provided sufficient information.
1	Authority to Repurchase Shares		For	For	
5	Accounts and Reports; Allocation of Profits/Dividends		For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends. The company has not provided sufficient information.
6	Report on the Company's Shares Repurchase Program		For	Against	
6	Executive Committee's Fees		For	Against	The company has not provided sufficient information.
7	Ratification of Board Acts		For	Against	The company has not provided sufficient information.
7	Ratification of Audit and Corporate Governance Committee Acts		For	Against	The company has not provided sufficient information.
8	Ratification the CEO Acts		For	Against	The company has not provided sufficient information.
8	Elect Ernesto Vega Velasco as Audit and Corporate Governance Committee Chair		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
10	Elect Claudia Jañez Sánchez as Audit and Corporate Governance Committee Member		For	Against	Serves on too many boards; Serves on too many boards
11	Elect Rafael Kalach Mizrahi as Audit and Corporate Governance Committee Member		For	For	
12	Elect Pablo Roberto González Guajardo		For	For	
12	Audit and Corporate Governance Committee's Fees		For	Against	The company has not provided sufficient information.
14	Ratification of Executive Committee Acts		For	Against	The company has not provided sufficient information.
15	Elect David Ibarra Muñoz		For	For	
16	Elect Rafael Robles Miaja as Alternate Board Secretary		For	For	
18	Report of the Board Regarding Accounting Practices		For	Against	The company has not provided sufficient information.
19	Report of the Board on its Activities Regarding the Company's Operations		For	Against	The company has not provided sufficient information.
19	Elect Gisselle Morán Jiménez		For	For	
20	Report of the Audit and Corporate Governance Committee		For	Against	The company has not provided sufficient information.
22	Elect Ernesto Vega Velasco		For	For	
24	Elect Alejandro Cantú Jiménez as Board Secretary		For	For	
25	Elect Carlos Slim Domit		For	For	
26	Elect Patrick Slim Domit		For	For	
26	Directors' Fees		For	Against	The company has not provided sufficient information.
27	Elect Antonio Cosío Pando		For	For	
28	Elect Carlos Slim Domit as Executive Committee Chair		For	For	
29	Elect Daniel Hajj Aboumrads		For	For	
29	Elect Patrick Slim Domit as Executive Committee Member		For	For	
30	Elect Vanessa Hajj Slim		For	For	
30	Elect Daniel Hajj Aboumrads as Executive Committee Member		For	For	
32	Elect Claudia Jañez Sánchez		For	Against	Serves on too many boards
33	Elect Rafael Kalach Mizrahi		For	For	
34	Elect Francisco Medina Chávez		For	For	
34	Elect Pablo Roberto González Guajardo as Audit and Corporate Governance Committee Member		For	For	
36	Elect Luis Alejandro Soberón Kuri		For	For	
37	Elect Miriam Guadalupe de la Vega Arizpe		For	For	
39	Elect Oscar von Hauske Solís		For	For	
39	Election of Meeting Delegates		For	For	

American International Group Inc

Meeting Date: 14.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Paola Bergamaschi		For	For	
2	Elect James Cole, Jr.		For	For	
3	Elect James Dunne III		For	For	
4	Elect John C. Inglis		For	For	
5	Elect Courtney Leimkuhler		For	For	
6	Elect Linda A. Mills		For	For	
7	Elect Diana M. Murphy		For	For	
8	Elect Juan Perez		For	For	
9	Elect Peter R. Porrino		For	For	
10	Elect John G. Rice		For	For	
11	Elect Vanessa A. Wittman		For	For	
12	Elect Peter Zaffino		For	For	
13	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the company fails to align pay with performance; Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
14	Frequency of Advisory Vote on Executive Compensation		1 Year	1 Year	
15	Ratification of Auditor		For	For	

American Tower Corp.

Meeting Date: 14.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Steven O. Vondran		For	For	
1	Elect Craig Macnab		For	For	
3	Elect Neville R. Ray		For	For	
3	Elect Pamela D.A. Reeve		For	For	
6	Elect Kelly C. Chambliss		For	For	
7	Elect Teresa H. Clarke		For	For	
8	Elect Kenneth R. Frank		For	For	
9	Elect Robert D. Hormats		For	For	
10	Elect Rajesh Kalathur		For	For	
11	Elect Grace D. Lieblein		For	For	
11	Elect Bruce L. Tanner		For	For	
12	Advisory Vote on Executive Compensation		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
13	Ratification of Auditor		For	For	
Bayerische Motoren Werke AG		Meeting Date: 14.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends		For	For	
2	Ratification of Management Board Acts		For	For	
3	Ratify Norbert Reithofer		For	For	
4	Ratify Martin Kimmich		For	For	
5	Ratify Stefan Quandt		For	For	
6	Ratify Marc Bitzer		For	For	
7	Ratify Bernhard Ebner		For	For	
8	Ratify Christiane Benner		For	For	
9	Ratify Ulrich Bauer		For	For	
10	Ratify Stefan Schmid		For	For	
11	Ratify Kurt Bock		For	For	
12	Ratify Rachel Empey		For	For	
13	Ratify Heinrich Hiesinger		For	For	
14	Ratify Johann Horn		For	For	
15	Ratify Susanne Klatten		For	For	
16	Ratify Jens Köhler		For	For	
17	Ratify Gerhard Kurz		For	For	
18	Ratify André Mandl		For	For	
19	Ratify Dominique Mohabeer		For	For	
20	Ratify Michael Nikolaides		For	For	
21	Ratify Horst Ott		For	For	
22	Ratify Anke Schäferkordt		For	For	
23	Ratify Christoph M. Schmidt		For	For	
24	Ratify Vishal Sikka		For	For	
25	Ratify Sibylle Wankel		For	For	
26	Ratify Johanna Wenckebach		For	For	
27	Appointment of Auditor		For	For	
28	Appointment of Auditor for Sustainability Reporting		For	For	
29	Elect Marc R. Bitzer		For	For	
30	Elect Rachel Empey		For	For	
31	Elect Nicolas Peter as Board Chair		For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses. Board - Vote Against when the audit committee is not sufficiently independent.
32	Elect Anke Schäferkordt		For	For	
33	Elect Christoph M. Schmidt		For	For	
34	Remuneration Report		For	For	
35	Management Board Remuneration Policy		For	For	
36	Supervisory Board Remuneration Policy		For	For	
37	Amendments to Articles (Virtual Meeting)		For	For	
38	Authority to Repurchase and Reissue Shares		For	For	
Budweiser Brewing Company APAC Limited		Meeting Date: 14.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends		For	For	
2	Elect CHENG Yanjun		For	Against	The roles of Chair and CEO are combined and there is no lead independent director.
4	Elect Nelson José Jamel		For	For	
6	Elect Marjorie YANG Mun Tak		For	For	
8	Elect Katherine TSANG King-suen		For	For	
9	Elect Martin Cubbon		For	For	
9	Directors' Fees		For	For	
10	Appointment of Auditor and Authority to Set Fees		For	For	
11	Elect Michel Doukeris		For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
11	Authority to Repurchase Shares		For	For	
12	Authority to Issue Shares w/o Preemptive Rights		For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
12	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed
13	Accounts and Reports		For	For	

Burford Capital Limited		Meeting Date: 14.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Rukia Baruti Dames		For	For	
2	Elect Christopher P. Bogart		For	For	
3	Elect Pamela Corrie		For	For	
4	Elect Robert Gillespie		For	For	
5	Elect Christopher Halmy		For	For	
6	Elect John Sievwright		For	For	
7	Final Dividend		For	For	
8	Ratification of Auditor		For	For	
9	Authority to Set Auditor's Fees		For	For	
10	Accounts and Reports		For	For	
11	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
12	To approve, on an advisory basis, the frequency of future shareholder advisory votes to approve the compensation of the company's named executive officers (say-on-frequency): please vote for on this resolution to approve 1 year		For	For	
13	To approve, on an advisory basis, the frequency of future shareholder advisory votes to approve the compensation of the company's named executive officers (say-on-frequency): please vote for on this resolution to approve 2 years		Do Not Vote	Do Not Vote	
14	To approve, on an advisory basis, the frequency of future shareholder advisory votes to approve the compensation of the company's named executive officers (say-on-frequency): please vote for on this resolution to approve 3 years		Do Not Vote	Do Not Vote	
15	To approve, on an advisory basis, the frequency of future shareholder advisory votes to approve the compensation of the company's named executive officers (say-on-frequency): please vote for on this resolution to approve abstain		Do Not Vote	Do Not Vote	
16	Authority to Issue Shares w/ Preemptive Rights		For	For	
17	Authority to Repurchase Shares		For	For	
18	Approval of the 2025 Omnibus Incentive Compensation Plan		For	For	
19	Amendment to the Deferred Compensation Plan		For	For	
20	Authority to Issue Shares w/o Preemptive Rights		For	For	
21	Authority to Issue Shares w/o Preemptive Rights (Acquisition or Specified Capital Investment)		For	For	

Cathay Pacific Airways Ltd.		Meeting Date: 14.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect Guy Martin Coutts BRADLEY		For	Against	Board is not sufficiently independent
3	Elect Bernard CHAN Charnwut		For	Against	Serves on too many boards; Nominated a director w/ concerning issues; Responsible for lack of board independence
3	Elect MA Chongxian		For	Against	The nominee has attended less than 75% of meetings without a valid excuse.
4	Elect Lily CHENG Ka Lai		For	For	
5	Elect Augustus TANG Kin Wing		For	Against	Nominee is the most recently appointed non-independent director and the board is not sufficiently independent.
6	Elect WANG Xiao Bin		For	For	
8	Appointment of Auditor and Authority to Set Fees		For	For	
8	Authority to Repurchase Shares		For	For	
9	Authority to Issue Shares w/o Preemptive Rights		For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed

Direct Line Insurance Group plc		Meeting Date: 14.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	Against	Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards without sufficient justification.
3	Final Dividend		For	For	
4	Elect Jane Poole		For	For	
5	Elect Tracy Corrigan		For	For	
6	Elect Danuta Gray		For	For	
7	Elect Carol Hagh		For	For	
8	Elect Mark Gregory		For	For	
9	Elect Adrian Joseph		For	For	
10	Elect Mark Lewis		For	For	
11	Elect Fiona McBain		For	For	
12	Elect David Neave		For	For	
13	Elect Gregor Stewart		For	For	
14	Elect Richard C. Ward		For	For	
15	Elect Adam Winslow		For	For	
16	Appointment of Auditor		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
17	Authority to Set Auditor's Fees		For	For	
18	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
19	Authority to Issue Shares w/ Preemptive Rights		For	For	
20	Authority to Issue Shares w/o Preemptive Rights		For	For	
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
22	Authority to Repurchase Shares		For	For	
23	Authority to Set General Meeting Notice Period at 14 Days		For	For	
24	Authority to Issue Restricted Tier 1 Capital Instruments w/ Preemptive Rights		For	For	
25	Authority to Issue Restricted Tier 1 Capital Instruments w/o Preemptive Rights		For	For	

Elevance Health Inc		Meeting Date: 14.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Shareholder Proposal Regarding Diversity and Inclusion Report		Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
2	Elect Susan D. DeVore		For	For	
3	Elect Bahija Jallal		For	For	
4	Elect Ryan M. Schneider		For	For	
4	Advisory Vote on Executive Compensation		For	For	
6	Ratification of Auditor		For	For	

Elite Material Co. Ltd		Meeting Date: 14.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect YIN Chao		For	For	
2	To Lift the Company's Directors Non-Competition		For	For	
3	2024 Business Repot and Financial Statement		For	For	
4	Allocation of Profits		For	For	
5	Amendments to Articles		For	For	
6	Elect DONG Ding-Yu		For	For	
7	Elect TSAI Fei-Lian		For	For	
8	Elect LEE Wen-Shiung		For	For	
9	Elect HSIEH Mon-Chong		For	For	
10	Elect SHEN Bing		For	Against	Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent.
11	Elect CHENG Duen-Chian		For	Against	Non-audit fees exceed audit fees
12	Elect CHEN Hsi-Chia		For	Against	Non-audit fees exceed audit fees
13	Elect CHERN Kai-Yuan		For	For	

Fiserv, Inc.		Meeting Date: 14.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Frank J. Bisignano		For	Withhold	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
2	Elect Stephanie E. Cohen		For	For	
3	Elect Henrique de Castro		For	For	
4	Elect Harry F. DiSimone		For	For	
5	Elect Lance M. Fritz		For	For	
6	Elect Ajei S. Gopal		For	For	
7	Elect Michael P. Lyons		For	For	
8	Elect Wafaa Mamilli		For	For	
9	Elect Doyle R. Simons		For	For	
10	Elect Kevin M. Warren		For	For	
11	Elect Charlotte B. Yarkoni		For	For	
12	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
13	Ratification of Auditor		For	For	
14	Shareholder Proposal Regarding Amendment to Clawback Policy		Against	For	SHP Remuneration - Vote For when shareholder proposal asks for the introduction or improvement of clawback

Gamma Communications Plc		Meeting Date: 14.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Final Dividend		For	For	
3	Remuneration Policy		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	Remuneration Report		For	For	
5	Appointment of Auditor		For	For	
6	Authority to Set Auditor's Fees		For	For	
7	Elect Martin Hellawell		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
8	Elect Andrew Belshaw		For	For	
9	Elect Bill Castell		For	For	
10	Elect Rachel Addison		For	For	
11	Elect Charlotta Ginman		For	For	
12	Elect Shaun Gregory		For	For	
13	Elect Xavier Robert		For	For	
14	Authority to Issue Shares w/ Preemptive Rights		For	For	
15	Authority to Issue Shares w/o Preemptive Rights		For	For	
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
17	Authority to Repurchase Shares		For	For	
18	Adoption of New Articles		For	For	

Hgcapital Trust plc

Meeting Date: 14.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Issue Shares w/ Preemptive Rights		For	For	
2	Authority to Issue Shares w/o Preemptive Rights		For	For	
3	Continuation of Investment Trust		For	For	
4	Amendment to Investment Policy		For	For	
5	Appointment of Auditor		For	For	
6	Authority to Set Auditor's Fees		For	For	
7	Elect Erika Schraner		For	For	
8	Elect Jim M.N. Strang		For	For	
9	Elect John Billowits		For	For	
10	Elect Richard Brooman		For	For	
11	Elect Helena Coles		For	For	
12	Elect Pilar Junco		For	For	
13	Remuneration Report		For	For	
14	Final Dividend		For	For	
15	Accounts and Reports		For	For	
16	Authority to Repurchase Shares		For	For	

Holcim Ltd

Meeting Date: 14.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Compensation Report		For	For	
3	Report on Non-Financial Matters		For	For	
4	Advisory Vote on Climate Report		For	For	Company has ambitious short-, medium- and long-term GHG emissions reduction targets covering all material Scope 1, 2 and 3 GHG emissions. The 20230 and 2050 targets are SBTi-verified in line with 1.5C. The company has detailed decarbonization strategy with quantified milestones for 2030 and demonstrable evidence of decarbonization & actions. The capex plan is primarily focused on CCUS, and this is the main area that could be improved further. Overall we find this to be a robust transition plan
5	Ratification of Board and Management Acts		For	For	
6	Dividend in Kind to Effect Spin-Off of Amrize AG		For	For	
7	Allocation of Profits; Dividend from Reserves		For	For	
8	Cancellation of Shares and Reduction in Share Capital		For	For	
9	Elect Kim Fausing as Board Chair		For	For	
10	Elect Philippe Block		For	For	
11	Elect Leanne Geale		For	For	
12	Elect Catrin Hinkel		For	For	
13	Elect Naïna Lal Kidwai		For	For	
14	Elect Ilias Läber		For	For	
15	Elect Michael H. McGarry		For	For	
16	Elect Claudia Sender Ramírez		For	For	
17	Elect Adolfo Orive		For	For	
18	Elect Sven Schneider		For	For	
19	Elect Ilias Läber as Nominating, Compensation and Governance Committee Member		For	For	
20	Elect Michael H. McGarry as Nominating, Compensation and Governance Committee Member		For	For	
21	Elect Claudia Sender Ramírez as Nominating, Compensation and Governance Committee Member		For	For	
22	Elect Leanne Geale as Nominating, Compensation and Governance Committee Member		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
23	Appointment of Auditor		For	For	
24	Appointment of Independent Proxy		For	For	
25	Board Compensation		For	For	
26	Executive Compensation (Total)		For	For	
27	Transaction of Other Business		N/A	Against	Granting unfettered discretion is unwise

JSE Limited

Meeting Date: 14.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Thevendrie Brewer		For	For	
1	Approve NEDs' Fees		For	For	
2	Elect Thabo P. Leeuw		For	For	
4	Re-elect Phuthuma Nhleko		For	For	
4	Re-elect Ben J. Kruger		For	For	
5	Appointment of Auditor		For	Against	Audit fees are excessive.
6	Election of Audit Committee Chair (Zarina B.M. Bassa)		For	For	
8	Election of Audit Committee Member (Faith N. Khanyile)		For	For	
8	Election of Audit Committee Member (Thevendrie Brewer)		For	For	
10	Election of Sustainability Committee Chair (Siobhan Cleary)		For	For	
11	Election of Sustainability Committee Member (Faith N. Khanyile)		For	For	
12	Election of Sustainability Committee Member (Thabo P. Leeuw)		For	For	
12	Authorisation of Legal Formalities		For	For	
13	Authority to Repurchase Shares		For	For	
14	Approve Remuneration Policy		For	For	
16	Approve Remuneration Implementation Report		For	For	
17	Approve Financial Assistance (Sections 44 and 45)		For	For	

Keller

Meeting Date: 14.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect David Burke		For	For	
2	Elect Juan Hernández Abrams		For	For	
3	Authority to Set General Meeting Notice Period at 14 Days		For	For	
4	Elect Annette Kelleher		For	For	
5	Elect Baroness Kate Rock		For	For	
6	Elect Michael Speakman		For	For	
7	Authority to Issue Shares w/ Preemptive Rights		For	For	
8	Authority to Issue Shares w/o Preemptive Rights		For	For	
9	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
10	Authority to Repurchase Shares		For	For	
11	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
12	Authority to Set Auditor's Fees		For	For	
13	Elect Carl-Peter Forster		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
14	Elect Stephen A. King		For	For	
15	Elect Paula Bell		For	For	
16	Accounts and Reports		For	For	
17	Remuneration Report		For	For	
18	Final Dividend		For	For	
19	Appointment of Auditor		For	For	

NIOX Group Plc

Meeting Date: 14.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Final Dividend		For	For	
4	Elect Ian Johnson		For	For	
5	Elect Johnathan Emms		For	For	
6	Elect Garry Watts		For	For	
7	Elect Sharon Curran		For	For	
8	Elect Nicholas H.B. Mills		For	For	
9	Elect Robert Naylor		For	For	
10	Elect Sarah Duncan		For	For	
11	Appointment of Auditor		For	For	
12	Authority to Set Auditor's Fees		For	For	
13	Authority to Issue Shares w/ Preemptive Rights		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Authority to Issue Shares w/o Preemptive Rights		For	For	
15	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
16	Authority to Repurchase Shares		For	For	
17	Adoption of New Articles		For	For	

Prudential plc	Meeting Date: 14.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
3	Elect Shriti Vadera		For	For	
4	Appointment of Auditor		For	For	
6	Elect Anil Wadhvani		For	For	
6	Elect Arijit Basu		For	For	
7	Elect Jeremy Anderson		For	For	
7	Elect Sock Koong Chua		For	For	
9	Remuneration Report		For	For	
10	Elect Ming Lu		For	For	
11	Elect George D. Sartorel		For	For	
12	Elect Mark Saunders		For	For	
13	Elect Claudia Süßmuth Dyckerhoff		For	For	
13	Authority to Issue Repurchased Shares		For	For	
15	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
16	Authority to Repurchase Shares		For	For	
17	Elect Jeanette Wong		For	For	
17	Authority to Issue Shares w/ Preemptive Rights		For	For	
18	Elect Yok Tak Amy Yip		For	For	
19	Authority to Issue Shares w/o Preemptive Rights		For	For	
20	Authority to Set Auditor's Fees		For	For	
21	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
22	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Savills plc	Meeting Date: 14.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Policy		For	For	
3	Remuneration Report		For	For	
4	Final Dividend		For	For	
5	Elect Stacey Cartwright		For	For	
6	Elect Mark Ridley		For	For	
7	Elect Simon Shaw		For	For	
8	Elect Florence Tondou-Melique		For	For	
9	Elect Richard Orders		For	For	
10	Elect Marcus Sperber		For	For	
11	Elect Dana G. Roffman		For	For	
12	Elect Philip Lee		For	For	
13	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
14	Authority to Repurchase Shares		For	For	
15	Authority to Set General Meeting Notice Period at 14 Days		For	For	
16	Authority to Issue Shares w/ Preemptive Rights		For	For	
17	Authority to Issue Shares w/o Preemptive Rights		For	For	
18	Appointment of Auditor		For	For	
19	Authority to Set Auditor's Fees		For	For	
20	Elect John Waters		For	For	
21	Elect Adriana Karaboutis		For	For	

Spirax Group Plc	Meeting Date: 14.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Final Dividend		For	For	
3	Appointment of Auditor		For	Against	The tenure of the auditor is excessive.
4	Remuneration Report		For	For	
5	Increase in NED Fee Cap		For	For	
6	Authority to Set Auditor's Fees		For	Against	The tenure of the auditor is excessive.
7	Elect Timothy R. Cobbold		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Elect Louisa Burdett		For	For	
9	Elect Nimesh Patel		For	For	
10	Elect Angela Archon		For	For	
11	Elect Constance Baroude		For	For	
12	Elect Peter I. France		For	For	
13	Elect Richard Gillingwater		For	For	
14	Elect Caroline A. Johnstone		For	For	
15	Elect Jane Kingston		For	For	
16	Elect Kevin Thompson		For	For	
17	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
18	Scrip Dividend		For	For	
19	Authority to Issue Shares w/ Preemptive Rights		For	For	
20	Authority to Issue Shares w/o Preemptive Rights		For	For	
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
22	Authority to Repurchase Shares		For	For	
23	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Spire Healthcare Group Plc

Meeting Date: 14.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Final Dividend		For	For	
4	Elect Jill Anderson		For	For	
5	Elect Justin Ash		For	For	
6	Elect Paula Bobbett		For	For	
7	Elect Natalie A. Ceeney		For	For	
8	Elect Sir Ian Cheshire		For	For	
9	Elect Jenny Kay		For	For	
10	Elect Harbant Samra		For	For	
11	Elect Clifford Shearman		For	For	
12	Elect David Sloman		For	For	
13	Elect Ronnie van der Merwe		For	For	
14	Elect Debbie White		For	For	
15	Appointment of Auditor		For	Against	The tenure of the auditor is excessive.
16	Authority to Set Auditor's Fees		For	Against	The tenure of the auditor is excessive.
17	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
18	Authority to Issue Shares w/ Preemptive Rights		For	For	
19	Authority to Issue Shares w/o Preemptive Rights		For	For	
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
21	Authority to Repurchase Shares		For	For	
22	Authority to Set General Meeting Notice Period at 14 Days		For	For	
23	Adoption of New Articles		For	For	

Tencent Holdings Ltd.

Meeting Date: 14.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
2	Directors' Fees		For	For	
3	Elect LI Dong Sheng		For	Against	Board - Vote Against when the nominating committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent.
3	Appointment of Auditor and Authority to Set Fees		For	For	
4	Elect YANG Siu Shun		For	For	
4	Authority to Issue Shares w/o Preemptive Rights		For	For	
8	Authority to Repurchase Shares		For	For	

TP ICAP Group plc

Meeting Date: 14.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Set General Meeting Notice Period at 14 Days		For	For	
2	Accounts and Reports		For	For	
3	Remuneration Report		For	For	
4	Remuneration Policy		For	For	
5	Final Dividend		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Elect Richard Berliand		For	For	
7	Elect Nicolas Breteau		For	For	
8	Elect Kathleen Cates		For	For	
9	Elect Tracy Clarke		For	For	
10	Elect Angela Crawford-Ingle		For	For	
11	Elect Michael Heaney		For	For	
12	Elect Mark Hemsley		For	For	
13	Elect Philip Price		For	For	
14	Elect Robin Stewart		For	For	
15	Elect Yok Tak Amy Yip		For	For	
16	Appointment of Auditor		For	For	
17	Authority to Set Auditor's Fees		For	For	
18	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
19	Approval of Executive Share Plan		For	For	
20	Approval of Equity Deferred Plan		For	For	
21	Approval of Global Employee Share Purchase Plan		For	For	
22	Approval of Amendments to Savings-Related Share Option Plan		For	For	
23	Authority to Issue Shares w/ Preemptive Rights		For	For	
24	Authority to Issue Shares w/o Preemptive Rights		For	For	
25	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
26	Authority to Repurchase Shares		For	For	
27	Amendments to Articles (NED Fees)		For	For	
28	Authority to Hold Treasury Shares		For	For	

Universal Music Group N.V.

Meeting Date: 14.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
2	Accounts and Reports		For	For	
3	Allocation of Dividends		For	For	
4	Ratification of Executives' Acts		For	For	
5	Ratification of Non-Executives' Acts		For	For	
6	Elect Vincent Vallejo to the Board of Directors		For	For	
7	Elect Sherry Lansing to the Board of Directors		For	For	
8	Elect Haim Saban to the Board of Directors		For	For	
9	Elect Luc Van Os to the Board of Directors		For	Against	Board - Vote Against when the chair of the audit committee is not independent.
10	Executive Remuneration Policy		For	Against	Remuneration - Vote Against when the policy provides severance packages that exceed market best practice
11	Authority to Repurchase Shares		For	For	
12	CANCELLATION OF SHARES		For	For	

Valeura Energy Inc

Meeting Date: 14.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect W. Sean Guest		For	For	
2	Elect Timothy R. Marchant		For	Withhold	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses
3	Elect James D. McFarland		For	Withhold	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
4	Elect Russell J. Hiscock		For	For	
5	Elect Timothy N. Chapman		For	For	
6	Elect Lina Lee		For	For	
7	Elect Anna Green		For	For	
8	Elect Chalermchai Mahagitsiri		For	For	
9	Appointment of Auditor and Authority to Set Fees		For	For	

Veralto Corp

Meeting Date: 14.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Daniel L. Comas		For	For	
2	Elect Walter G. Lohr, Jr.		For	Against	An uncontested election uses the plurality voting standard without a resignation policy.
3	Elect John T. Schwieters		For	For	
4	Elect Cindy L. Wallis-Lage		For	For	
5	Ratification of Auditor		For	For	
6	Advisory Vote on Executive Compensation		For	For	
7	Repeal of Classified Board		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Elimination of Supermajority Requirement		For	For	

Vistry Group Plc

Meeting Date: 14.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase Shares		For	For	
2	Capital Reduction		For	For	
3	Remuneration Report		For	For	
4	Elect Greg Fitzgerald		For	For	
5	Elect Tim Lawlor		For	For	
6	Elect Rowan Baker		For	For	
7	Elect Helen Owers		For	For	
8	Elect Usman Nabi		For	For	
9	Elect Paul W. Whetsell		For	For	
10	Elect Robert S. Woodward		For	For	
11	Elect Alice Woodwark		For	For	
12	Appointment of Auditor		For	For	
13	Authority to Set Auditor's Fees		For	For	
14	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
15	Authority to Issue Shares w/ Preemptive Rights		For	For	
16	Authority to Issue Shares w/o Preemptive Rights		For	For	
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
18	Authority to Set General Meeting Notice Period at 14 Days		For	For	
19	Accounts and Reports		For	For	

Adidas AG

Meeting Date: 15.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends		For	For	
2	Ratification of Management Board Acts		For	For	
3	Ratification of Supervisory Board Acts		For	For	
4	Remuneration Report		For	Against	Remuneration - Vote Against when severance packages are awarded that exceed market best practice
5	Elect Thomas Rabe to the Supervisory Board		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
6	Increase in Authorised Capital 2025/I		For	For	
7	Increase in Authorised Capital 2025/II		For	For	
8	Amendments to Articles (Virtual Meetings)		For	Against	Changes to Company Statutes - Vote Against when the Company has requested the right to hold a virtual-only meeting.
9	Appointment of Auditor		For	For	
10	Appointment of Auditor for Sustainability Reporting		For	For	

Adyen NV

Meeting Date: 15.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report		For	For	
2	Accounts and Reports		For	For	
3	Ratification of Management Board Acts		For	For	
4	Ratification of Supervisory Board Acts		For	For	
5	Elect Steven C. Van Wyk to the Supervisory Board		For	For	
6	Authority to Issue Shares w/ Preemptive Rights		For	For	
7	Authority to Suppress Preemptive Rights		For	For	
8	Authority to Repurchase Shares		For	For	
9	Appointment of Auditor		For	For	
10	Appointment of Auditor for Sustainability Reporting		For	For	

Aixtron SE

Meeting Date: 15.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends		For	For	
2	Ratification of Management Board Acts		For	For	
3	Ratification of Supervisory Board Acts		For	For	
4	Remuneration Report		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
5	Elect Ingo Bank		For	For	
6	Elect Stefan Traeger		For	For	
7	Appointment of Auditor		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Appointment of Auditor for Sustainability Reporting		For	For	
9	Amendments to Articles (Virtual Meeting)		For	Against	Changes to Company Statutes - Vote Against when the Company has requested the right to hold a virtual-only meeting.

Bridgepoint Group plc

Meeting Date: 15.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	Against	Long term awards are not linked to performance.
3	Remuneration Policy		For	Against	Long term awards are not linked to performance.
4	Appointment of Auditor		For	For	
5	Authority to Set Auditor's Fees		For	For	
6	Final Dividend		For	For	
7	Elect Raoul Hughes		For	For	
8	Elect Ruth Prior		For	For	
9	Elect Angeles Garcia-Poveda		For	For	
10	Elect Carolyn McCall		For	For	
11	Elect Archie Norman		For	For	
12	Elect Tim Score		For	For	
13	Elect Cyrus Taraporevala		For	Against	The nominee serves as the Audit Committee Chair and the Audit Committee has no financial experts.
14	Authority to Issue Shares w/ Preemptive Rights		For	For	
15	Authority to Issue Shares w/o Preemptive Rights		For	For	
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
17	Authority to Repurchase Shares		For	For	
18	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Cheniere Energy Inc.

Meeting Date: 15.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect G. Andrea Botta		For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses. Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
2	Elect Jack A. Fusco		For	For	
3	Elect Patricia K. Collawn		For	For	
4	Elect Brian E. Edwards		For	For	
5	Elect Denise Gray		For	For	
6	Elect Lorraine Mitchelmore		For	For	
7	Elect W. Benjamin Moreland		For	For	
8	Elect Donald F. Robillard, Jr.		For	For	
9	Elect Matthew Runkle		For	For	
10	Elect Neal A. Shear		For	For	
11	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the company has single trigger change in control provisions that are not legacy based.
12	Ratification of Auditor		For	For	

Computacenter

Meeting Date: 15.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report		For	For	
2	Remuneration Policy		For	Against	Potential for excessive payouts
3	Final Dividend		For	For	
4	Elect Pauline Campbell		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
5	Elect René Carayol		For	For	
6	Elect Philip W. Hulme		For	For	
7	Elect Kelly L. Kuhn		For	For	
8	Elect Simon McNamara		For	For	
9	Elect Ljiljana Mitic		For	For	
10	Elect Mike J. Norris		For	For	
11	Elect Peter J. Ogden		For	For	
12	Elect Adam Walker		For	For	
13	Appointment of Auditor		For	For	
14	Authority to Set Auditor's Fees		For	For	
15	Approval of the Employee Share Plan		For	Against	Potential for excessive payouts
16	Authority to Issue Shares w/ Preemptive Rights		For	For	
17	Authority to Issue Shares w/o Preemptive Rights		For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
19	Authority to Repurchase Shares		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
20	Authority to Set General Meeting Notice Period at 14 Days		For	For	
21	Accounts and Reports		For	For	
Eurocell Plc		Meeting Date: 15.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Michael I. Scott		For	For	
2	Elect Will Truman		For	For	
3	Elect Darren Waters		For	For	
4	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
5	Authority to Issue Shares w/ Preemptive Rights		For	For	
6	Authority to Issue Shares w/o Preemptive Rights		For	For	
7	Deferred Share Plan		For	For	
8	Approval of the Save As You Earn Scheme		For	For	
9	Elect Derek Mapp		For	For	
10	Elect Iraj Amiri		For	For	
11	Accounts and Reports		For	For	
12	Final Dividend		For	For	
13	Appointment of Auditor		For	For	
14	Authority to Set Auditor's Fees		For	For	
15	Remuneration Report		For	For	
16	Remuneration Policy		For	Against	The executive directors hold shares for less than two years upon leave.
17	Performance Share Plan		For	For	
18	Authority to Set General Meeting Notice Period at 14 Days		For	For	
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
20	Authority to Repurchase Shares		For	For	
21	Elect Alison Littley		For	For	
22	Elect Angela Rushforth		For	For	
Games Workshop Group plc		Meeting Date: 15.05.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Policy		For	Against	The executive directors hold shares for less than two years upon leave; Remuneration - Vote Against when substantial one-off payments are made without performance criteria.
2	Share Awards Plan		For	Against	Concerning pay practices; not in the best interests of shareholders
Lloyds Banking Group plc		Meeting Date: 15.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase Preference Shares		For	For	
2	Authority to Set General Meeting Notice Period at 14 Days		For	For	
3	Authority to Issue Regulatory Capital Convertible Instruments w/o Preemptive Rights		For	For	
4	Authority to Repurchase Shares		For	For	
5	Accounts and Reports		For	For	
6	Elect Robin F. Budenberg		For	For	
7	Elect Charles Alan Nunn		For	For	
8	Elect Nathan Bostock		For	For	
9	Elect William Chalmers		For	For	
10	Elect Sarah C. Legg		For	For	
11	Elect Amanda Mackenzie		For	For	
12	Elect Harmeem Mehta		For	For	
13	Elect Cathy Turner		For	For	
14	Elect Scott Wheway		For	For	
15	Elect Catherine Woods		For	For	
16	Remuneration Report		For	For	
17	Final Dividend		For	For	
18	Appointment of Auditor		For	For	
19	Authority to Set Auditor's Fees		For	For	
20	Amendment of Dilution Limits for Incentive Plans		For	For	
21	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes.
22	Authority to Issue Shares w/ Preemptive Rights		For	For	
23	Authority to Issue Regulatory Capital Convertible Instruments w/ Preemptive Rights		For	For	
24	Authority to Issue Shares w/o Preemptive Rights		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
25	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
Marsh & McLennan Cos., Inc.		Meeting Date: 15.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Lloyd M. Yates		For	For	
2	Advisory Vote on Executive Compensation		For	For	
3	Ratification of Auditor		For	For	
4	Amendment to the 2020 Incentive and Stock Award Plan		For	For	
5	Elect Morton O. Schapiro		For	For	
6	Elect Jan Siegmund		For	For	
7	Elect Jane Holl Lute		For	For	
8	Elect Steven A. Mills		For	For	
9	Elect Anthony K. Anderson		For	For	
10	Elect John Q. Doyle		For	For	
11	Elect H. Edward Hanway		For	For	
12	Elect Judith Hartmann		For	For	
13	Elect Deborah C. Hopkins		For	For	
14	Elect Tamara Ingram		For	For	
Martin Marietta Materials, Inc.		Meeting Date: 15.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Dorothy M. Ables		For	For	
2	Elect Sue W. Cole		For	For	
3	Elect Anthony R. Foxx		For	For	
4	Elect John J. Koraleski		For	For	
5	Elect Mary T. Mack		For	For	
6	Elect C. Howard Nye		For	For	
7	Elect Laree E. Perez		For	For	
8	Elect Thomas H. Pike		For	For	
9	Elect Donald W. Slager		For	For	
10	Elect David C. Wajsgras		For	For	
11	Ratification of Auditor		For	For	
12	Advisory Vote on Executive Compensation		For	For	
13	Approval of the 2025 Employee Stock Purchase Plan		For	For	
Motorola Solutions Inc		Meeting Date: 15.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Gregory Q. Brown		For	Against	Board - Vote Against when the company does not take adequate steps to mitigate their human rights impacts and is linked to social controversies
2	Elect Nicole Anasenes		For	For	
3	Elect Kenneth D. Denman		For	For	
4	Elect Ayanna M. Howard		For	For	
5	Elect Elizabeth Mann		For	For	
6	Elect Gregory K. Mondre		For	For	
7	Elect Joseph M. Tucci		For	For	
8	Ratification of Auditor		For	For	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
9	Advisory Vote on Executive Compensation		For	Against	
Next plc.		Meeting Date: 15.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Final Dividend		For	For	
4	Elect Jonathan Blanchard		For	For	
5	Elect Jonathan Bewes		For	For	
6	Elect Venetia Butterfield		For	For	
7	Elect Soumen Das		For	For	
8	Elect Tom Hall		For	For	
9	Elect Tristia Harrison		For	For	
10	Elect Richard Papp		For	For	
11	Elect Michael J. Roney		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity
12	Elect Jane Shields		For	For	
13	Elect Jeremy Stakol		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Elect Amy Stirling		For	For	
15	Elect Simon Wolfson		For	For	
16	Appointment of Auditor		For	For	
17	Authority to Set Auditor's Fees		For	For	
18	Long-Term Incentive Plan		For	For	
19	Authority to Issue Shares w/ Preemptive Rights		For	For	
20	Authority to Issue Shares w/o Preemptive Rights		For	For	
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
22	Authority to Repurchase Shares		For	For	
23	Authority to Repurchase Shares (Off-Market)		For	For	
24	Amendments to Articles (NED fees)		For	For	
25	Authority to Set General Meeting Notice Period at 14 Days		For	For	
26	Shareholder Proposal Regarding Report on Wage Policies		Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues

NN Group NV

Meeting Date: 15.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report		For	For	
2	Accounts and Reports		For	For	
3	Allocation of Dividends		For	For	
4	Ratification of Management Board Acts		For	For	
5	Ratification of Supervisory Board Acts		For	For	
6	Elect Inga K. Beale to the Supervisory Board		For	For	
7	Elect Rob Lelieveld to the Supervisory Board		For	For	
8	Elect Cecilia Reyes Leuzinger to the Supervisory Board		For	For	
9	Supervisory Board Remuneration Policy		For	For	
10	Appointment of Auditor for Sustainability Reporting (FY2025)		For	For	
11	Appointment of Auditor (FY2026-2029)		For	For	
12	Appointment of Auditor for Sustainability Reporting (FY2026-2029)		For	For	
13	Authority to Issue Shares w/ Preemptive Rights		For	For	
14	Authority to Suppress Preemptive Rights		For	For	
15	Additional Authority to Issue Shares w/ Preemptive Rights (Right Issue)		For	For	
16	Authority to Repurchase Shares		For	For	
17	Cancellation of Shares		For	For	

O'Reilly Automotive, Inc.

Meeting Date: 15.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Increase in Authorized Common Stock		For	For	
2	Ratification of Auditor		For	For	
3	Shareholder Proposal Regarding Amendment to Clawback Policy		Against	For	SHP Remuneration - Vote For when shareholder proposal asks for the introduction or improvement of clawback
4	Elect Greg Henslee		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses
5	Elect David E. O'Reilly		For	For	
6	Elect Fred Whitfield		For	For	
7	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when remuneration arrangements include single-trigger change-of-control provisions
8	Elect Dana M. Perlman		For	For	
9	Elect Maria A. Sastre		For	For	
10	Elect Gregory D. Johnson		For	For	
11	Elect John R. Murphy		For	For	
12	Elect Thomas T. Hendrickson		For	For	
13	Elect Kimberly A. deBeers		For	For	

Otis Worldwide Corp

Meeting Date: 15.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Shareholder Proposal Regarding Political Contributions and Expenditures Report		Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
2	Elect Thomas A. Bartlett		For	For	
3	Elect Jeffrey H. Black		For	For	
4	Elect Jill C. Brannon		For	For	
5	Elect Nelda J. Connors		For	For	
6	Elect Kathy Hopinkah Hannan		For	For	
7	Elect Shailesh G. Jejurikar		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Elect Christopher J. Kearney		For	For	
9	Elect Judith F. Marks		For	For	
10	Elect Margaret M.V. Preston		For	For	
11	Elect Shelley Stewart, Jr.		For	For	
12	Elect John H. Walker		For	For	
13	Advisory Vote on Executive Compensation		For	Against	Remuneration - Fails the remuneration framework assessment on a critical factor.
14	Ratification of Auditor		For	For	

Tata Steel Ltd.	Meeting Date: 15.05.2025	Meeting Type: Special
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Related Party Transactions (Tata Steel Minerals Canada Limited and IOC Sales Limited)		For	For	
3	Related Party Transactions (Tata BlueScope Steel Private Limited)		For	For	
3	Related Party Transactions (Neelachal Ispat Nigam Limited and T S Global Procurement Company Pte. Limited)		For	For	
4	Related Party Transactions (Jamshedpur Continuous Annealing & Processing Company Private Limited - Operational Transaction)		For	For	
4	Related Party Transactions (Tata Steel IJmuiden BV and Wupperman Staal Nederland B.V.)		For	For	
5	Related Party Transactions (Jamshedpur Continuous Annealing & Processing Company Private Limited - Financial Transaction)		For	For	
6	Related Party Transactions (The Tata Power Company Limited)		For	For	
7	Related Party Transactions (TM International Logistics Limited)		For	For	
7	Related Party Transactions (Tata International West Asia DMCC)		For	For	
8	Related Party Transactions (Tata International Limited)		For	For	
9	Related Party Transactions (Tata International Singapore Pte. Limited)		For	For	
12	Related Party Transactions (Tata Motors Limited and Posh Metal Industries Private Limited)		For	For	
12	Related Party Transactions (Tata Projects Limited)		For	For	
13	Related Party Transactions (Tata Capital Limited)		For	For	
13	Related Party Transactions (TSMUK Limited and Tata Steel Minerals Canada Limited)		For	For	
14	Related Party Transactions (Neelachal Ispat Nigam Limited)		For	For	
15	Related Party Transactions (Tata Steel Downstream Products Limited and Tata Motors Limited)		For	For	
16	Related Party Transactions (T S Global Procurement Company Pte. Limited and Tata International Singapore Pte. Limited)		For	For	
18	Related Party Transactions (Tata Steel UK Limited and Tata International West Asia DMCC)		For	For	
18	Related Party Transactions (Tata Steel Minerals Canada Limited and T S Global Procurement Company Pte. Limited)		For	For	

Wanhua Chemical Group Co. Ltd.	Meeting Date: 15.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Specific Authorization to Handle the Share Repurchase		For	For	
2	Source of the Funds to Be Used for the Share Repurchase		For	For	
4	Method of the Share Repurchase		For	For	
5	Time Limit of the Share Repurchase		For	For	
5	Arrangements for Prevention of Infringement upon Creditors' Rights		For	For	
5	Elect QI Guishan		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
6	2024 Annual Accounts Reports		For	For	
6	Arrangement for Cancellation or Transfer of the Repurchased Shares According to Laws and Regulations		For	For	
8	Implementing Results of 2024 Investment Plan and 2025 Investment Plan Report		For	Against	The company has not provided sufficient information.
8	2024 ANNUAL REPORT		For	For	
9	2024 Directors' Report		For	For	
12	2024 Supervisors' Report		For	For	
13	2024 Independent Directors' Report		For	For	
13	REAPPOINTMENT OF AUDIT FIRM		For	For	
14	Payment of Audit Fees		For	For	
15	Performance of the Continuing Connected Transaction Agreement by the Company and Related Parties		For	For	
16	2025 GUARANTEE PLAN		For	Against	Guarantees exceed net assets
17	Application for Further Registration of Debt Financing Instruments as a Non-financial Enterprise upon Maturity		For	For	
18	2024 Profit Distribution Plan		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
18	2025 Bond Issue Plan		For	For	
19	Amendments to Articles		For	For	
20	Objective of the Share Repurchase		For	For	
21	Type of Shares to Be Repurchased		For	For	
24	Purpose, Number and Percentage to the Total Capital of Shares to Be Repurchased and Total Amount of Funds		For	For	
25	Determination of the Company's Main Business and Responsibilities		For	Against	The company has not provided sufficient information.
26	Price or Price Range of Shares to Be Repurchased and the Pricing Principles		For	For	
26	Elect WANG Hao		For	For	

Westinghouse Air Brake Technologies Corp

Meeting Date: 15.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Juan R. Perez		For	For	
2	Advisory Vote on Executive Compensation		For	For	
3	Elect Ann R. Klee		For	For	
4	Elect Albert J. Neupaver		For	For	
5	Ratification of Auditor		For	For	

BioNTech SE

Meeting Date: 16.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends (FY 2024)		For	For	
2	Ratification of Management Board Acts		For	For	
3	Ratification of Supervisory Board Acts		For	For	
4	Appointment of Auditor		For	For	
5	Appointment of Auditor for Sustainability Reporting		For	For	
6	Remuneration Report		For	Against	Remuneration - Fails the remuneration framework assessment on structure, transparency and accountability.
7	Increase in Authorized Capital		For	For	

Derwent London Plc

Meeting Date: 16.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Final Dividend		For	For	
4	Elect Lucinda Bell		For	For	
5	Elect Mark Breuer		For	For	
6	Elect Nigel Q. George		For	For	
7	Elect Helen Gordon		For	For	
8	Elect Madeleine McDougall		For	For	
9	Elect Emily Prideaux		For	For	
10	Elect Sanjeev Sharma		For	For	
11	Elect Robert Wilkinson		For	For	
12	Elect Paul M. Williams		For	For	
13	Elect Damian M.A. Wisniewski		For	For	
14	Appointment of Auditor		For	Against	The tenure of the auditor is excessive.
15	Authority to Set Auditor's Fees		For	Against	The tenure of the auditor is excessive.
16	Authority to Issue Shares w/ Preemptive Rights		For	For	
17	Authority to Issue Shares w/o Preemptive Rights		For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
19	Authority to Repurchase Shares		For	For	
20	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Intercontinental Exchange Inc

Meeting Date: 16.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sharon Y. Bowen		For	For	
2	Elect Shantella E. Cooper		For	For	
3	Elect Duriya M. Farooqui		For	For	
4	Elect Lord Hague of Richmond		For	For	
5	Elect Mark F. Mulhern		For	For	
6	Elect Thomas E. Noonan		For	For	
7	Elect Caroline L. Silver		For	For	
8	Elect Jeffrey C. Sprecher		For	For	
9	Elect Judith A. Sprieser		For	For	
10	Elect Martha A. Tirinnanzi		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Advisory Vote on Executive Compensation		For	For	
12	Adopt Voting Limitations for Regulatory Compliance		For	For	
13	Ratification of Auditor		For	For	

Michelin	Meeting Date: 16.05.2025	Meeting Type: Mix
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Consolidated Accounts and Reports		For	For	
4	Special Auditors Report on Regulated Agreements		For	For	
5	Authority to Repurchase and Reissue Shares		For	For	
6	2025 Remuneration Policy (Managers)		For	For	
7	2025 Remuneration Policy (Supervisory Board)		For	For	
8	2024 Remuneration Report		For	For	
9	2024 Remuneration of Florent Menegaux, General Managing Partner and CEO		For	For	
10	2024 Remuneration of Yves Chapot, General Manager		For	For	
11	2024 Remuneration of Barbara Dalibard, Supervisory Board Chair		For	For	
12	Elect Wolf-Henning Scheider		For	For	
13	2025 Supervisory Board's Fees		For	For	
14	Authority to Cancel Shares and Reduce Capital		For	For	
15	Authorisation of Legal Formalities		For	For	

SSY Group Limited	Meeting Date: 16.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Elect QU Jiguang		For	Against	The roles of Chair and CEO are combined and there is no lead independent director.
3	Elect SU Xuejun		For	Against	Board is not sufficiently independent
4	Elect QU Wanrong		For	For	
5	Elect CHOW Kwok Wai		For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the nominating committee is not sufficiently independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the remuneration committee is not sufficiently independent.
6	Directors' Fees		For	For	
7	Appointment of Auditor and Authority to Set Fees		For	For	
8	Allocation of Profits/Dividends		For	For	
9	Authority to Issue Shares w/o Preemptive Rights		For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
10	Authority to Repurchase Shares		For	For	
11	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed

Thales S.A.	Meeting Date: 16.05.2025	Meeting Type: Mix
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Consolidated Accounts and Reports		For	For	
2	Accounts and Reports; Non Tax-Deductible Expenses		For	For	
3	Allocation of Profits/Dividends		For	For	
4	Ratification of Co-Option of Valérie Guillemet		For	Against	Board - Vote Against when the nominating committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent.
5	Elect Bernard Fontana		For	Against	Board - Vote Against when the audit committee is not sufficiently independent.
6	Elect Delphine Gény-Stephann		For	For	
7	Elect Anne Rigail		For	For	
8	Elect Philippe Lépinay as Employee Shareholder Representative		For	For	
9	Appointment of Auditor for Sustainability Reporting (PwC)		For	For	
10	2024 Remuneration of Patrice Caine, Chair and CEO		For	For	
11	2024 Remuneration Report		For	For	
12	2025 Remuneration Policy (Chair and CEO)		For	Against	Concerning pay practices; Potential for excessive payouts; Amendment is not in best interests of shareholders
13	2025 Remuneration Policy (Board of Directors)		For	For	
14	Authority to Repurchase and Reissue Shares		For	For	
15	Authority to Issue Restricted Shares (Chair and CEO)		For	Against	Concerning pay practices; Potential for excessive payouts; Plan is not in best interests of shareholders
16	Authority to Cancel Shares and Reduce Capital		For	For	
17	Authorisation of Legal Formalities		For	For	

Vesuvius Plc		Meeting Date: 16.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Elect Carla J. Bailo		For	For	
3	Elect Mark Collis		For	For	
4	Elect Italia Boninelli		For	For	
5	Elect Patrick André		For	For	
6	Elect Friederike Helfer		For	For	
7	Elect Eva Lindqvist		For	For	
8	Elect Carl-Peter Forster		For	For	
9	Elect Dinggui Gao		For	For	
10	Elect Robert J. MacLeod		For	For	
11	Appointment of Auditor		For	For	
12	FINAL DIVIDEND		For	For	
13	Remuneration Report		For	For	
14	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
15	Authority to Repurchase Shares		For	For	
16	Authority to Set General Meeting Notice Period at 14 Days		For	For	
17	Amendments to Articles (NED fees)		For	For	
18	Authority to Issue Shares w/ Preemptive Rights		For	For	
19	Authority to Issue Shares w/o Preemptive Rights		For	For	
20	Authority to Set Auditor's Fees		For	For	
21	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes

Ayvens		Meeting Date: 19.05.2025		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Consolidated Accounts and Reports		For	For	
2	Accounts and Reports; Non Tax-Deductible Expenses		For	For	
3	Allocation of Profits/Dividends		For	For	
4	Special Auditors Report on Regulated Agreements		For	For	
5	Elect Delphine Garcin-Meunier		For	Against	Board - Vote Against when the audit committee is not sufficiently independent. Board - Vote Against when the nomination committee is not sufficiently independent.
6	Elect Benoît Grisoni		For	For	
7	Elect Xavier Pascal Durand		For	For	
8	Ratification of the Co-option of Clara Levy-Barouch		For	For	
9	Non-Renewal of Alternate Auditor (Deloitte)		For	For	
10	2024 Remuneration Report		For	For	
11	2024 Remuneration of Tim Albertsen, CEO		For	Against	Increase is excessive
12	2024 Remuneration of John Saffrett, Deputy CEO		For	Against	Increase is excessive
13	2025 Remuneration Policy (CEO and Deputy CEO)		For	For	
14	2025 Remuneration Policy (Board of Directors)		For	For	
15	Remuneration of Identified Staff		For	For	
16	Authority to Repurchase and Reissue Shares		For	For	
17	Authority to Cancel Shares and Reduce Capital		For	For	
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights		For	Against	Potentially excessive debt
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights		For	Against	Potentially excessive debt
20	Authority to Issue Shares Through Private Placement		For	Against	Potentially excessive debt
21	Greenshoe		For	Against	Potentially excessive debt
22	Authority to Increase Capital Through Capitalisations		For	For	
23	Authority to Increase Capital in Consideration for Contributions In Kind		For	For	
24	Employee Stock Purchase Plan		For	For	
25	Amendments to Articles Regarding Company Purpose		For	For	
26	Amendments to Articles Regarding Board Powers		For	For	
27	Amendments to Articles		For	For	
28	Authorisation of Legal Formalities		For	For	

Eternal Ltd.		Meeting Date: 19.05.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendment to Foreign Investor Restrictions		For	For	

Genuit Group Plc		Meeting Date: 19.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Lisa Scenna		For	For	
2	Elect Louise Brooke-Smith		For	For	
3	Elect Bronagh Kennedy		For	For	
4	Appointment of Auditor		For	Against	The tenure of the auditor is excessive.
5	Authority to Set Auditor's Fees		For	Against	The tenure of the auditor is excessive.
6	Authority to Issue Shares w/ Preemptive Rights		For	For	
7	Authority to Issue Shares w/o Preemptive Rights		For	For	
8	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
9	Authority to Repurchase Shares		For	For	
10	Authority to Set General Meeting Notice Period at 14 Days		For	For	
11	Elect Kevin J. Boyd		For	For	
12	Elect Shatish Dasani		For	For	
13	Accounts and Reports		For	For	
14	Remuneration Report		For	For	
15	Final Dividend		For	For	
16	Elect Joe Vorih		For	For	
17	Elect Tim Pullen		For	For	

Haidilao International Holding Ltd		Meeting Date: 19.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase Shares		For	For	
3	Elect ZHANG Junjie		For	For	
3	Appointment of Auditor and Authority to Set Fees		For	Against	Audit fees are excessive.
4	Directors' Fees		For	For	
5	Accounts and Reports		For	For	
6	Allocation of Profits/Dividends		For	For	
6	Authority to Issue Shares w/o Preemptive Rights		For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
8	Elect LI Peng		For	For	
9	Elect GOU Yiqun		For	For	
10	Elect GAO Jie		For	For	
11	Elect SONG Qing		For	For	
12	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed; Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision
13	Elect QI Daqing		For	Against	Board - Vote Against when the company has either high exposure to deforestation risk commodities while failing to have adequate policies to mitigate this risk or it has been involved in severe deforestation-linked controversies.

Harworth Group Plc		Meeting Date: 19.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Set Auditor's Fees		For	For	
2	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
3	Accounts and Reports		For	For	
4	Final Dividend		For	For	
5	Elect Alastair D. Lyons		For	For	
6	Elect Lynda Shillaw		For	Against	Board - Vote Against when the nomination committee is not sufficiently independent.
7	Elect Kitty Patmore		For	For	
8	Elect Angela Bromfield		For	For	
9	Elect Lisa Scenna		For	For	
10	Elect Patrick O'Donnell		For	For	
11	Elect Marzia Zafar		For	For	
12	Elect Martyn Bowes		For	For	
13	Remuneration Report		For	Against	Long term awards are not linked to performance.
14	Remuneration Policy		For	For	
15	Appointment of Auditor		For	For	
16	Authority to Issue Shares w/o Preemptive Rights		For	For	
17	Authority to Repurchase Shares		For	For	
18	Authority to Issue Shares w/ Preemptive Rights		For	For	
19	Amendment to the Restricted Share Plan		For	For	
20	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Kweichow Moutai Co Ltd		Meeting Date: 19.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Directors' Report		For	For	
2	2024 Supervisors' Report		For	For	
3	2024 Independent Directors' Report		For	For	
4	2024 ANNUAL REPORT AND ITS SUMMARY		For	For	
6	Appointment of 2025 Audit Firm and Internal Control Audit Firm		For	Against	Audit fees are excessive.
7	2024 ANNUAL ACCOUNTS REPORT		For	For	
7	2024 Allocation of Profits		For	For	
8	2025 FINANCIAL BUDGET PLAN		For	For	
9	Elect ZHOU Xue as Non-Independent Director		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.

Republic Services, Inc.		Meeting Date: 19.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Manuel Kadre		For	For	
2	Elect Michael A. Duffy		For	For	
3	Elect Thomas W. Handley		For	Against	Board - Vote Against when the chair of the remuneration committee is not independent.
4	Elect Jennifer M. Kirk		For	For	
5	Elect Michael Larson		For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
6	Elect N. Thomas Linebarger		For	For	
7	Elect Meg Reynolds		For	For	
8	Elect James P. Snee		For	For	
9	Elect Brian S. Tyler		For	For	
10	Elect Jon Vander Ark		For	For	
11	Elect Sandra M. Volpe		For	For	
12	Elect Katharine B. Weymouth		For	For	
13	Advisory Vote on Executive Compensation		For	For	
14	Ratification of Auditor		For	For	

Shanghai BOCHU Electronic Technology Corporation L		Meeting Date: 19.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 INTERNAL CONTROL EVALUATION REPORT		For	For	
2	2024 Supervisors' Report		For	For	
3	REMUNERATION PLAN FOR DIRECTORS		For	For	
4	2024 Directors' Report		For	For	
4	REMUNERATION PLAN FOR SUPERVISORS		For	For	
6	2024 Profit Distribution Plan		For	For	
8	2024 ANNUAL REPORT AND ITS SUMMARY		For	For	
8	SPECIAL REPORT ON THE DEPOSIT AND USE OF RAISED FUNDS IN 2024		For	For	
9	2024 ANNUAL ACCOUNTS REPORT		For	For	

Zijin Mining Group Co., Ltd.		Meeting Date: 19.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report		For	For	
1	Board Authorization to Formulate Profit Distribution Proposal		For	For	
1	Extension of the Validity Period for the Issuance of A Share Convertible Corporate Bonds to Non-Specific Investors		For	For	
2	Remuneration of the Executive Directors and Chairman of the Supervisory Committee		For	For	
2	Extension of the Validity Period of Authorization to the Board		For	For	
3	Supervisors' Report		For	For	
5	Accounts and Reports		For	Against	Board - Vote Against when the company does not take adequate steps to mitigate their human rights impacts and is linked to social controversies.
6	Independent Directors' Report		For	For	
8	Annual Report		For	For	
8	Allocation of Profits/Dividends		For	For	
10	Authority to Give Guarantees		For	For	
11	Appointment of Auditor and Authority to Set Fees		For	For	
11	Development of Futures and Derivative Trading Businesses of Subsidiaries		For	For	
13	Authority to Issue Debt Financing Instruments		For	For	
14	Report on the Use of Proceeds Previously Raised		For	For	
14	Authority to Issue A and/or H Shares w/o Preemptive Rights		For	Against	Capital Management - Vote Against when the proposed issuance is not in the best interests of minority shareholders.

Zijin Mining Group Co., Ltd.		Meeting Date: 19.05.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Extension of the Validity Period for the Issuance of A Share Convertible Corporate Bonds to Non-Specific Investors		For	For	
1	Extension of the Validity Period of Authorization to the Board		For	For	

Baillie Gifford Shin Nippon plc		Meeting Date: 20.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Claire Finn		For	For	
2	Elect Abigail Rotheroe		For	For	
3	Elect Jamie Skinner		For	For	
4	Elect Kevin Troup		For	For	
5	Elect Sethu Vijayakumar		For	For	
6	Appointment of Auditor		For	For	
7	Authority to Set Auditor's Fees		For	For	
8	Authority to Issue Shares w/ Preemptive Rights		For	For	
9	Authority to Issue Shares w/o Preemptive Rights		For	For	
10	Authority to Repurchase Shares		For	For	
11	Cancellation of Company's Share Premium Account		For	For	
12	Accounts and Reports		For	For	
13	Remuneration Report		For	For	
14	Final Dividend		For	For	

China Resources Beer (Holdings) Company Limited		Meeting Date: 20.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect ZHAO Chunwu		For	For	
4	Elect WANG Chengwei		For	Against	Nominee is the most recently appointed non-independent director and the board is not sufficiently independent.
5	Elect Henry Stephen LAI Hin Wing		For	For	
6	Elect Bernard CHAN Charnwut		For	Against	Board - Vote Against when the nominating committee is not sufficiently independent.
7	Directors' Fees		For	For	
8	Appointment of Auditor and Authority to Set Fees		For	For	
9	Authority to Repurchase Shares		For	For	
10	Authority to Issue Shares w/o Preemptive Rights		For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
11	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed

Chinasoft International Limited		Meeting Date: 20.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Elect TANG Zhenming		For	For	
3	Elect ZHANG Yaqin		For	For	
4	Elect MO Lai Lan		For	Against	Audit committee met an insufficient number of times
5	Directors' Fees		For	For	
6	Appointment of Auditor and Authority to Set Fees		For	For	
7	Authority to Issue Shares w/o Preemptive Rights		For	For	
8	Authority to Repurchase Shares		For	For	
9	Allocation of Profits/Dividends		For	For	

China Tower Corporation Limited		Meeting Date: 20.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Appointment of Auditor and Authority to Set Fees		For	For	
3	Elect CHENG Jianjun		For	For	
4	Authority to Issue Debt Financing Instruments		For	For	
5	Authority to Issue Shares w/o Preemptive Rights		For	Against	excessively dilutive and issue price discount is not disclosed
6	Allocation of Profits/Dividends		For	For	
7	2025 Interim Profit Distribution Plan		For	For	

Dong-E-E-Jiao Co.Ltd		Meeting Date: 20.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	2024 ANNUAL REPORT AND ITS SUMMARY		For	For	
3	2024 Supervisors' Report		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	2025 Estimated Amount of Continuing Connected Transactions		For	For	
5	2024 Profit Distribution Plan		For	For	
6	2024 Annual Accounts Reports and 2025 Financial Budget Report		For	For	
7	2024 Directors' Report		For	For	
8	Implementing Results of 2025 Total Wages Budget		For	For	
9	Investment in Financial Wealth Management Products		For	For	
9	REAPPOINTMENT OF AUDIT FIRM		For	For	
11	By-Elect YU Xiaohui as Non-Independent Director		For	For	
13	The 1st Phase Restricted Stock Incentive Plan (2nd Revised Draft) and Its Summary		For	For	
14	2025 Interim Profit Distribution Plan		For	For	
14	Appraisal Implementation and Management Measures for the 1st Phase Restricted Stock Incentive Plan (2nd Revision)		For	For	
15	Appraisal Management Measures for the 1st Phase Restricted Stock Incentive Plan (Revised Draft)		For	For	
15	Authorization to the Board to Handle Matters Regarding the First Phase Restricted Stock Incentive Plan		For	For	

FDM Group (Holdings) Plc		Meeting Date: 20.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Set General Meeting Notice Period at 14 Days		For	For	
2	Accounts and Reports		For	For	
3	Remuneration Report		For	For	
4	Final Dividend		For	For	
5	Elect Andrew Brown		For	For	
6	Elect Rod Flavell		For	For	
7	Elect Sheila Flavell		For	For	
8	Elect Alan R. Kinnear		For	For	
9	Elect Bruce Lee		For	For	
10	Elect David Lister		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
11	Elect Michael McLaren		For	For	
12	Elect Rowena Murray		For	For	
13	Elect Jacqueline de Rojas		For	For	
14	Appointment of Auditor		For	Against	The tenure of the auditor is excessive.
15	Authority to Set Auditor's Fees		For	Against	The tenure of the auditor is excessive.
16	Authority to Issue Shares w/ Preemptive Rights		For	For	
17	Authority to Issue Shares w/o Preemptive Rights		For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
19	Authority to Repurchase Shares		For	For	

Goldwind Science & Technology Co. Ltd.		Meeting Date: 20.05.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Type and Number of Shares, Proportion to the Total Share Capital, and Proposed Total Amount of Funds for the Repurchase		For	For	
2	Source of Funds		For	For	
3	Fulfillment of Relevant Conditions		For	For	
4	Methods		For	For	
5	Price or Price Range and Pricing Principle		For	For	
6	PERIOD OF SHARES TO BE REPURCHASED		For	For	
7	PURPOSE AND USE OF SHARES TO BE REPURCHASED		For	For	
8	Authorization Matters		For	For	

Goldwind Science & Technology Co. Ltd.		Meeting Date: 20.05.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	PURPOSE AND USE OF SHARES TO BE REPURCHASED		For	For	
2	Fulfillment of Relevant Conditions		For	For	
3	Methods		For	For	
4	Type and Number of Shares, Proportion to the Total Share Capital, and Proposed Total Amount of Funds for the Repurchase		For	For	
5	Source of Funds		For	For	
6	Price or Price Range and Pricing Principle		For	For	
7	PERIOD OF SHARES TO BE REPURCHASED		For	For	
8	Authorization Matters		For	For	

Hengan International Group Co. Ltd.		Meeting Date: 20.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Issue Repurchased Shares		For	Against	The issue price discount is not disclosed Board is not sufficiently independent Board is not sufficiently independent
2	Elect HUI Ching Chi		For	Against	
3	Elect LI Wai Leung		For	Against	
4	Accounts and Reports		For	For	
5	Allocation of Profits/Dividends		For	For	
6	Elect Theil Paul Marin		For	For	
7	Elect CHEN Chuang		For	For	
8	Directors' Fees		For	For	
9	Appointment of Auditor and Authority to Set Fees		For	For	
10	Authority to Repurchase Shares		For	For	
11	Authority to Issue Shares w/o Preemptive Rights		For	Against	Excessively dilutive and the issue price discount is not disclosed

Inner Mongolia Yili Industrial Group Co. Ltd.		Meeting Date: 20.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 ANNUAL REPORT AND ITS SUMMARY		For	For	
1	Re-Appointment of Auditor		For	Against	Audit fees are excessive.
2	2024 Directors' Report		For	For	
3	2024 Supervisors' Report		For	For	
4	2025 Business Policy and Investment Plan		For	For	
5	2024 Annual Accounts and 2025 Financial Budget		For	For	
7	2024 Profit Distribution Plan		For	For	
8	2024 Independent Directors' Report		For	For	
8	Elect GAO Zhengyu as Non-Independent Director		For	For	
10	Provision of Guarantees by a Subsidiary for Upstream and Downstream Partners		For	Against	Not in shareholders' best interests
11	PROVISION OF GUARANTEE FOR WHOLLY-OWNED SUBSIDIARIES		For	For	
11	PROVISION OF GUARANTEE FOR CONTROLLED SUBSIDIARIES		For	For	
13	PROVISION OF GUARANTEE FOR A COMPANY		For	For	
14	ISSUANCE OF DOMESTIC AND OVERSEAS DEBT FINANCING INSTRUMENTS		For	For	
14	Subsidiary's Futures and Derivatives Hedging Business		For	For	
16	Extension and Settlement of Some Projects Financed with Raised Funds and Use of Surplus Raised Funds		For	For	
16	Amendments to Articles of Association		For	For	

JPMorgan Chase & Co.		Meeting Date: 20.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Linda B. Bammann		For	For	
2	Elect Todd A. Combs		For	For	
3	Elect Alicia Boler Davis		For	For	
4	Elect Virginia M. Rometty		For	For	
5	Elect Brad D. Smith		For	For	
6	Elect Mark A. Weinberger		For	For	
7	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
8	Ratification of Auditor		For	For	
9	Shareholder Proposal Regarding Independent Chair		Against	For	SHP Governance - Vote For when proposal requests independent Board Chairman/Separation of Chair and CEO SHP Environment - Vote For when reasonable shareholder proposals requests companies to prepare and plan for mitigating environmental risks.
10	Shareholder Proposal Regarding Transition Financing Reporting		Against	For	
11	Elect James Dimon		For	For	
12	Elect Alex Gorsky		For	For	
13	Elect Mellody Hobson		For	For	
14	Elect Phebe N. Novakovic		For	For	
15	Elect Michele G. Buck		For	For	
16	Elect Stephen B. Burke		For	For	

Luceo Plc		Meeting Date: 20.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Final Dividend		For	For	
3	Remuneration Report		For	For	
4	Elect Giles Brand		For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
5	Elect Caroline Brown		For	For	
6	Elect John Hornby		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Elect William Hoy		For	For	
8	Elect Tim Surridge		For	For	
9	Elect Pim R.M. Vervaat		For	For	
10	Elect Julia Hendrickson		For	For	
11	Elect Janet Ryan		For	For	
12	Appointment of Auditor		For	Against	The tenure of the auditor is excessive.
13	Authority to Set Auditor's Fees		For	Against	The tenure of the auditor is excessive.
14	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
15	Authority to Issue Shares w/ Preemptive Rights		For	For	
16	Authority to Issue Shares w/o Preemptive Rights		For	For	
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
18	Authority to Repurchase Shares		For	For	
19	Authority to Set General Meeting Notice Period at 14 Days		For	For	

McDonald's Corp

Meeting Date: 20.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Anthony G. Capuano		For	For	
2	Elect Kareem Daniel		For	For	
3	Elect Lloyd H. Dean		For	For	
4	Elect Catherine Engelbert		For	For	
5	Elect Margaret H. Georgiadis		For	For	
6	Elect Michael D. Hsu		For	For	
7	Elect Christopher Kempczinski		For	For	
8	Elect Jennifer Taubert		For	For	
9	Elect Paul S. Walsh		For	For	
10	Elect Amy Weaver		For	For	
11	Elect Miles D. White		For	For	
12	Advisory Vote on Executive Compensation		For	For	
13	Ratification of Auditor		For	For	
14	Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
15	Shareholder Proposal Regarding Assessment of Climate Transition Plan		Against	For	SHP Environment - Vote For when reasonable shareholder proposals requests companies to prepare and plan for mitigating environmental risks.
16	Shareholder Proposal Regarding Eliminating DEI Goals from Compensation Inducements		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.

NOV Inc

Meeting Date: 20.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendment to the Long-Term Incentive Plan		For	For	
2	Elect Clay C. Williams		For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
3	Elect Marcela E. Donadio		For	For	
4	Elect Ben A. Guill		For	For	
5	Elect David D. Harrison		For	For	
6	Elect Christian S. Kendall		For	For	
7	Elect Patricia Martinez		For	For	
8	Elect Patricia B. Melcher		For	For	
9	Elect William R. Thomas		For	For	
10	Elect Robert S. Welborn		For	For	
11	Ratification of Auditor		For	For	
12	Advisory Vote on Executive Compensation		For	For	

Raspberry Pi Holdings Plc

Meeting Date: 20.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Remuneration Policy		For	For	
4	Elect David Gammon		For	For	
5	Elect Rachel Izzard		For	For	
6	Appointment of Auditor		For	For	
7	Authority to Set Auditor's Fees		For	For	
8	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
9	Authority to Repurchase Shares		For	For	
10	Elect Christopher Mairs		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Elect Daniel Labbad		For	For	
12	Elect Richard Boulton		For	For	
13	Elect Sherry Coutu		For	For	
14	Elect Martin Hellawell		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
15	Elect Eben Upton		For	For	
16	Authority to Issue Shares w/ Preemptive Rights		For	For	
17	Authority to Issue Shares w/o Preemptive Rights		For	For	
18	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Shell Plc		Meeting Date: 20.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
1	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
2	Remuneration Report		For	For	
2	Shareholder Proposal Regarding Disclosure Concerning LNG and Climate Commitments		Against	For	
3	Elect Dick Boer		For	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports.
3	Authority to Repurchase Shares		For	For	
4	Authority to Repurchase Shares (Off-Market)		For	For	
5	Elect Ann F. Godbehere		For	For	
5	Elect Leena Srivastava		For	For	
6	Elect Sinead Gorman		For	For	
6	Elect Cyrus Taraporevala		For	For	
7	Elect Jane Holl Lute		For	For	
8	Elect Catherine J. Hughes		For	For	
9	Elect Sir Andrew Mackenzie		For	Against	
9	Appointment of Auditor		For	For	
10	Elect Sir Charles Roxburgh		For	For	
11	Elect Wael Sawan		For	For	
11	Authority to Issue Shares w/ Preemptive Rights		For	For	
12	Elect Abraham Schot		For	For	
16	Authority to Set Auditor's Fees		For	For	
18	Authority to Issue Shares w/o Preemptive Rights		For	For	
20	Elect Neil A.P. Carson		For	For	

Shenzhen Mindray Bio-Medical Electronics Co. Ltd.		Meeting Date: 20.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Directors' Report		For	For	
1	Amendments to Management System for External Investment		For	For	
1	Amendments to Remuneration Management System for Directors, Supervisors and Senior Management Personnel		For	For	
2	2024 Supervisors' Report		For	For	
3	2024 Annual Accounts		For	For	
4	Replenish Working Capital Permanently with Idle Funds		For	For	
6	2024 ANNUAL REPORT AND ITS SUMMARY		For	For	
6	Amendments to Articles		For	For	
7	2024 Sustainability Report		For	For	
7	Amendments to Procedural Rules: Shareholder Meetings		For	For	
9	2025 to 2027 Shareholder Return Plan		For	For	
9	Appointment of 2025 Auditor		For	For	
10	Amendments to Management System for External Guarantees		For	For	
11	Amendments to Management System for Connected Transaction		For	For	
12	Amendments to Procedural Rules: Board Meetings		For	For	
16	2024 Annual Dividend, 2025 First Interim Dividend and Board Authorization to Decide 2025 Other Interim Profit Distribution Plan		For	For	
16	Amendments to Work System for Independent Directors		For	For	

Societe Generale S.A.		Meeting Date: 20.05.2025		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Consolidated Accounts and Reports		For	For	
2	Accounts and Reports; Non Tax-Deductible Expenses		For	For	
3	Allocation of Profits/Dividends		For	For	
4	Special Auditors Report on Regulated Agreements		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	2025 Remuneration Policy (Chair)		For	For	
6	2025 Remuneration Policy (CEO and Deputy CEO)		For	For	
7	2025 Remuneration Policy (Board of Directors)		For	For	
8	2024 Remuneration Report		For	For	
9	2024 Remuneration of Lorenzo Bini Smaghi, Chair		For	For	
10	2024 Remuneration of Slawomir Krupa, CEO		For	For	
11	2024 Remuneration of Philippe Aymerich, Former Deputy CEO (Until October 31, 2024)		For	Against	Poor overall compensation disclosure
12	2024 Remuneration of Pierre Palmieri, Deputy CEO		For	For	
13	Remuneration of Identified Staff		For	For	
14	Elect William L. Connelly		For	For	
15	Elect Henri Poupart-Lafarge		For	For	
16	Elect Olivier Klein		For	For	
17	Elect Ingrid-Helen Arnold		For	For	
18	Elect Sébastien Wetter as Employee Shareholder Representative		For	For	
19	Authority to Repurchase and Reissue Shares		For	For	
20	Employee Stock Purchase Plan		For	For	
21	Amendments to Articles		For	For	
22	Authorisation of Legal Formalities		For	For	

Viva Energy Group Limited		Meeting Date: 20.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report		For	Against	Remuneration - Vote against when remuneration does not adhere to best practice of having clawback in place for LTIP and the STIP.
2	Re-elect Dat Duong		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Board - Vote Against when the audit committee is not sufficiently independent.
3	Re-elect Nicola Wakefield Evans		For	For	
4	Elect Mark Chung		For	For	
5	Equity Grant (MD/CEO Scott Wyatt)		For	For	

Weichai Power Co		Meeting Date: 20.05.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Board Authorization		For	For	
2	Source of Funds		For	For	
3	Repurchase Period		For	For	
4	Method and Pricing		For	For	
5	Type and Amount of Shares to be Repurchased		For	For	
6	Provision of Assured Entitlement for Shareholders in Connection to the Spin-off		For	For	
7	Purpose		For	For	
8	Fulfilment of Conditions		For	For	

Weichai Power Co		Meeting Date: 20.05.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Plan of the Spin-off and Listing of Weichai Lovol		For	For	
2	Compliance of the Listing of Weichai Lovol with Rules for the Spin-off of Listed Companies		For	For	
3	Compliance of Spin-off and Listing of Weichai Lovol with Applicable Regulations		For	For	
4	Proposal of the Spin-off and Listing of Weichai Lovol		For	For	
5	Approve Spin-off and Listing of Weichai Lovol Being Conductive to Safeguarding Shareholders and Creditor Rights		For	For	
6	Approve Company's Ability to Maintain Independence and Sustainable Operation Ability		For	For	
7	Approve Weichai Lovol's Capacity to Regulate Its Operations		For	For	
8	Compliance with Statutory Procedures and Validity of Legal Documents		For	For	
9	Analysis on the Objectives, Commercial Reasonableness, Necessity and Feasibility of Spin-off		For	For	
10	Provision of Assured Entitlement for Shareholders in Connection to the Spin-off		For	For	
11	Board Authorization		For	For	
12	Purpose		For	For	
13	Fulfilment of Conditions		For	For	
14	Method and Pricing		For	For	
15	Type and Amount of Shares to be Repurchased		For	For	
16	SOURCE OF FUNDS		For	For	
17	REPURCHASE PERIOD		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
18	Board Authorization		For	For	
360 One Wam Ltd.		Meeting Date: 20.05.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Preferential Issuance of Warrants w/o Preemptive Rights		For	For	
Impax Environmental Markets Plc		Meeting Date: 20.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report		For	For	
2	Dividend Policy		For	For	
3	Elect Glen Suarez		For	For	
4	Elect Stephanie Eastment		For	For	
5	Accounts and Reports		For	For	
6	Authority to Set Auditor's Fees		For	For	
7	Authority to Issue Shares w/ Preemptive Rights		For	For	
8	Continuation of Investment Trust		For	For	
9	Authority to Issue Shares w/o Preemptive Rights		For	For	
10	Authority to Repurchase Shares		For	For	
11	Authority to Set General Meeting Notice Period at 14 Days		For	For	
12	Elect Guy R. Walker		For	For	
13	Appointment of Auditor		For	For	
14	Elect Aine Kelly		For	For	
15	Elect Elizabeth Surkovic		For	For	
4imprint Group plc		Meeting Date: 21.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kevin Lyons-Tarr		For	For	
2	Elect Paul S. Moody		For	For	
3	Elect Jaz Rabadia		For	For	
4	Elect Christina D. Southall		For	For	
5	Authority to Issue Shares w/ Preemptive Rights		For	For	
6	Authority to Issue Shares w/o Preemptive Rights		For	For	
7	Authority to Repurchase Shares		For	For	
8	Authority to Set General Meeting Notice Period at 14 Days		For	For	
9	Special Dividend		For	For	
10	Elect Lindsay Beardsell		For	For	
11	Elect Michelle Marie Brukwicki		For	For	
12	Elect John Gibney		For	For	
13	Accounts and Reports		For	For	
14	Remuneration Report		For	Against	Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards without sufficient justification.
15	Final Dividend		For	For	
16	Appointment of Auditor		For	For	
17	Authority to Set Auditor's Fees		For	For	
Airtac International Group		Meeting Date: 21.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Business Report and Financial Statements		For	For	
2	2024 Earnings Distribution		For	For	
3	Elect WANG Shih Chung		For	For	
4	Elect LAN Shun Cheng		For	For	
5	Elect WANG Hai Ming		For	For	
6	Elect LI Huai Wen		For	For	
7	Elect CHEN Jui Lung		For	For	
8	Elect TSAO Yung Hsiang		For	For	
9	Elect HSIAO Hsiang Ming		For	For	
10	Elect RENN Jyh Chyang		For	For	
11	Release of Non-Competition Restrictions		For	For	
12	Elect CHOU Tse Yi		For	For	
13	Amendments to Articles of Association		For	For	
14	Elect LIN Ken Mao		For	For	
15	Elect HUANG Yi Wen		For	For	

Align Technology, Inc.		Meeting Date: 21.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elimination of Supermajority Requirement		For	For	
2	Amendment to the 2005 Incentive Plan		For	For	
3	Advisory Vote on Adoption of Right to Call a Special Meeting		For	For	
4	Shareholder Proposal Regarding Right to Call Special Meetings		Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
5	Advisory Vote on Executive Compensation		For	For	
6	Ratification of Auditor		For	For	
7	Elect Andrea L. Saia		For	For	
8	Elect Susan E. Siegel		For	For	
9	Elect C. Raymond Larkin, Jr.		For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
10	Elect George J. Morrow		For	For	
11	Elect Anne M. Myong		For	For	
12	Elect Mojdeh Poul		For	For	
13	Elect Joseph M. Hogan		For	For	
14	Elect Joseph Lacob		For	For	
15	Elect Kevin T. Conroy		For	For	
16	Elect Kevin J. Dallas		For	For	

Alpha Services and Holdings S.A.		Meeting Date: 21.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Dividends		For	For	
3	Use of Reserves for Profit Distribution (Company's Personnel and Group Employees)		For	For	
4	Ratification of Board and Auditor's Acts		For	For	
5	Appointment of Auditor and Authority to Set Fees; Appointment of Auditor for Sustainability Reporting		For	For	
6	Remuneration Report		For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability
7	Directors' Fees (FY2024)		For	For	
8	Directors' Fees (FY2025)		For	For	
9	Maximum Variable Pay Ratio		For	For	
10	Remuneration Policy		For	For	
11	Amendments to Suitability Policy		For	For	
12	Early Termination of Authority to Repurchase Shares		For	For	
13	Authority to Repurchase Shares		For	For	
14	Amendments to 2023-2027 Stock Award Plan		For	For	
15	Board Transactions		For	For	

Amazon.com Inc.		Meeting Date: 21.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jeffrey P. Bezos		For	For	
2	Elect Andrew R. Jassy		For	For	
3	Elect Keith B. Alexander		For	For	
4	Elect Edith W. Cooper		For	For	
5	Elect Jamie S. Gorelick		For	For	
6	Elect Daniel P. Huttenlocher		For	For	
7	Elect Andrew Y. Ng		For	For	
8	Elect Indra K. Nooyi		For	For	
9	Elect Jonathan J. Rubinstein		For	For	
10	Elect Brad D. Smith		For	For	
11	Elect Patricia Q. Stonesifer		For	For	
12	Elect Wendell P. Weeks		For	For	
13	Ratification of Auditor		For	For	
14	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure, and transparency and accountability.
15	Shareholder Proposal Regarding Separation of CEO and Chair Positions		Against	For	SHP Governance - Vote For when the proposal requests an independent board chairman or the separation of chair and CEO roles.
16	Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
17	Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions		Against	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports
18	Shareholder Proposal Regarding Climate Commitments and AI Data Centers		Against	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports
19	Shareholder Proposal Regarding Third-Party Assessment of Board Oversight of AI		Against	For	SHP - Vote For when the proposal requests the company to improve management, oversight and mitigation of risks associated with AI use

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
20	Shareholder Proposal Regarding Report on Plastic Packaging		Against	For	SHP Environment - Vote For when proposal requests sustainability or environmental reports
21	Shareholder Proposal Regarding Report on Working Conditions		Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
22	Shareholder Proposal Regarding Report on Risk of AI Data Sourcing		Against	For	SHP - Vote For when the proposal requests the company to improve management, oversight and mitigation of risks associated with AI use

BeOne Medicines Ltd

Meeting Date: 21.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect Ranjeev Krishana		For	For	
3	Elect Xiaodong Wang		For	For	
3	Elect Qingqing Yi		For	For	
3	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the company has single trigger change in control provisions that are not legacy based.
5	Elect Shalini Sharp		For	For	
6	Ratification of Auditors		For	For	
7	Authority to Set Auditor's Fees		For	For	
8	Approval of a Share Issue Mandate		For	Against	Capital Management - Vote Against when the proposed issuance is not in the best interests of minority shareholders.
8	General Mandate to Repurchase Shares		For	For	
9	Connected Person Placing Authorization		For	Against	Capital Management - Vote Against when the proposed issuance is not in the best interests of minority shareholders.
11	Elect Anthony C. Hooper		For	Against	Board Related - Vote against the chair of the nominating/governance committee if directors are not subject to annual re-election. Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
12	Right to Adjourn Meeting		For	For	

Bodycote Plc

Meeting Date: 21.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Final Dividend		For	For	
3	Elect Daniel Dayan		For	For	
4	Elect Pat Larmon		For	For	
5	Elect Lili Chahbazi		For	For	
6	Elect Kevin J. Boyd		For	For	
7	Elect Cynthia A. Gordon		For	For	
8	Elect Beatriz García-Cos Muntañola		For	For	
9	Elect Jim Fairbairn		For	For	
10	Elect Ben Fidler		For	For	
11	Appointment of Auditor		For	For	
12	Authority to Set Auditor's Fees		For	For	
13	Remuneration Policy		For	For	
14	Remuneration Report		For	For	
15	Authority to Issue Shares w/ Preemptive Rights		For	For	
16	Authority to Issue Shares w/o Preemptive Rights		For	For	
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
18	Authority to Repurchase Shares		For	For	
19	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Bolloré

Meeting Date: 21.05.2025

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Issue Restricted Shares		For	Against	Equity awards to major shareholder
2	Authority to Cancel Shares and Reduce Capital		For	For	
3	Authorisation of Legal Formalities		For	For	
4	Elect Sébastien Bolloré		For	For	
5	Elect Virginie Courtin		For	For	
6	Elect Elsa Berst		For	For	
7	Elect François Thomazeau		For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board – Vote Against when the company has neither an independent chair nor independent lead director. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
8	Appointment of Auditor (AEG Finances)		For	For	
9	Appointment of Alternate Auditor (Institute of Management and Chartered Accountant)		For	For	
10	Authority to Repurchase and Reissue Shares		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	2024 Remuneration Report		For	Against	Insufficient response to shareholder dissent; Excessive compensation; Equity awards to major shareholder; Discretionary awards; Non-executive participation linked to performance.
12	2024 Remuneration of Cyrille Bolloré, Chair and CEO		For	Against	Insufficient response to shareholder dissent; Excessive compensation; Equity awards to major shareholder; Discretionary awards
13	2025 Remuneration Policy (Board of Directors)		For	Against	Equity awards to major shareholder; Insufficient response to shareholder dissent
14	2025 Remuneration Policy (Chair and CEO)		For	Against	Insufficient response to shareholder dissent; Excessive compensation; Equity awards to major shareholder; Discretionary awards
15	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights		For	For	
16	Authority to Increase Capital Through Capitalisations		For	For	
17	Authority to Increase Capital in Consideration for Contributions In Kind		For	Against	Potential dilution exceeds recommended threshold
18	Authority to Increase Capital in Case of Exchange Offers		For	Against	Potential dilution exceeds recommended threshold
19	Employee Stock Purchase Plan		For	For	
20	Elect Cyrille Bolloré		For	For	
21	Elect Yannick Bolloré		For	For	
22	Elect Cédric de Bailliencourt		For	For	
23	Elect Chantal Bolloré		For	For	
24	Accounts and Reports; Non Tax-Deductible Expenses		For	For	
25	Consolidated Accounts and Reports		For	For	
26	Allocation of Profits/Dividends		For	For	
27	Special Auditors Report on Regulated Agreements		For	For	

Chongqing Rural Commercial Bank Co Ltd	Meeting Date: 21.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Related Party Transactions (Chongqing Development Investment Co., Ltd.)		For	Against	Deposit services with a member of the group
2	Elect MA Bao		For	For	
3	Elect DONG Bin		For	For	
4	Elect YUAN Gang		For	For	
5	Annual Report		For	For	
6	Appointment of Auditor and Authority to Set Fees		For	For	
7	Elect LIU Xiaojun		For	For	
8	Related Party Transactions (Chongqing City Construction Investment (Group) Company Limited)		For	Against	Deposit services with a member of the group
9	Related Party Transactions (Chongqing Yufu Capital Operation Group Company Limited)		For	Against	Deposit services with a member of the group
10	Directors' Report		For	For	
11	Supervisors' Report		For	For	
12	Accounts and Reports		For	For	
13	Allocation of Profits/Dividends		For	For	
14	2025 Interim Profit Distribution Plan		For	For	
15	2025 Financial Budget		For	For	

CK Infrastructure Holdings Limited	Meeting Date: 21.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect KAM Hing Lam		For	For	
4	Elect Frank J. Sixt		For	Against	The board is insufficiently independent.
5	Elect CHAN Loi Shun		For	Against	The board is insufficiently independent.
6	Elect KWOK Eva Lee		For	Against	The board is insufficiently independent. Responsible for lack of board independence.Board - Vote Against when the chair of the nominating committee is not independent.
7	Elect Angelina LEE Pui Ling		For	Against	The board is insufficiently independent.
8	Appointment of Auditor and Authority to Set Fees		For	Against	Audit fees are excessive
9	Authority to Issue Shares w/o Preemptive Rights		For	For	
10	Authority to Repurchase Shares		For	For	

Clean Harbors, Inc.	Meeting Date: 21.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Michael L. Battles		For	For	
2	Elect Eric W. Gerstenberg		For	For	
3	Elect Andrea Robertson		For	Withhold	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
4	Elect Lauren C. States		For	For	
5	Elect Robert J. Willett		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
7	Ratification of Auditor		For	For	

Coats Group Plc

Meeting Date: 21.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Final Dividend		For	For	
4	Elect David P. Gosnell		For	For	
5	Elect Sarah Highfield		For	For	
6	Elect Hongyan Echo Lu		For	For	
7	Elect Stephen M. Murray		For	For	
8	Elect Frances P. Philip		For	For	
9	Elect Jakob Sigurdsson		For	For	
10	Elect Hannah Nichols		For	For	
11	Elect David Paja		For	For	
12	Elect Srinivas Phatak		For	For	
13	Appointment of Auditor		For	For	
14	Authority to Set Auditor's Fees		For	For	
15	Authority to Issue Shares w/ Preemptive Rights		For	For	
16	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
17	Authority to Issue Shares w/o Preemptive Rights		For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
19	Authority to Repurchase Shares		For	For	
20	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Equinix, Inc.

Meeting Date: 21.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Nanci E. Caldwell		For	For	
1	Elect Christopher B. Paisley		For	For	
3	Elect Gary F. Hromadko		For	For	
4	Elect Charles Meyers		For	For	
5	Elect Thomas S. Olinger		For	For	
5	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria; Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
6	Elect Adaire Fox-Martin		For	For	
7	Elect Sandra Rivera		For	For	
8	Elect Fidelma Russo		For	For	
10	Amendment to the 2020 Equity Incentive Plan		For	For	
11	Ratification of Auditor		For	For	
12	Shareholder Proposal Regarding Lowering the Threshold for Action by Written Consent		Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights

Essentra Plc

Meeting Date: 21.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Final Dividend		For	For	
4	Elect Rowan Baker		For	For	
5	Elect Steve Good		For	For	
6	Elect Dupsy Abiola		For	For	
7	Elect Kathryn Durrant		For	For	
8	Elect Scott M.T. Fawcett		For	For	
9	Elect Adrian Ian Peace		For	For	
10	Elect Mary Reilly		For	For	
11	Appointment of Auditor		For	For	
12	Authority to Set Auditor's Fees		For	For	
13	Authority to Issue Shares w/ Preemptive Rights		For	For	
14	Authority to Issue Shares w/o Preemptive Rights		For	For	
15	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
16	Authority to Repurchase Shares		For	For	
17	Authority to Set General Meeting Notice Period at 14 Days		For	For	

HK Electric Investments and HK Electric Investment		Meeting Date: 21.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Elect Canning FOK Kin Ning		For	Against	Insider on the compensation committee
3	Elect Deven Arvind KARNIK		For	For	
4	Elect Alex FONG Chi Wai		For	For	
5	Elect Francis LEE Lan Yee		For	For	
6	Elect Donald J. Roberts		For	For	
7	Elect KOH Poh Wah		For	For	
8	Appointment of Auditor and Authority to Set Fees		For	For	
9	Authority to Issue Share Stapled Units w/o Preemptive Rights		For	For	
Ipsen		Meeting Date: 21.05.2025		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2025 Remuneration Policy (CEO and Other Executives)		For	Against	Poor compensation disclosure and poor overall design
2	2024 Remuneration Report		For	For	
3	Authority to Repurchase and Reissue Shares		For	For	
4	Relocation of Corporate Headquarters		For	For	
5	2024 Remuneration of Marc de Garidel, Chair		For	For	
6	2024 Remuneration of David Loew, CEO		For	For	
7	Accounts and Reports		For	For	
8	Consolidated Accounts and Reports		For	For	
9	Allocation of Profits/Dividends		For	For	
10	Special Auditors Report on Regulated Agreements		For	For	
11	Elect David Loew		For	For	
12	Elect Antoine Flochel		For	Against	Board - Vote Against when the chair of the remuneration committee is not independent.
13	Elect Margaret A. Liu		For	For	
14	Elect Karen Witts		For	For	
15	2025 Directors' Fees		For	For	
16	2025 Remuneration Policy (Board of Directors)		For	For	
17	2025 Remuneration Policy (Chair)		For	For	
18	Authority to Issue Shares and Convertible Debt Through Private Placement		For	Against	Debt amounts not disclosed and excessively dilutive
19	Greenshoe		For	Against	Excessively dilutive
20	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights		For	Abstain	Debt amounts not disclosed
21	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and to Increase Capital In Case of Exchange Offer		For	Against	Debt amounts not disclosed and excessively dilutive
22	Authority to Cancel Shares and Reduce Capital		For	For	
23	Authority to Increase Capital Through Capitalisations		For	For	
24	Authority to Increase Capital in Consideration for Contributions In Kind		For	Against	Excessively dilutive
25	Employee Stock Purchase Plan		For	For	
26	Authority to Grant Stock Options		For	Against	Poor compensation disclosure
27	Amendments to Articles Regarding Written Consultations		For	For	
28	Amendments to Articles Regarding Board Meetings		For	For	
29	Amendments to Articles Regarding Annual General Meetings		For	For	
30	Authorisation of Legal Formalities		For	For	
JTC Plc		Meeting Date: 21.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Final Dividend		For	For	
4	Appointment of Auditor		For	For	
5	Authority to Set Auditor's Fees		For	For	
6	Elect Mike J. Liston		For	For	
7	Elect Nigel A. Le Quesne		For	For	
8	Elect Martin Fotheringham		For	For	
9	Elect Wendy Holley		For	For	
10	Elect Dermot Mathias		For	For	
11	Elect Michael Gray		For	For	
12	Elect Erika Schraner		For	For	
13	Elect May Knight		For	For	
14	Elect Dawn Marriott		For	For	
15	Authority to Issue Shares w/ Preemptive Rights		For	For	
16	Authority to Issue Shares w/o Preemptive Rights		For	For	
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
18	Authority to Repurchase Shares		For	For	
Mondelez International Inc.		Meeting Date: 21.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Ertharin Cousin		For	For	
2	Elect Cees t' Hart		For	For	
3	Elect Nancy McKinstry		For	Against	Board - Vote Against when there are concerns that one or more nominees lack sufficient time to effectively carry out their role in light of their external commitments
4	Elect Brian J. McNamara		For	For	
5	Elect Jorge S. Mesquita		For	For	
6	Elect Patrick T. Siewert		For	For	
7	Elect Paula A. Price		For	For	
7	Elect Michael A. Todman		For	For	
8	Elect Jane Hamilton Nielsen		For	For	
10	Elect Dirk Van de Put		For	For	
11	Shareholder Proposal Regarding Report on Recyclability Claims		Against	Against	SHP - Vote Against when the company sufficiently addresses the concerns raised by the topic of the proposal.
12	Approval of the Global Employee Stock Purchase Matching Plan		For	For	
13	Ratification of Auditor		For	For	
14	Shareholder Proposal Regarding Third-Party Assessment of Supplier Code of Conduct Due Diligence Process		Against	For	SHP Social - Vote For when the proposal requests the company to report on their compliance with international human rights standards.
16	Advisory Vote on Executive Compensation		For	For	
17	Shareholder Proposal Regarding Report on Plastic Packaging		Against	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports.
17	Shareholder Proposal Regarding Third-Party Assessment of Human Rights Policy for Conflict-Affected and High-Risk Areas		Against	For	SHP Social - Vote For when the proposal requests the company to report on their compliance with international human rights standards.
18	Shareholder Proposal Regarding Lobbying Activity Alignment with Net Zero Goal		Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
MTR Corporation Ltd.		Meeting Date: 21.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase Shares		For	For	
2	Accounts and Reports		For	For	
3	Allocation of Profits/Dividends		For	For	
4	Elect Rex AU YEUNG Pak-kuen		For	Against	Board - Vote Against when the nominating committee is not sufficiently independent.
5	Elect Jacob KAM Chak-pui		For	For	
6	Elect CHENG Yan-kee		For	For	
7	Elect Sunny LEE Wai Kwong		For	For	
8	Elect Jimmy NG Wing Ka		For	For	
9	Elect Carlson TONG		For	For	
10	Elect IR SHEN Shuk-ching		For	For	
11	Appointment of Auditor and Authority to Set Fees		For	For	
12	Authority to Issue Shares w/o Preemptive Rights		For	For	
Orange		Meeting Date: 21.05.2025		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles Regarding General Meetings		For	For	
2	Amendments to Article Regarding Alternate Statutory Auditors		For	For	
3	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights		For	Abstain	Debt amounts not disclosed
4	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights		For	Abstain	Debt amounts not disclosed
5	Authority to Issue Shares and Convertible Debt Through Private Placement		For	Abstain	Debt amounts not disclosed
6	Greenshoe		For	Abstain	Debt amounts not disclosed
7	Authority to Increase Capital in Case of Exchange Offers		For	Abstain	Debt amounts not disclosed
8	Authority to Increase Capital in Consideration for Contributions In Kind		For	Abstain	Debt amounts not disclosed
9	Global Ceiling on Capital Increases		For	For	
10	Authority to Issue Performance Shares		For	For	
11	Employee Stock Purchase Plan		For	For	
12	Authority to Increase Capital Through Capitalisations		For	For	
13	Authority to Cancel Shares and Reduce Capital		For	For	
14	Authorisation of Legal Formalities		For	For	
15	Shareholder Proposal A Regarding Equity Remuneration for Employees		Against	Against	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
16	Shareholder Proposal B Regarding Limit on Board Memberships for the Chair		Against	Against	
17	Accounts and Reports		For	For	
18	Consolidated Accounts and Reports		For	For	
19	Allocation of Profits/Dividends		For	For	
20	Special Auditors Report on Regulated Agreements		For	For	
21	Elect Nadia Zak-Calvet (Employee Shareholder Representative)		For	For	
22	Elect Bpifrance Participations (Thierry Sommelet)		For	For	
23	2024 Remuneration Report		For	For	
24	2024 Remuneration of Christel Heydemann, CEO		For	For	
25	2024 Remuneration of Jacques Aschenbroich, Chair		For	For	
26	2025 Remuneration Policy (CEO)		For	For	
27	2025 Remuneration Policy (Chair)		For	For	
28	2025 Remuneration Policy (Board of Directors)		For	For	
29	Authority to Repurchase and Reissue Shares		For	For	
30	Amendments to Articles Regarding Written Consultation		For	For	

Panoro Energy ASA

Meeting Date: 21.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Election of Presiding Chair		For	For	
2	Minutes		For	For	
3	Notice of Meeting; Agenda		For	For	
4	Accounts and Reports; Authority to Distribute Dividends		For	For	
5	Directors' Fees		For	For	
6	Nomination Committee Fees		For	For	
7	Authority to Set Auditor's Fees		For	For	
8	Remuneration Report		For	For	
9	Authority to Issue Shares (Incentive Programs)		For	For	
10	Authority to Issue Shares w/ or w/o Preemptive Rights		For	For	
11	Authority to Repurchase Shares		For	For	
12	Elect Julien Balkany		For	For	
13	Elect Torstein Sanness		For	For	
14	Elect Alexandra Herger		For	For	
15	Elect Gunvor Ellingsen		For	For	
16	Elect Christophe Salmon		For	For	
17	Elect Fredrik Sneve to the Nomination Committee		For	For	
18	Elect Jakob Iqbal to the Nomination Committee		For	For	
19	Elect Grace Reksten Skaugen to the Nomination Committee		For	For	
20	Amendments to Articles (New Art. 9 Redemption of Shares)		For	For	

Partners Group Holding

Meeting Date: 21.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Appointment of Auditor		For	For	
2	Transaction of Other Business		N/A	Against	Granting unfettered discretion is unwise
3	Elect Alfred Gantner		For	For	
4	Ratification of Board and Management Acts		For	For	
4	Elect Anne Lester		For	For	
5	Elect Gaëlle Olivier		For	For	
6	Board Compensation		For	For	
6	Elect Urs Wietlisbach		For	For	
7	Accounts and Reports		For	For	
7	Board Compensation (Long-Term)		For	For	
8	Report on Non-Financial Matters		For	For	
9	Allocation of Dividends		For	For	
9	Executive Compensation (Fixed)		For	For	
10	Executive Compensation (Long-Term)		For	For	
11	Compensation Report		For	For	
11	Executive Compensation (Technical Non-Financial)		For	For	
12	Elect Steffen Meister as Board Chair		For	For	
13	Elect Urban Angehrn		For	For	
14	Board Compensation (Technical Non-Financial)		For	For	
20	Elect Marcel Erni		For	For	
21	Elect Flora Zhao		For	For	
22	Elect Flora Zhao as Nominating and Compensation Committee Member		For	For	
22	Elect Gaëlle Olivier as Nominating and Compensation Committee Member		For	For	
23	Elect Anne Lester as Nominating and Compensation Committee Member		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
25	Appointment of Independent Proxy		For	For	
Phillips 66		Meeting Date: 21.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Dissident Nominee Brian Coffman		Do Not Vote	For	The “Streamline66” plan proposed by the dissident warrants our support and the dissident nominees bring relevant expertise and skills to the board.
2	Elect Dissident Nominee Sigmund Cornelius		Do Not Vote	For	The “Streamline66” plan proposed by the dissident warrants our support and the dissident nominees bring relevant expertise and skills to the board.
3	Elect Dissident Nominee Michael Heim		Do Not Vote	For	The “Streamline66” plan proposed by the dissident warrants our support and the dissident nominees bring relevant expertise and skills to the board.
4	Elect Dissident Nominee Stacy Nieuwoudt		Do Not Vote	For	Support for dissident value creation proposition is warranted and the nominee brings relevant expertise and skills to the board.
5	Elect Management Nominee A. Nigel Hearne		Do Not Vote	Withhold	The “Streamline66” plan proposed by the dissident warrants our support and the dissident nominees bring relevant expertise and skills to the board.
6	Elect Management Nominee John Lowe		Do Not Vote	Withhold	The “Streamline66” plan proposed by the dissident warrants our support and the dissident nominees bring relevant expertise and skills to the board.
7	Elect Management Nominee Robert Pease		Do Not Vote	Withhold	The “Streamline66” plan proposed by the dissident warrants our support and the dissident nominees bring relevant expertise and skills to the board.
8	Elect Management Nominee Howard Ungerleider		Do Not Vote	Withhold	The “Streamline66” plan proposed by the dissident warrants our support and the dissident nominees bring relevant expertise and skills to the board.
9	Repeal of Classified Board		Do Not Vote	For	
10	Advisory Vote on Executive Compensation		Do Not Vote	For	
11	Frequency of Advisory Vote on Executive Compensation		Do Not Vote	1 Year	
12	Ratification of Auditor		Do Not Vote	For	
13	Shareholder Proposal Regarding Annual Director Elections		Do Not Vote	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
Power Assets Holdings Limited		Meeting Date: 21.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles		For	For	
2	Accounts and Reports		For	For	
3	Allocation of Profits/Dividends		For	For	
4	Elect CHAN Loi Shun		For	For	
5	Elect Albert IP Yuk Keung		For	For	
6	Elect KOH Poh Wah		For	For	
7	Elect Alexander LEUNG Hong Shun		For	For	
8	Appointment of Auditor and Authority to Set Fees		For	Against	Audit fees are excessive
9	Authority to Issue Shares w/o Preemptive Rights		For	For	
10	Authority to Repurchase Shares		For	For	
Stelrad Group Plc		Meeting Date: 21.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Final Dividend		For	For	
2	Elect Bob Ellis		For	For	
3	Elect Trevor Harvey		For	For	
4	Elect Katherine Innes Ker		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
5	Elect Nicola Bruce		For	For	
6	Elect Martin Payne		For	For	
7	Elect Edmund Lazarus		For	For	
8	Elect Nicholas Armstrong		For	For	
9	Elect Leigh Wilcox		For	For	
10	Appointment of Auditor		For	For	
11	Authority to Set Auditor's Fees		For	For	
12	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
13	Authority to Issue Shares w/ Preemptive Rights		For	For	
14	Amendment to the Long Term Incentive Plan		For	For	
15	Amendment to the Deferred Share Bonus Plan		For	For	
16	Authority to Issue Shares w/o Preemptive Rights		For	For	
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
18	Authority to Repurchase Shares		For	For	
19	Remuneration Report		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
20	Remuneration Policy		For	For	
21	Accounts and Reports		For	For	
22	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Telenor ASA

Meeting Date: 21.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Notice of Meeting; Agenda		For	For	
2	Minutes		For	For	
3	Accounts and Reports; Allocation of Profits and Dividends		For	For	
4	Approval of Group Contribution to Subsidiary		For	For	
5	Authority to Set Auditor's Fees		For	For	
6	Remuneration Policy		For	For	
7	Elect John Gordon Bernander		For	For	
8	Elect Heidi Finskas		For	For	
9	Elect Hanne Nordgaard		For	For	
10	Elect Kurt Kristoffersen		For	For	
11	Elect Widar Salbuviik		For	For	
12	Elect Silvija Seres		For	For	
13	Elect Lisbeth Karin Nærø		For	For	
14	Elect Trine Sæther Romuld		For	For	
15	Elect Maalfrid Brath		For	For	
16	Elect Elin Myrmel-Johansen (Deputy)		For	For	
17	Elect Randi Marjamaa (Deputy)		For	For	
18	Elect Anette Hjertø (Deputy)		For	For	
19	Election of Nomination Committee Member		For	For	
20	Elect Anette Hjertø to the Nomination Committee		For	For	
21	Corporate Assembly Fees; Nomination Committee Fees		For	For	
22	Appointment of Auditor		For	For	
23	Elect Nils Bastiansen		For	For	
24	Authority to Repurchase Shares		For	For	
25	Amendments to Articles		For	For	
26	Remuneration Report		For	Against	Insufficient response to shareholder dissent and significant base salary on appointment.
27	Authority to Repurchase Shares (Employee Share Purchase Plan)		For	For	

Teleperformance

Meeting Date: 21.05.2025

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Consolidated Accounts and Reports		For	For	
3	Allocation of Profits/Dividends		For	For	
4	Severance Agreement, Bhupender Singh, Former Deputy CEO		For	For	
5	Non-Compete Agreement, Thomas Mackenbrock, Deputy CEO		For	For	
6	2024 Remuneration Report		For	For	
7	2024 Remuneration of Daniel Julien, CEO		For	For	
8	2024 Remuneration of Moulay Hafid Elalamy, Chair (Since August 28, 2024)		For	For	
9	2024 Remuneration of Bhupender Singh, Former Deputy CEO (Until August 28, 2024)		For	For	
10	2024 Remuneration of Thomas Mackenbrock, Deputy CEO (Since October 1, 2024)		For	For	
11	2024 Remuneration of Olivier Rigaudy, CFO and Deputy CEO		For	For	
12	2025 Remuneration Policy (Board of Directors)		For	For	
13	2025 Remuneration Policy (Chair)		For	For	
14	2025 Remuneration Policy (CEO)		For	Against	Excessive compensation
15	2025 Remuneration Policy (Deputy CEO)		For	For	
16	2025 Remuneration Policy (CFO and Deputy CEO)		For	For	
17	Elect Pauline Ginestié		For	For	
18	Elect Kevin Niu		For	For	
19	Elect Mehdi Ghissassi		For	For	
20	Elect Vera Songwe		For	For	
21	Non-Renewal of Jean Guez		For	For	
22	Authority to Repurchase and Reissue Shares		For	For	
23	Amendment to the 2023 Long-Term Incentive Plan		For	Against	Pay for performance disconnect and not in shareholders' interest
24	Authority to Cancel Shares and Reduce Capital		For	For	
25	Authority to Increase Capital Through Capitalisations		For	For	
26	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights		For	For	
27	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
28	Authority to Issue Shares and Convertible Debt Through Private Placement		For	For	
29	Greenshoe		For	For	
30	Authority to Increase Capital in Consideration for Contributions In Kind		For	For	
31	Employee Stock Purchase Plan		For	For	
32	Authority to Issue Performance Shares		For	For	
33	Amendments to Articles Regarding the Chair's Appointment		For	For	
34	Amendments to Articles Regarding the Use of Means of Telecommunication		For	For	
35	Amendments to Articles Regarding Statutory Auditors		For	For	
36	Amendments to Articles Regarding Shareholder Meetings		For	For	
37	Authorisation of Legal Formalities		For	For	

Thermo Fisher Scientific Inc.

Meeting Date: 21.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Marc N. Casper		For	For	
2	Elect Nelson J. Chai		For	For	
3	Elect Ruby R. Chandy		For	For	
4	Elect C. Martin Harris		For	For	
5	Elect Tyler Jacks		For	For	
6	Elect Jennifer M. Johnson		For	For	
7	Elect R. Alexandra Keith		For	For	
8	Elect Karen S. Lynch		For	For	
9	Elect James C. Mullen		For	For	
10	Elect Debora L. Spar		For	For	
11	Elect Scott M. Sperling		For	For	
12	Elect Dion J. Weisler		For	For	
13	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
14	Ratification of Auditor		For	For	
15	Shareholder Proposal Regarding Length of Share Ownership Required to Call Special Meetings		Against	Against	SHP - Vote Against when the changes requested by the proposal are not in the best interests of shareholders

Trustpilot Group plc

Meeting Date: 21.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Remuneration Policy		For	For	
4	Approval of the the Employee Stock Purchase Plan		For	For	
5	Elect Zillah Byng-Thorne		For	For	
6	Elect Mohammed Anjarwala		For	For	
7	Elect Adrian Blair		For	For	
8	Elect Hanno Damm		For	For	
9	Elect Claire Davenport		For	For	
10	Elect Joe K. Hurd		For	For	
11	Elect Rachel Kentleton		For	For	
12	Elect Peter Mühlmann		For	For	
13	Elect Angela Seymour-Jackson		For	For	
14	Appointment of Auditor		For	For	
15	Authority to Set Auditor's Fees		For	For	
16	Authority to Issue Shares w/ Preemptive Rights		For	For	
17	Authority to Issue Shares w/o Preemptive Rights		For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
19	Authority to Repurchase Shares		For	For	
20	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
21	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Turk Hava Yollari A.O.

Meeting Date: 21.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Wishes; Closing		For	For	
2	Opening; Election of Presiding Chair		For	For	
3	Presentation of Directors' Report		For	For	
4	Presentation of Auditor's Report		For	For	
5	Financial Statements		For	For	
6	Ratification of Board Acts		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Allocation of Profits/Dividends		For	For	
8	Amendments to Articles		For	Against	The proposed amendments reduce shareholder rights.
9	Directors' Fees		For	Against	The company has not provided sufficient information.
10	Election of Directors		For	Against	Board is not sufficiently independent; Other governance concerns
11	Appointment of Auditor		For	Against	The company has not provided sufficient information.
12	Presentation of Report on Guarantees		For	For	
13	Charitable Donations		For	Against	Insufficient information provided
14	Presentation of Report on Repurchase of Shares		For	For	
15	Authority to Repurchase Shares		For	For	
16	Presentation of Report on Competing Activities		For	For	

AAC Technologies Holdings Inc.

Meeting Date: 22.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect ZHANG Hongjiang		For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance, such as board refreshment.
4	Elect Benjamin PAN Zhengmin		For	For	
5	Directors' Fees		For	For	
6	Appointment of Auditor and Authority to Set Fees		For	For	
7	Authority to Issue Shares w/o Preemptive Rights		For	For	
8	Authority to Repurchase Shares		For	For	
9	Authority to Issue Repurchased Shares		For	For	
10	Amendments to the 2023 Share Award Scheme		For	For	

Arkema

Meeting Date: 22.05.2025

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authorisation of Legal Formalities		For	For	
2	Accounts and Reports; Non Tax-Deductible Expenses		For	For	
3	Consolidated Accounts and Reports		For	For	
4	Allocation of Profits/Dividends		For	For	
5	Elect Ilse Irene Henne		For	Against	Serves on too many boards
6	Elect Thierry Pilenko		For	For	
7	Elect Bpifrance Investissement (Sébastien Moynot)		For	For	
8	2025 Remuneration Policy (Board of Directors)		For	For	
9	2025 Remuneration Policy (Chair and CEO)		For	For	
10	2024 Remuneration Report		For	For	
11	2024 Remuneration of Thierry Le Hénaff, Chair and CEO		For	For	
12	Relocation of Corporate Headquarters		For	For	
13	Authority to Repurchase and Reissue Shares		For	For	
14	Authority to Cancel Shares and Reduce Capital		For	For	
15	Authority to Issue Performance Shares		For	For	
16	Amendments to Articles Regarding the Use of Telecommunication Means		For	For	
17	Amendments to Articles Regarding Written Consultations		For	For	
18	Amendments to Articles Regarding Directors' Age Limit		For	For	
19	Amendments to Articles Regarding the Chair's Age Limit		For	For	

Bank of Ireland Group Plc

Meeting Date: 22.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Issue Shares w/o Preemptive Rights		For	For	
2	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
3	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights		For	For	
4	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights		For	For	
5	Elect Margaret Sweeney		For	For	
6	Appointment of Auditor		For	For	
7	Authority to Set Auditor's Fees		For	For	
8	Authority to Set General Meeting Notice Period at 14 Days		For	For	
9	Remuneration Report		For	For	
10	Remuneration Policy		For	For	
11	Authority to Repurchase Shares		For	For	
12	Authority to Issue Shares w/ Preemptive Rights		For	For	
13	Accounts and Reports		For	For	
14	Final Dividend		For	For	
15	Elect Akshaya Bhargava		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
16	Elect Giles Andrews		For	For	
17	Elect Ian Buchanan		For	For	
18	Elect Richard Goulding		For	For	
19	Elect Michele Greene		For	For	
20	Elect Myles O'Grady		For	For	
21	Elect Steve Pateman		For	For	
22	Elect Mark Spain		For	For	

Capricorn Energy Plc		Meeting Date: 22.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Appointment of Auditor		For	Against	The tenure of the auditor is excessive.
4	Authority to Set Auditor's Fees		For	Against	The tenure of the auditor is excessive.
5	Elect Randall C. Neely		For	For	
6	Elect Maria Gordon		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
7	Elect Richard Herbert		For	For	
8	Elect Tom Pitts		For	Against	The nominee serves as the Audit Committee Chair and the Audit Committee has no financial experts.
9	Elect Sachin Mistry		For	For	
10	Elect Patrice Merrin		For	For	
11	Amendment to Long-Term Incentive Plan		For	For	
12	Authority to Issue Shares w/ Preemptive Rights		For	For	
13	Authority to Issue Shares w/o Preemptive Rights		For	For	
14	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
15	Authority to Repurchase Shares		For	For	
16	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Charles Schwab Corp.		Meeting Date: 22.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect John K. Adams, Jr.		For	For	
3	Elect Stephen A. Ellis		For	For	
3	Elect Arun Sarin		For	For	
4	Elect Charles R. Schwab		For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
6	Elect Paula A. Sneed		For	For	
6	Ratification of Auditor		For	For	
8	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the company has single trigger change in control provisions that are not legacy based; Remuneration - Vote Against when sign-on packages are awarded that exceed market best practice.
8	Shareholder Proposal Regarding Board Declassification		Against	For	SHP Governance - Vote For the declassification of the board

CK Asset Holdings Limited		Meeting Date: 22.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Appointment of Auditor and Authority to Set Fees		For	Against	Audit fees are excessive.
1	Authority to Repurchase Shares		For	For	
2	Accounts and Reports		For	For	
5	Allocation of Profits/Dividends		For	For	
6	Elect KAM Hing Lam		For	For	
6	Elect Raymond CHOW Wai Kam		For	For	
7	Elect Justin CHIU Kwok Hung		For	For	
8	Elect KWOK Eva Lee		For	For	
9	Elect Stephen E. Bradley		For	For	
9	Elect Donny LAM Siu Hong		For	For	
12	Elect Rosanna WONG Yick-ming		For	For	
12	Authority to Issue Shares w/o Preemptive Rights		For	For	

CK Hutchison Holdings Limited		Meeting Date: 22.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
2	Authority to Repurchase Shares		For	For	
3	Elect Frank J. Sixt		For	For	
4	Elect KAM Hing Lam		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Elect Edith SHIH		For	For	
7	Elect Roland CHOW Kun Chee		For	For	
8	Elect Graeme A. Jack		For	For	
9	Elect Philip Lawrence Kadoorie		For	For	
9	Elect Sophie LEUNG LAU Yau Fun		For	For	
11	Appointment of Auditor and Authority to Set Fees		For	For	
11	Authority to Issue Shares w/o Preemptive Rights		For	For	

Coca-Cola Europacific Partners Plc

Meeting Date: 22.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Alfonso Líbano Daurella		For	For	
2	Elect Nicolas Mirzayantz		For	For	
3	Elect Mark Price		For	For	
4	Elect Nancy W. Quan		For	For	
5	Elect Nathalie Gaveau		For	For	
6	Elect Álvaro Gómez-Trénor Aguilar		For	For	
7	Elect José Ignacio Comenge		For	For	
8	Elect Damian P. Gammell		For	For	
9	Elect Mary Harris		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
10	Elect Thomas H. Johnson		For	For	
11	Elect Mario Rotllant Solá		For	For	
12	Elect Dessislava Temperley		For	For	
13	Appointment of Auditor		For	For	
14	Authority to Set Auditor's Fees		For	For	
15	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
16	Authority to Issue Shares w/ Preemptive Rights		For	For	
17	Waiver of Mandatory Takeover Requirement		For	For	
18	Authority to Issue Shares w/o Preemptive Rights		For	For	
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
20	Authority to Repurchase Shares		For	For	
21	Authority to Repurchase Shares (Off-Market)		For	For	
22	Authority to Set General Meeting Notice Period at 14 Days		For	For	
23	Remuneration Report		For	For	
24	Elect Sol Daurella Comadrán		For	For	
25	Elect Guillaume Bacuvier		For	For	
26	Elect John A. Bryant		For	For	
27	Elect Robert C. Appleby		For	For	
28	Elect Manolo Arroyo		For	For	
29	Accounts and Reports		For	For	

ConvaTec Group Plc

Meeting Date: 22.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Heather L. Mason		For	For	
2	Elect Kim Lody		For	For	
3	Elect Sharon O'Keefe		For	For	
4	Appointment of Auditor		For	For	
5	Authority to Set Auditor's Fees		For	For	
6	Omnibus Incentive Plan		For	Against	Remuneration - Vote Against when the increase is deemed excessive. The increase in LTIP should be phased over a period of several years, coupled with more ambitious performance targets.
7	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
8	Authority to Issue Shares w/ Preemptive Rights		For	For	
9	Authority to Issue Shares w/o Preemptive Rights		For	For	
10	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
11	Authority to Repurchase Shares		For	For	
12	Authority to Set General Meeting Notice Period at 14 Days		For	For	
13	Elect Brian May		For	For	
14	Elect Constantin Coussios		For	For	
15	Elect Jonny Mason		For	For	
16	Elect Margaret Ewing		For	For	
17	Elect John D. G. McAdam		For	For	
18	Elect Karim Bitar		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
19	Remuneration Policy		For	Against	Remuneration - Vote Against when the increase is deemed excessive. The increase in LTIP should be phased over a period of several years, coupled with more ambitious performance targets.
20	Final Dividend		For	For	
21	Accounts and Reports		For	For	
22	Remuneration Report		For	For	

Dassault Systemes SA

Meeting Date: 22.05.2025

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non-Tax Deductible Expenses		For	For	
2	Elect Donatella Sciuto		For	For	
3	Elect Soumitra Dutta		For	For	
4	Authority to Repurchase and Reissue Shares		For	For	
5	Authority to Cancel Shares and Reduce Capital		For	For	
6	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights		For	For	
7	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights		For	For	
8	Authority to Issue Shares and Convertible Debt Through Private Placement		For	For	
9	Greenshoe		For	For	
10	Authority to Increase Capital Through Capitalisations		For	For	
11	Authority to Increase Capital in Consideration for Contributions In Kind		For	For	
12	Authority to Issue Performance Shares		For	Against	Excessive grants
13	Authority to Grant Stock Options		For	For	
14	Employee Stock Purchase Plan		For	For	
15	Stock Purchase Plan for Overseas Employees		For	For	
16	Amendment to Articles Regarding Written Consultations		For	For	
17	Authorisation of Legal Formalities		For	For	
18	Elect Marie-Hélène Habert-Dassault		For	For	
19	Elect Nathalie Rouvet Lazare		For	For	
20	2024 Remuneration Report		For	Against	Excessive grants
21	2025 Director's Fees		For	For	
22	Special Auditors Report on Regulated Agreements		For	For	
23	2025 Remuneration Policy (Corporate Officers)		For	Against	Excessive grants and excessive compensation
24	2024 Remuneration of Bernard Charès, Chair		For	Against	
25	2024 Remuneration of Pascal Daloz, CEO		For	Against	Excessive grants
26	Consolidated Accounts and Reports		For	For	
27	Allocation of Dividends		For	For	

Deutsche Bank AG

Meeting Date: 22.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends		For	For	
2	Ratify Christian Sewing		For	For	
3	Ratify James von Moltke		For	For	
4	Ratify Fabrizio Campelli		For	For	
5	Ratify Bernd Leukert		For	Abstain	Ongoing investigations
6	Ratify Alexander von zur Mühlen		For	For	
7	Ratify Laura Padovani		For	For	
8	Ratify Claudio de Sanctis		For	For	
9	Ratify Rebecca Short		For	For	
10	Ratify Stefan Simon		For	For	
11	Ratify Olivier Vigneron		For	For	
12	Ratify Alexander Wynaendts		For	For	
13	Ratify Frank Schulze		For	For	
14	Ratify Norbert Winkeljohann		For	For	
15	Ratify Susanne Bleidt		For	For	
16	Ratify Mayree Clark		For	For	
17	Ratify Jan Duschek		For	For	
18	Ratify Manja Eifert		For	For	
19	Ratify Claudia Fieber		For	For	
20	Ratify Sigmar Gabriel		For	For	
21	Ratify Florian Haggenmiller		For	For	
22	Ratify Timo Heider		For	For	
23	Ratify Birgit Laumen		For	For	
24	Ratify Gerlinde M. Siebert		For	For	
25	Ratify Yngve Slyngstad		For	For	
26	Elect Klaus Moosmayer		For	For	
27	Elect Kirsty Roth		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
28	Amendments to Articles (Virtual Meetings)		For	Against	Changes to Company Statutes - Vote Against when the Company has requested the right to hold a virtual-only meeting.
29	Shareholder Proposal Regarding Special Audit into Formation of Provisions in Relation to Postbank		Against	Against	
30	Elect Sigmar H. Gabriel		For	For	
31	Elect Frank Witter		For	For	
32	Increase in Authorised Capital 2025/II		For	For	
33	Authority to Issue Participation Rights and Hybrid Bonds		For	For	
34	Shareholder Proposal Regarding Special Audit into Formation of Provisions in Relation to Polish Foreign Currency Loans		Against	Against	
35	Ratify Stephan Szukalski		For	For	
36	Ratify John Alexander Thain		For	For	
37	Ratify Jürgen Tögel		For	For	
38	Ratify Michele Trogni		For	For	
39	Ratify Dagmar Valcárcel		For	For	
40	Ratify Theodor Weimer		For	For	
41	Ratify Frank Witter		For	For	
42	Appointment of Auditor		For	For	
43	Appointment of Auditor for Sustainability Reporting		For	For	
44	Remuneration Report		For	For	
45	Authority to Repurchase and Reissue Shares		For	For	
46	Authority to Repurchase Shares Using Equity Derivatives		For	For	
47	Authority to Repurchase Shares for Trading Purposes		For	For	
48	Increase in Authorised Capital 2025/I		For	For	

Hill & Smith PLC

Meeting Date: 22.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
1	Authority to Issue Shares w/o Preemptive Rights		For	For	
3	Final Dividend		For	For	
4	Authority to Set General Meeting Notice Period at 14 Days		For	For	
5	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
6	Elect Alan Giddins		For	For	
6	Amendments to Articles (NED fees)		For	For	
7	Elect Tony Quinlan		For	For	
8	Authority to Issue Shares w/ Preemptive Rights		For	For	
9	Elect Farrokh Batliwala		For	For	
9	Elect Carol Chesney		For	For	
10	Appointment of Auditor		For	For	
11	Elect Pete Raby		For	For	
12	Authority to Set Auditor's Fees		For	For	
15	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
16	Remuneration Report		For	For	
16	Authority to Repurchase Shares		For	For	
18	Elect Rutger Helbing		For	For	
19	Elect Gillian Claire Tomlinson		For	For	

Home Depot, Inc.

Meeting Date: 22.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Gerard J. Arpey		For	For	
2	Elect Ari Bousbib		For	For	
3	Elect Jeffery H. Boyd		For	For	
4	Elect Wayne M. Hewett		For	For	
5	Elect Manuel Kadre		For	For	
6	Elect Gregory D. Brenneman		For	For	
7	Elect J. Frank Brown		For	For	
8	Elect Edward P. Decker		For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses .Board - Vote Against when the company has either high exposure to deforestation risk commodities while failing to have adequate policies to mitigate this risk or it has been involved in severe deforestation-linked controversies.
9	Shareholder Proposal Regarding Independent Chair		Against	For	
10	Shareholder Proposal Regarding Biodiversity Assessment		Against	For	SHP Governance - Vote For when the proposal requests an independent board chairman or the separation of chair and CEO roles SHP Environment - Vote For when the proposal requests sustainability or environmental reports
11	Ratification of Auditor		For	For	
12	Advisory Vote on Executive Compensation		For	For	
13	Elect Caryn Seidman Becker		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Elect Asha Sharma		For	For	
15	Elect Stephanie C. Linnartz		For	For	
16	Elect Paula Santilli		For	For	
17	Shareholder Proposal Regarding Report on Plastic Packaging		Against	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports

Intertek Group plc	Meeting Date: 22.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Set General Meeting Notice Period at 14 Days		For	For	
2	Accounts and Reports		For	For	
3	Remuneration Policy		For	For	
4	Remuneration Report		For	For	
5	Final Dividend		For	For	
6	Elect Hilde Merete Aasheim		For	For	
7	Elect Robin Freestone		For	For	
8	Elect Steven L. Mogford		For	For	
9	Elect Andrew Martin		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
10	Elect André Lacroix		For	For	
11	Elect Colm Deasy		For	For	
12	Elect Graham Allan		For	For	
13	Elect Gurnek Bains		For	For	
14	Elect Tamara Ingram		For	For	
15	Elect Jeremy K. Maiden		For	For	
16	Elect Kawal Preet		For	For	
17	Elect Apurvi Sheth		For	For	
18	Elect Jean-Michel Valette		For	For	
19	Appointment of Auditor		For	For	
20	Authority to Set Auditor's Fees		For	For	
21	Authority to Issue Shares w/ Preemptive Rights		For	For	
22	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes.
23	Increase in NED Fee Cap		For	For	
24	Amendment to Long-Term Incentive Plan		For	For	
25	Authority to Issue Shares w/o Preemptive Rights		For	For	
26	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
27	Authority to Repurchase Shares		For	For	

Legal & General Group plc	Meeting Date: 22.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
3	Final Dividend		For	For	
3	Elect Clare Bousfield		For	For	
4	Elect Henrietta Baldock		For	For	
5	Elect Philip Broadley		For	For	
7	Elect Stuart Jeffrey Davies		For	For	
8	Elect Carolyn Johnson		For	For	
9	Elect Nilufer von Bismarck		For	For	
9	Elect Sir John Kingman		For	For	
10	Elect M. George Lewis		For	For	
11	Elect Ric Lewis		For	For	
12	Elect Tushar Morzaria		For	For	
13	Elect António Simões		For	For	
14	Elect Laura Wade-Gery		For	For	
15	Appointment of Auditor		For	For	
17	Authority to Set Auditor's Fees		For	For	
17	Remuneration Report		For	Against	Remuneration - Fails the remuneration framework assessment on height.
19	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
20	Authority to Issue Shares w/ Preemptive Rights		For	For	
20	Authority to Issue Contingent Convertible Securities w/ Preemptive Rights		For	For	
21	Authority to Issue Shares w/o Preemptive Rights		For	For	
22	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
24	Authority to Issue Contingent Convertible Securities w/o Preemptive Rights		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
25	Authority to Repurchase Shares		For	For	
25	Authority to Set General Meeting Notice Period at 14 Days		For	For	
Luxshare Precision Industry Co. Ltd.		Meeting Date: 22.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2025 Estimated Related Party Transactions		For	For	
2	2024 Directors' Report		For	For	
3	2024 Supervisors' Report		For	For	
4	2024 Accounts and Reports		For	For	
5	2024 Allocation of Profits/Dividends		For	For	
6	2024 ANNUAL REPORT AND ITS SUMMARY		For	For	
7	Appointment of Auditor		For	Against	Failure to disclose breakdown of fees
8	Confirmation on 2024 Directors' Fees and 2025 Remuneration Plan		For	For	
9	Confirmation on 2024 Supervisors' Fees and 2025 Remuneration Plan		For	For	
10	Change on Registered Capital and Amendments to Articles		For	For	
11	Amendments to Procedural Rules: Board Meetings		For	For	
NextEra Energy Inc		Meeting Date: 22.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Nicole S. Arnaboldi		For	For	
2	Elect James L. Camaren		For	For	
3	Elect Naren K. Gursahaney		For	For	
3	Elect Maria G. Henry		For	For	
4	Elect Kirk S. Hachigian		For	For	
5	Elect Amy B. Lane		For	For	
6	Elect John W. Ketchum		For	For	
8	Elect Geoffrey Straub Martha		For	For	
9	Elect David L. Porges		For	For	
10	Elect Deborah L. Stahlkopf		For	For	
11	Elect John Arthur Stall		For	For	
12	Elect Darryl L. Wilson		For	For	
13	Ratification of Auditor		For	For	
14	Advisory Vote on Executive Compensation		For	Against	Remuneration - Fails the remuneration framework assessment on Transparency & Accountability and Structure.
Quanta Services, Inc.		Meeting Date: 22.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Earl C. Austin, Jr.		For	For	
2	Elect Warner L. Baxter		For	For	
3	Elect Doyle N. Beneby		For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
4	Elect Holli C. Ladhani		For	For	
5	Elect Jo-ann dePass Olsovsky		For	For	
6	Elect R. Scott Rowe		For	For	
7	Elect Raúl J. Valentín		For	For	
8	Elect Martha B. Wyrsh		For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
9	Advisory Vote on Executive Compensation		For	For	
10	Ratification of Auditor		For	For	
11	Amendment to the 2019 Omnibus Equity Incentive Plan		For	For	
12	Elect Bernard Fried		For	For	
13	Elect Worthing F. Jackman		For	For	
Safran SA		Meeting Date: 22.05.2025		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Consolidated Accounts and Reports		For	For	
3	Allocation of Dividends		For	For	
4	Special Auditors Report on Regulated Agreements		For	For	
5	Elect Valérie Baudson		For	For	
6	Elect Fabienne Lecorvaisier		For	For	
6	Authorisation of Legal Formalities		For	For	
7	Elect Patrick Pélatá		For	For	
7	Authority to Issue Shares and/or Convertible Debt Through Private Placement		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	2024 Remuneration of Ross McInnes, Chair		For	For	
9	2024 Remuneration of Olivier Andriès, CEO		For	For	
9	Authority to Increase Capital Through Capitalisations		For	For	
10	2024 Remuneration Report		For	For	
10	Employee Stock Purchase Plan		For	For	
11	2025 Directors' Fees		For	For	
12	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights		For	For	
14	2025 Remuneration Policy (Board of Directors)		For	For	
15	2025 Remuneration Policy (Chair)		For	For	
15	Authority to Repurchase and Reissue Shares		For	For	
16	2025 Remuneration Policy (CEO)		For	For	
16	Amendments to Articles Regarding Employee Shareholder Representative Candidates		For	For	
20	Amendments to Articles Regarding Written Consultations		For	For	
20	Amendments to Articles Regarding Employee Representatives		For	For	
21	Amendments to Articles Regarding Directors Term Length		For	For	
22	Amendments to Articles Regarding Employee Shareholder Representatives Term Length		For	For	
22	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights		For	For	
23	Authority to Increase Capital in Case of Exchange Offers		For	For	
25	Greenshoe		For	For	
29	Authority to Cancel Shares and Reduce Capital		For	For	
30	Authority to Issue Performance Shares		For	For	

Sands China Ltd

Meeting Date: 22.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect Charles Daniel Forman		For	Against	Board is not sufficiently independent.
4	Elect Rachel CHIANG Yun		For	For	Board is not sufficiently independent. Board - Vote Against when the audit committee is not sufficiently independent.
5	Elect Kenneth Patrick CHUNG		For	For	
6	Directors' Fees		For	For	
7	Appointment of Auditor and Authority to Set Fees		For	For	
8	Authority to Repurchase Shares		For	For	
9	Authority to Issue Shares w/o Preemptive Rights		For	Against	Excessively dilutive and issue price discount not disclosed
10	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed

Serica Energy PLC

Meeting Date: 22.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase Shares		For	For	
2	Accounts and Reports		For	For	
3	Remuneration Report		For	For	
4	Remuneration Policy		For	For	
5	Appointment of Auditor		For	Against	The tenure of the auditor is excessive.
6	Authority to Set Auditor's Fees		For	Against	The tenure of the auditor is excessive.
7	Elect David Latin		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
8	Elect Chris Cox		For	For	
9	Elect Martin Copeland		For	For	
10	Elect Katherine Coppinger		For	For	
11	Elect Kaat Van Hecke		For	For	
12	Elect Robert Lawson		For	For	
13	Elect Sian Lloyd Rees		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses
14	Elect Michiel Soeting		For	For	
15	Elect Guillaume Vermersch		For	For	
16	Final Dividend		For	For	
17	Authority to Issue Shares w/ Preemptive Rights		For	For	
18	Authority to Issue Shares w/o Preemptive Rights		For	For	

Shaftesbury Capital Plc

Meeting Date: 22.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report		For	For	
2	Elect Jonathan Nicholls		For	For	
3	Authority to Issue Shares w/ Preemptive Rights		For	For	
4	Authority to Issue Shares w/o Preemptive Rights		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
6	Authority to Repurchase Shares		For	For	
7	Accounts and Reports		For	For	
8	Final Dividend		For	For	
9	Elect Ian D. Hawksworth		For	For	
10	Elect Situl Jobanputra		For	For	
11	Elect Richard Akers		For	For	
12	Elect Ruth Anderson		For	For	
13	Elect Madeleine Cosgrave		For	For	
14	Elect Sian Eleri Westerman		For	For	
15	Appointment of Auditor		For	Against	The tenure of the auditor is excessive.
16	Authority to Set Auditor's Fees		For	Against	The tenure of the auditor is excessive.
17	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Spectris		Meeting Date: 22.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
2	Authority to Repurchase Shares		For	For	
3	Adoption of New Articles		For	For	
4	Authority to Set General Meeting Notice Period at 14 Days		For	For	
5	Elect Derek Harding		For	For	
6	Elect Andrew Heath		For	For	
7	Elect Ravi Gopinath		For	For	
8	Elect Mandy Gradden		For	For	
9	Authority to Issue Shares w/ Preemptive Rights		For	For	
10	Authority to Issue Shares w/o Preemptive Rights		For	For	
11	Appointment of Auditor		For	For	
12	Authority to Set Auditor's Fees		For	For	
13	Elect Kjersti Wiklund		For	For	
14	Elect Mark Williamson		For	For	
15	Elect Alison Henwood		For	For	
16	Elect Cathy Turner		For	For	
17	Accounts and Reports		For	For	
18	Remuneration Report		For	For	
19	Remuneration Policy		For	For	
20	Final Dividend		For	For	
21	Elect Nick Anderson		For	For	
22	Elect Angela Noon		For	For	

Valeo S.A.		Meeting Date: 22.05.2025		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Consolidated Accounts and Reports		For	For	
3	Allocation of Profits/Dividends		For	For	
4	Special Auditors Report on Regulated Agreements		For	For	
5	Elect Christophe Périllat		For	For	
6	Elect Mari-Noëlle Jégo-Laveissière		For	For	
7	Elect Véronique Weill		For	For	
8	Elect Gilles Le Borgne		For	For	
9	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and to Increase Capital In Case of Exchange Offer		For	For	
10	Authority to Issue Shares and Convertible Debt Through Private Placement		For	For	
11	Greenshoe		For	For	
12	Authority to Increase Capital Through Capitalisations		For	For	
13	Authority to Increase Capital in Consideration for Contributions In Kind		For	For	
14	Employee Stock Purchase Plan		For	For	
15	2025 Remuneration Policy (Chair)		For	For	
16	2025 Remuneration Policy (CEO)		For	For	
17	Authority to Repurchase and Reissue Shares		For	For	
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights		For	For	
19	2024 Remuneration of Christophe Périllat, CEO		For	For	
20	2025 Remuneration Policy (Board of Directors)		For	For	
21	2024 Remuneration Report		For	For	
22	2024 Remuneration of Gilles Michel, Chair		For	For	
23	Authority to Cancel Shares and Reduce Capital		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
24	Amendments to Articles		For	For	
25	Authorisation of Legal Formalities		For	For	
Verisign Inc.		Meeting Date: 22.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect D. James Bidzos		For	For	
2	Elect Courtney D. Armstrong		For	For	
3	Elect Yehuda Ari Buchalter		For	For	
4	Elect Kathleen A. Cote		For	For	
5	Elect Thomas F. Frist III		For	For	
6	Elect Jamie S. Gorelick		For	For	
7	Elect Debra W. McCann		For	For	
8	Elect Timothy Tomlinson		For	For	
9	Advisory Vote on Executive Compensation		For	For	
10	Ratification of Auditor		For	For	
11	Amendment to Certificate of Incorporation to Limit the Liability of Certain Officers		For	For	
12	Shareholder Proposal Regarding Right to Act by Written Consent		Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
Welltower OP LLC		Meeting Date: 22.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kenneth J. Bacon		For	For	
2	Elect Karen B. DeSalvo		For	For	
3	Elect Andrew Gundlach		For	For	
4	Elect Dennis G. Lopez		For	For	
5	Elect Shankh Mitra		For	For	
6	Elect Ade J. Patton		For	For	
7	Elect Sergio D. Rivera		For	For	
8	Elect Johnese M. Spisso		For	For	
9	Elect Kathryn M. Sullivan		For	For	
10	Ratification of Auditor		For	For	
11	Advisory Vote on Executive Compensation		For	For	
12	Amendment to the 2022 Long-Term Incentive Plan		For	For	
Yihai International Holding Ltd		Meeting Date: 22.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
1	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed
3	Elect Sean SHI and Approve Fees		For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
3	Elect ZHAO Xiaokai and Approve Fees		For	For	
4	Elect ZHANG Yong and Approve Fees		For	For	
6	Elect PENG Long and Approve Fees		For	For	
7	Elect WANG Xin and Approve Fees		For	For	
7	Appointment of Auditor and Authority to Set Fees		For	Against	Audit fees are excessive.
9	Allocation of Profits/Dividends		For	For	
10	Authority to Issue Shares w/o Preemptive Rights		For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
10	Authority to Repurchase Shares		For	For	
A.G. Barr plc		Meeting Date: 23.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Final Dividend		For	For	
4	Elect Mark Allen		For	Against	Vote Against when the company has failed to meet the Parker Review targets.
5	Elect Euan A. Sutherland		For	For	
6	Elect Stuart Lorimer		For	For	
7	Elect Susan Barratt		For	For	
8	Elect Louise Smalley		For	For	
9	Elect Zoe Howorth		For	For	
10	Elect Nick Wharton		For	For	
11	Elect Julie Anne Barr		For	For	
12	Appointment of Auditor and Authority to Set Fees		For	For	
13	Authority to Issue Shares w/ Preemptive Rights		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Authority to Issue Shares w/o Preemptive Rights		For	For	
15	Authority to Repurchase Shares		For	For	
AIA Group Limited		Meeting Date: 23.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
1	Authority to Repurchase Shares		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect George YEO Yong-Boon		For	Against	Board - Vote Against when the chair of the remuneration committee is not independent.
4	Elect Lawrence LAU Juen-Yee		For	For	
4	Authority to Issue Shares w/o Preemptive Rights		For	For	
6	Elect Narongchai Akrasanee		For	For	
6	Appointment of Auditor and Authority to Set Fees		For	For	
China Resources Pharmaceutical Group Limited		Meeting Date: 23.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Issue Repurchased Shares		For	Against	The issue price discount is not disclosed.
2	Accounts and Reports		For	For	
3	Allocation of Profits/Dividends		For	For	
4	Elect GUO Wei		For	Against	Board - Vote Against when the audit committee is not sufficiently independent.
5	Elect GUO Chuan		For	For	
6	Elect FU Tingmei		For	For	
7	Elect ZHANG Kejian		For	For	
8	Elect CHIU Mun Wai		For	For	
9	Elect SHI Luwen		For	Against	Serves on too many boards.
10	Directors' Fees		For	For	
11	Appointment of Auditor and Authority to Set Fees		For	For	
12	Authority to Repurchase Shares		For	For	
13	Authority to Issue Shares w/o Preemptive Rights		For	Against	Excessively dilutive and the issue price discount is not disclosed.
Coca Cola HBC AG		Meeting Date: 23.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Approval of Non Financial Statement Reports		For	For	
3	Allocation of Earnings		For	For	
4	Dividend from Reserves		For	For	
5	Ratification of Management Acts		For	For	
6	Elect Anastasios G. David		For	For	
7	Elect Zulikat Wuraola Abiola		For	For	
8	Elect Elizabeth A. Bastoni		For	For	
9	Elect Zoran Bogdanovic		For	For	
10	Elect Charlotte J. Boyle		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
11	Elect Christo Leventis		For	For	
12	Elect George Leventis		For	For	
13	Elect Henrique Braun		For	For	
14	Elect Anastasios I. Leventis		For	For	
15	Elect Stavros Pantzaris		For	For	
16	Elect Pantelis Lekkas		For	For	
17	Advisory Vote on Re-Appointment of the Independent Registered Accounting Firm for UK Purposes		For	Against	The tenure of the auditor is excessive
18	Remuneration Report (UK)		For	For	
19	Appointment of Independent Proxy		For	For	
20	Appointment of Auditor		For	Against	The tenure of the auditor is excessive
21	Remuneration Policy		For	For	
22	Remuneration Report (Swiss)		For	For	
23	Board Compensation		For	For	
24	Executive Compensation (Total)		For	For	
25	Elect Evguenia Stoitchkova		For	For	
26	Elect Glykeria Tsernou		For	For	
27	Amendments to Articles (Incentive Arrangements)		For	For	
28	Authority to Repurchase Shares		For	For	

Country Garden Services Holdings Company Limited		Meeting Date: 23.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Final Dividend		For	For	
2	Allocation of Special Dividend		For	For	
3	Elect YANG Huiyan		For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
4	Elect RUI Meng		For	Against	Audit committee met an insufficient number of times; Serves on too many boards
5	Elect CHEN Weiru		For	Against	Serves on too many boards
6	Directors' Fees		For	For	
7	Appointment of Auditor and Authority to Set Fees		For	For	
8	Authority to Issue Shares w/o Preemptive Rights		For	Against	Issue price discount not disclosed; Potential dilution exceeds recommended threshold
9	Authority to Repurchase Shares		For	For	
10	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed
11	Accounts and Reports		For	For	

ENN Energy Holdings Limited		Meeting Date: 23.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase Shares		For	For	
2	Accounts and Reports		For	For	
3	Allocation of Profits/Dividends		For	For	
4	Elect GONG Luojian		For	For	
5	Elect WANG Dongzhi		For	For	
6	Elect ZHANG Jin		For	For	
7	Elect SU Li		For	For	
8	Elect MA Zhixiang		For	For	
9	Elect YUEN Po Kwong		For	For	
10	Directors' Fees		For	For	
11	Appointment of Auditor and Authority to Set Fees		For	For	
12	Authority to Issue Shares w/o Preemptive Rights		For	For	

Fresenius SE & Co. KGaA		Meeting Date: 23.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Dividends		For	For	
3	Ratification of General Partner Acts		For	For	
4	Ratification of Supervisory Board Acts		For	For	
5	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting		For	For	
6	Remuneration Report		For	For	
7	Supervisory Board Remuneration Policy		For	For	
8	Elect Michael Diekmann		For	For	
9	Elect Ralf Kiesslich		For	For	
10	Elect Wolfgang Kirsch		For	For	
11	Elect Iris Löw-Friedrich		For	For	
12	Elect Susanne Zeidler		For	For	
13	Elect Christoph Zindel		For	For	
14	Elect Michael Diekmann		For	For	
15	Elect Susanne Zeidler		For	For	
16	Amendments to Articles (Virtual Meeting)		For	For	
17	Amendments to Articles		For	For	

Guangzhou Automobile Group		Meeting Date: 23.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Annual Report		For	For	
2	Directors' Report		For	For	
3	Supervisors' Report		For	For	
4	Financial Report		For	For	
5	Allocation of Profits/Dividends		For	For	
6	Appointment of Auditor and Authority to Set Fees		For	For	
7	Appointment of Internal Control Auditor		For	For	
8	Related Party Transactions		For	For	

Jiangsu Hengli Hydraulic Co Ltd.		Meeting Date: 23.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Directors' Report		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	2024 Supervisors' Report		For	For	
3	2024 ANNUAL REPORT AND ITS SUMMARY		For	For	
4	2024 Annual Accounts Report		For	For	
6	2024 Profit Distribution Plan		For	For	
6	2024 Independent Directors' Report		For	For	
7	2025 Remuneration Plan of Directors, Supervisors and Senior Management		For	For	
8	SPECIAL REPORT ON THE DEPOSIT AND USE OF RAISED FUNDS IN 2024		For	For	
9	REAPPOINTMENT OF AUDIT FIRM		For	For	
10	AMENDMENTS TO THE RAISED FUNDS MANAGEMENT SYSTEM		For	For	

Kerry Properties Ltd.

Meeting Date: 23.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect KUOK Khoun Hua		For	Against	Insider on the compensation committee. Board - Vote Against when the chair of the nominating committee is not independent.
4	Elect Grant CHUM Kwan Lock		For	For	
5	Directors' Fees		For	For	
6	Appointment of Auditor and Authority to Set Fees		For	For	
7	Authority to Issue Shares w/o Preemptive Rights		For	Against	Excessively dilutive and the issue price discount is not disclosed.
8	Authority to Repurchase Shares		For	For	
9	Authority to Issue Repurchased Shares		For	Against	The issue price discount is not disclosed.
10	Amendments to Bye-Laws		For	For	

Shenzhen Inovance Technology Co. Ltd

Meeting Date: 23.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	2024 Directors' Report		For	For	
3	2024 Supervisors' Report		For	For	
4	2024 Profit Distribution Plan		For	For	
5	Reappointment of Audit Firm		For	For	
6	Amendments to the Board of Directors' Meeting Rules		For	For	
7	Deliberation on the Remuneration of the Sixth Board of Directors Members		For	For	
7	Amendments to the Articles of Association		For	For	
8	Amendments to the Shareholders' Meeting Rules		For	For	
10	Amendments to the Rules for the Implementation of the Cumulative Voting System		For	For	
11	2024 ANNUAL REPORT AND ITS SUMMARY		For	For	
11	Amendments to the Directors and Senior Management Compensation Management System		For	For	
12	Amendments to the Information Disclosure Affairs Management System		For	For	

TotalEnergies SE

Meeting Date: 23.05.2025

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Employee Stock Purchase Plan		For	For	
2	Accounts and Reports		For	For	
3	Consolidated Accounts and Reports		For	For	
4	Allocation of Profits/Dividends		For	For	
5	Authority to Repurchase and Reissue Shares		For	For	
6	Special Auditors Report on Regulated Agreements		For	For	
7	Elect Lise Croteau		For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
8	Elect Helen Lee Bouygues		For	For	
9	Elect Laurent Mignon		For	For	
10	Elect Valérie della Puppa Tibi as Employee Shareholder Representative		For	For	
11	Elect Hazel Clinton Fowler as Employee Shareholder Representative		Against	Against	
12	2024 Remuneration Report		For	For	
13	2025 Remuneration Policy (Board of Directors)		For	For	
14	2024 Remuneration of Patrick Pouyanné, Chair and CEO		For	For	
15	2025 Remuneration Policy (Chair and CEO)		For	For	
16	Authority to Issue Performance Shares		For	For	

WPP Plc		Meeting Date: 23.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Final Dividend		For	For	
3	Remuneration Report		For	For	
4	Elect Philip Jansen		For	For	
5	Elect Angela Ahrendts		For	For	
6	Elect Simon Dingemans		For	For	
7	Elect Sandrine Dufour		For	For	
8	Elect Tom Ilube		For	For	
9	Elect Mark Read		For	For	
10	Elect Cindy Rose		For	For	
11	Elect Andrew Scott		For	For	
12	Elect Keith Weed		For	For	
13	Elect Jasmine Whitbread		For	For	
14	Elect Joanne Wilson		For	For	
15	Elect ZHANG Ya-Qin		For	For	
16	Appointment of Auditor		For	For	
17	Authority to Set Auditor's Fees		For	For	
18	Authority to Issue Shares w/ Preemptive Rights		For	For	
19	Renewal of Share Option Plan		For	For	
20	Authority to Repurchase Shares		For	For	
21	Authority to Issue Shares w/o Preemptive Rights		For	For	
22	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	

Info Edge (India) Ltd.		Meeting Date: 24.05.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Related Party Transactions		For	For	

Kingboard Laminates Holdings Ltd.		Meeting Date: 26.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect LAM Ka Po		For	For	
4	Elect CHEUNG Ka Ho		For	Against	Nominee is the most recently appointed non-independent director and the board is not sufficiently independent.
5	Elect ZHOU Pei Feng		For	For	
6	Elect HO Kwok Ming		For	Against	Other compensation issues; Responsible for lack of board independence
7	Directors' Fees		For	Against	Compensation policy is not in best interests of shareholders
8	Appointment of Auditor and Authority to Set Fees		For	For	
9	Authority to Issue Shares w/o Preemptive Rights		For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
10	Authority to Repurchase Shares		For	For	
11	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed

Leonardo S.p.A.		Meeting Date: 26.05.2025		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports (UTM Systems & Services S.r.l.)		For	For	
2	Accounts and Reports		For	Against	Governance - Vote Against when the company has decided to hold closed door meetings without shareholder approval.
3	Allocation of Dividends		For	For	
4	Amendment to the 2024-2026 Long-Term Incentive Plan		For	For	
5	2025-2027 Share Ownership Plan		For	For	
6	Authority to Repurchase and Reissue Shares to Service Long-Term Incentive Plans and the 2025-2027 Share Ownership Plan		For	For	
7	Remuneration Policy		For	For	
8	Remuneration Report		For	For	
9	Amendments to Articles		For	For	
10	Deletion of Article 34 (Transitional Provision)		For	For	

Universal Vision Biotechnology Co		Meeting Date: 26.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Acknowledgement of 2024 Business Report and Financial Statements		For	For	
2	Acknowledgement of 2024 Statement of the Distribution of Earnings		For	For	
3	Discussion to Revise the Company's Articles of Incorporation		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	Discussion to Revise the Company's Procedures for Acquisition or Disposal of Assets		For	For	
5	Discussion to Revise the Company's Procedures for Lending Funds to Other Parties		For	For	
6	Discussion to Revise the Company's Procedures for Shareholders Meetings		For	Against	Changes to Company Statutes - Vote Against when the company has requested the right to hold a virtual-only meeting

Co For Cooperative Insurance

Meeting Date: 27.05.2025

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Related Party Transactions (Najm 1)		For	For	
3	Amendments to NomRem Committee Charter		For	For	
3	Related Party Transactions (Osimah)		For	For	
4	Related Party Transactions (Al Moammar Information Systems 1)		For	For	
7	Related Party Transactions (Meena 1)		For	For	
8	Related Party Transactions (Meena 2)		For	For	
9	Authority to Repurchase Shares Pursuant to Employee Shares Program		For	For	
9	Related Party Transactions (Chemanol)		For	For	
10	Related Party Transactions (TPA)		For	For	
11	Related Party Transactions (United Insurance Co. 2)		For	For	
12	Related Party Transactions (Emaar)		For	For	
13	Related Party Transactions (Saudi Investment Bank)		For	For	
14	Related Party Transactions (Almajd Alarabiah Trading Co. Ltd)		For	For	
15	Related Party Transactions (Smart Link)		For	For	
16	Related Party Transactions (General Organization for Social Insurance)		For	For	
17	Related Party Transactions (Hassana Investment Co.)		For	For	
18	Related Party Transactions (Health Holding Co.)		For	For	
19	Related Party Transactions (Elm Co. 1)		For	For	
20	Related Party Transactions (Elm Co. 2)		For	For	
21	Related Party Transactions (Mobily)		For	For	
22	Related Party Transactions (Obeikan Co.)		For	For	
23	Related Party Transactions (Vision Bank)		For	For	
24	Related Party Transactions (Waseel Co.)		For	For	
25	Related Party Transactions (Tree 1)		For	For	
26	Related Party Transactions (Tree 2)		For	For	
28	Amendments to Nomination Policy		For	For	
29	Amendments to Remuneration Policy		For	For	
30	Directors' Fees		For	For	
31	Ratification of Board Acts		For	For	
32	Appointment of Auditors and Authority to Set Fees		For	For	
32	Related Party Transactions (Najm 2)		For	For	
34	Related Party Transactions (United Insurance Co. 1)		For	For	
35	Auditors' Report		For	For	
35	Related Party Transactions (Al Moammar Information Systems 2)		For	For	
36	Related Party Transactions (Zahra Association)		For	For	
37	Approve Corporate Social Responsibility Policy		For	For	
37	Board Transactions		For	For	
38	Amendments to Audit Committee Charter		For	For	
39	Allocation of Profits/Dividends		For	For	

Daimler Truck Holding AG

Meeting Date: 27.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends		For	For	
2	Ratify Karin Rådström		For	For	
3	Ratify Martin Daum		For	For	
4	Ratify Karl Deppen		For	For	
5	Ratify Andreas Gorbach		For	For	
6	Ratify Jürgen Hartwig		For	For	
7	Ratify John O'Leary		For	For	
8	Ratify Achim Puchert		For	For	
9	Ratify Eva Scherer		For	For	
10	Ratify Stephan Unger		For	For	
11	Ratify Joe Kaeser		For	For	
12	Ratify Michael Brecht		For	For	
13	Ratify Michael Brosnan		For	For	
14	Ratify Bruno Buschbacher		For	For	
15	Ratify Jacques Esculier		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
16	Ratify Akihiro Eto		For	For	
17	Ratify Laura Ipsen		For	For	
18	Ratify Renata Jungo Brüngger		For	For	
19	Ratify Carmen Klitzsch-Müller		For	For	
20	Ratify Jörg Köhlinger		For	For	
21	Ratify John Krafcik		For	For	
22	Ratify Jörg Lorz		For	For	
23	Ratify Andrea Reith		For	For	
24	Ratify Martin H. Richenhagen		For	For	
25	Ratify Andrea Seidel		For	For	
26	Ratify Shintaro Suzuki		For	For	
27	Ratify Marie Wieck		For	For	
28	Ratify Harald Wilhelm		For	For	
29	Appointment of Auditor		For	For	
30	Appointment of Auditor for Sustainability Reporting		For	For	
31	Remuneration Report		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses
32	Supervisory Board Remuneration Policy		For	For	
33	Amendments to Articles (Virtual Meeting)		For	Against	Changes to Company Statutes - Vote Against when the Company has requested the right to hold a virtual-only meeting.
34	Authority to Repurchase and Reissue Shares		For	For	
35	Ratify Roman Zitzelsberger		For	For	
36	Ratify Thomas Zwick		For	For	
37	Authority to Repurchase Shares Using Equity Derivatives		For	For	

EQT AB		Meeting Date: 27.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Ratify Richa Goswami		For	For	
2	Ratify Marcus Wallenberg		For	For	
3	Ratify Margo Cook		For	For	
4	Ratify Christian Sinding (CEO)		For	For	
5	Board Size		For	For	
6	Number of Auditors		For	For	
7	Ratify Gordon Orr		For	For	
8	Ratify Johan Forssell		For	For	
9	Election of Presiding Chair		For	For	
10	Agenda		For	For	
11	Compliance with the Rules of Convocation		For	For	
12	Accounts and Reports		For	For	
13	Allocation of Profits/Dividends		For	For	
14	Ratify Conni Jonsson		For	For	
15	Ratify Brooks Entiwistle		For	For	
16	Ratify Diony Lebot		For	For	
17	Shareholder Proposal Regarding a Sponsorship Agreement		N/A	Against	
18	Authority to Set Auditor's Fees		For	For	
19	Elect Conni Jonsson		For	Against	Board – Vote Against when the Board has not disclosed the vote results of the previous shareholder meeting. Board – Vote Against when the company has neither an independent chair nor independent lead director.
20	Elect Brooks Entwistle		For	For	
21	Elect Diony C. Lebot		For	For	
22	Elect Gordon Robert Halyburton Orr		For	For	
23	Elect Marcus Wallenberg		For	For	
24	Elect Margo L. Cook		For	For	
25	Elect Richa Goswami		For	For	
26	Elect Jacob Wallenberg Jr		For	For	
27	Elect Conni Jonsson as Chair		For	Against	Board – Vote Against when the Board has not disclosed the vote results of the previous shareholder meeting. Board – Vote Against when the company has neither an independent chair nor independent lead director.
28	Appointment of Auditor		For	For	
29	Remuneration Report		For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.
30	Authority to Issue Shares w/ or w/o Preemptive Rights		For	For	
31	Authority to Repurchase and Reissue Shares		For	For	
32	Cancellation of Shares; Bonus Issue		For	For	
33	Amendment to EQT Share Program and EQT Option Program		For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.
34	Directors' Fees		For	For	
35	Issuance of Treasury Shares		For	For	

Fraport AG		Meeting Date: 27.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits		For	For	
2	Ratify Stefan Schulte		For	For	
3	Ratify Anke Giesen		For	For	
4	Ratify Julia Kranenberg		For	For	
5	Ratify Pierre Dominique Prümm		For	For	
6	Ratify Matthias Zieschang		For	For	
7	Ratify Michael Boddenberg		For	For	
8	Ratify Mathias Venema		For	For	
9	Ratify Devrim Arslan		For	For	
10	Ratify Karina-Becker-Lienemann		For	For	
11	Ratify Bastian Bergerhoff		For	For	
12	Ratify Hakan Bölükmeşe		For	For	
13	Ratify Ines Born		For	For	
14	Ratify Kathrin Dahnke		For	For	
15	Ratify Margarete Haase		For	For	
16	Ratify Harry Hohmeister		For	For	
17	Ratify Mike Josef		For	For	
18	Ratify Frank-Peter Kaufmann		For	For	
19	Ratify Sidar Kaya		For	For	
20	Ratify Lothar Klemm		For	For	
21	Ratify Karin Knappe		For	For	
22	Ratify Felix Kreutel		For	For	
23	Ratify Matthias Pöschko		For	For	
24	Ratify Sonja Wärntges		For	For	
25	Ratify Katja Windt		For	For	
26	Ratify Özgür Yalcinkaya		For	For	
27	Appointment of Auditor		For	For	
28	Appointment of Auditor for Sustainability Reporting		For	For	
29	REMUNERATION REPORT		For	For	
30	Elect Benedict Kuhn		For	For	
31	Elect Michael Niggemann		For	For	
32	Elect Marius Weiß		For	For	

Huaxin Cement Co. Ltd.		Meeting Date: 27.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Reappointment of 2025 Financial and Internal Control Audit Firm		For	For	
2	2024 Directors' Report		For	For	
3	2024 Supervisors' Report		For	For	
4	2024 Annual Accounts Report and 2025 Financial Budget Report		For	For	
5	2024 Profit Distribution Plan		For	For	
6	2024 Annual Report and Its Summary		For	For	

Leroy Seafood Group		Meeting Date: 27.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Issue Shares w/ or w/o Preemptive Rights		For	For	
2	Election of Presiding Chair		For	For	
3	Minutes		For	For	
4	Notice of Meeting; Agenda		For	For	
5	Accounts and Reports; Allocation of Profits and Dividends		For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.
6	Board Fees 2025/2026		For	For	
7	Audit Committee Fees 2025/2026		For	For	
8	Nomination Committee Fees 2025/2026		For	For	
9	Authority to Set Auditor's Fees		For	Against	Audit fees are excessive.
10	Remuneration Report		For	Against	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan.
11	Remuneration Policy		For	Against	Remuneration - Vote against when remuneration does not adhere to best practice of having clawback in place for LTIP. The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan.
12	Elect Britt Katrine Drivenes		For	For	
13	Elect Didrik Munch		For	Against	Board - Vote Against when the chair of the audit committee is not independent
14	Elect Karoline Møgster		For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards
15	Elect Are Dragesund		For	For	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices
16	Authority to Repurchase and Reissue Shares		For	For	

Merck & Co Inc		Meeting Date: 27.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Douglas M. Baker, Jr.		For	For	
2	Elect Mary Ellen Coe		For	For	
3	Elect Pamela J. Craig		For	For	
4	Elect Robert M. Davis		For	For	
5	Elect Thomas H. Glocer		For	For	
6	Elect Surendralal L. Karsanbhai		For	For	
7	Elect Risa Lavizzo-Mourey		For	For	
8	Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
9	Shareholder Proposal Regarding Report on Tax Transparency		Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
10	Shareholder Proposal Regarding Eliminating DEI from Compensation		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
11	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
12	Ratification of Auditor		For	For	
13	Shareholder Proposal Regarding Human Rights Impact Assessment		Against	For	SHP Social - Vote For when the proposal requests the company to report on their compliance with international human rights standards.
14	Elect Inge G. Thulin		For	For	
15	Elect Kathy J. Warden		For	For	
16	Elect Stephen L. Mayo		For	For	
17	Elect Paul B. Rothman		For	For	
18	Elect Patricia F. Russo		For	For	
19	Elect Christine E. Seidman		For	For	

OMV AG		Meeting Date: 27.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Approve Payment of Regular Dividend		For	For	
2	Approve Payment of Additional Dividend		For	For	
3	Ratification of Management Board Acts		For	For	
4	Ratification of Supervisory Board Acts		For	For	
5	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting		For	For	
6	Remuneration Report		For	Against	Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards without sufficient justification.
7	Supervisory Board Remuneration Policy		For	For	
8	Elect Elisabeth Stadler		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses
9	Elect Hans Joachim Müller		For	For	
10	Elect Jean-Baptiste Renard		For	For	
11	Elect Robert Stajic		For	For	
12	Authority to Repurchase and Reissue Shares		For	For	
13	Authority to Issue Treasury Shares to Employees and Executives		For	For	

Orient Overseas (International) Ltd.		Meeting Date: 27.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect WAN Min		For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
4	Elect ZHANG Feng		For	Against	Nominee is the CEO and serves on the Compensation Committee.
5	Elect TAO Weidong		For	For	
6	Elect Andrew TUNG Lieh Cheung		For	For	
7	Elect IP Sing Chi		For	For	
8	Elect Philip CHOW Yiu Wah		For	Against	Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the audit committee is not sufficiently independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the remuneration committee is not sufficiently independent.
9	Elect CHEN Hong		For	For	
10	Directors' Fees		For	For	
11	Appointment of Auditor and Authority to Set Fees		For	For	
12	Authority to Issue Shares w/o Preemptive Rights		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision
13	Authority to Repurchase Shares		For	For	
14	Authority to Issue Repurchased Shares		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision

Orient Overseas (International) Ltd.		Meeting Date: 27.05.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Shipbuilding Transaction		For	For	
Pop Mart International Group Limited		Meeting Date: 27.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Elect SI De		For	For	
4	Directors' Fees		For	For	
5	Elect LIU Ran		For	For	
7	Appointment of Auditor and Authority to Set Fees		For	Against	Audit fees are excessive.
8	Authority to Issue Shares w/o Preemptive Rights		For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
9	Allocation of Profits/Dividends		For	For	
9	Authority to Repurchase Shares		For	For	
10	Elect WANG Ning		For	Against	The roles of Chair and CEO are combined and there is no lead independent director. Board - Vote Against when the chair of the nominating committee is not independent. Nominee is the CEO and serves on the Compensation Committee.
10	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed
Publicis Groupe SA		Meeting Date: 27.05.2025		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2025 Remuneration Policy (Board of Directors)		For	For	
2	Authority to Repurchase and Reissue Shares		For	For	
3	Authority to Cancel Shares and Reduce Capital		For	For	
4	Authority to Grant Stock Options		For	For	
5	Employee Stock Purchase Plan (Domestic and Overseas)		For	For	
6	Employee Stock Purchase Plan (Specific Categories)		For	For	
7	Amendments to Articles		For	For	
8	Authorisation of Legal Formalities		For	For	
9	2024 Remuneration of Arthur Sadoun, Management Board Chair (until May 29, 2024)		For	Against	Insufficient response to shareholder dissent
10	2024 Remuneration of Anne-Gabrielle Heilbronner, Management Board Member (until May 29, 2024)		For	For	
11	2024 Remuneration of Loris Nold, Management Board Member (from February 8 until May 29, 2024)		For	For	
12	2024 Remuneration of Michel-Alain Proch, Former Management Board Member (until February 8, 2024)		For	For	
13	2024 Remuneration of Arthur Sadoun, Chair and CEO (since May 29, 2024)		For	Against	Insufficient response to shareholder dissent
14	2025 Remuneration Policy (Chair and CEO)		For	For	
15	Special Auditors Report on Regulated Agreements		For	For	
16	Appointment of Auditor (PricewaterhouseCoopers)		For	For	
17	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)		For	For	
18	Appointment of Auditor for Sustainability Reporting (KPMG)		For	For	
19	Accounts and Reports		For	For	
20	Consolidated Accounts and Reports		For	For	
21	Allocation of Profits/Dividends		For	For	
22	2024 Remuneration Report		For	For	
23	2024 Remuneration of Maurice Lévy, Former Supervisory Board Chair (until May 29, 2024)		For	Against	Excessive compensation
Seven & I Holdings Co., Ltd.		Meeting Date: 27.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Junro Ito		For	For	
2	Elect Stephen H. Dacus		For	For	
3	Elect Shigeki Kimura		For	For	
4	Elect Yoshimichi Maruyama		For	For	
5	Elect Tamaki Wakita		For	For	
6	Elect Fuminao Hachiuma		For	For	
7	Elect Yoshiyuki Izawa		For	For	
8	Elect Meyumi Yamada		For	For	
9	Elect Paul K. Yonamine		For	For	
10	Elect Takashi Sawada		For	For	
11	Elect Masaki Akita		For	For	
12	Elect Tatsuya Terazawa		For	For	
13	Elect Christine Edman		For	For	
14	Elect Shinya Ishii as Statutory Auditor		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
15	Directors' Fees		For	For	
16	Approval of the Restricted Stock Unit Plan		For	Against	Long term awards are not linked to performance. Plan does not disclose performance targets.
17	Transfer of Reserves		For	For	
18	Amendments to Articles		For	For	
19	Allocation of Profits/Dividends		For	For	

Sinbon Electronics Co Ltd	Meeting Date: 27.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Business Report and Financial Statements		For	For	
2	2024 Allocation of Profits/Dividends		For	For	
3	Amendments to Articles		For	For	
4	The Company Diluting Shares in Its 100% subsidiary Radbon Electronics Co., Ltd and Waiving its Participation in Radbon's Cash Capital Increase Plan		For	For	

Sunny Optical Technology (Group) Co., Ltd.	Meeting Date: 27.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed
2	Authority to Issue Shares w/o Preemptive Rights		For	Against	Issue price discount not disclosed
3	Authority to Repurchase Shares		For	For	
4	Accounts and Reports		For	For	
5	Allocation of Profits/Dividends		For	For	
6	Elect WANG Wenjie		For	For	
7	Elect WANG Wenjian		For	For	
8	Elect WANG Tan Jiong		For	For	
9	Elect CHEN Gang		For	For	
10	Elect Cheryl THOENG Wai Yee		For	For	
11	Elect FENG Hua Jun		For	For	
12	Directors' Fees		For	For	
13	Appointment of Auditor and Authority to Set Fees		For	For	

Trade Desk Inc	Meeting Date: 27.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Lise J. Buyer		For	For	
2	Elect Kathryn E. Falberg		For	For	
3	Amendment to the 2016 Incentive Award Plan		For	Against	Contains Evergreen Provisions
4	Advisory Vote on Executive Compensation		For	Against	Long term awards are not linked to performance.
5	Ratification of Auditor		For	For	

Tribal Group	Meeting Date: 27.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Issue Shares w/ Preemptive Rights		For	For	
2	Authority to Issue Shares w/o Preemptive Rights		For	For	
3	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
4	Authority to Repurchase Shares		For	For	
5	Accounts and Reports		For	For	
6	Appointment of Auditor		For	For	
7	Authority to Set Auditor's Fees		For	For	
8	Elect Richard Last		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
9	Elect Roger McDowell		For	Against	The nominee serves on the Audit Committee that lacks sufficient independence.
10	Elect Mark Pickett		For	For	
11	Elect Nigel Halkes		For	For	
12	Elect Diane Josephine McIntyre		For	For	

Yageo Corporation	Meeting Date: 27.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Non-Compete Restrictions for Directors		For	For	
2	Issuance of Employee Restricted Shares		For	For	
3	Amendment to the Company's Articles of Incorporation		For	For	
5	Amendments to Procedural for the Acquisition and Disposal of Asset		For	For	
6	Amendment to the Regulations Governing Election of Directors		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Elect CHEN Shao-Chiao		For	For	
8	2024 Accounts and Reports		For	For	
8	Elect HSU Chen-I		For	For	

Advanced Micro-Fabrication Equipment Inc. China

Meeting Date: 28.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 ANNUAL REPORT AND ITS SUMMARY		For	For	
2	2024 ANNUAL ACCOUNTS REPORT		For	For	
3	2024 Profit Distribution Plan		For	For	
3	2025 ESTIMATED CONTINUING CONNECTED TRANSACTIONS		For	For	
4	REAPPOINTMENT OF 2025 AUDIT FIRM		For	For	
6	2024 WORK REPORT OF THE BOARD OF DIRECTORS		For	For	
6	2024 WORK REPORT OF THE SUPERVISORY COMMITTEE		For	For	
8	2025 REMUNERATION PLAN FOR DIRECTORS		For	For	
9	2025 REMUNERATION PLAN FOR SUPERVISORS		For	For	
10	Purchase of Liability Insurance for Directors, Supervisors and Senior Management		For	Against	The company has not provided sufficient information.
11	2025 RESTRICTED STOCK INCENTIVE PLAN (DRAFT) AND ITS SUMMARY		For	For	
12	APPRAISAL MANAGEMENT MEASURES FOR THE 2025 RESTRICTED STOCK INCENTIVE PLAN		For	For	
12	AUTHORIZATION TO THE BOARD TO HANDLE MATTERS REGARDING THE EQUITY INCENTIVE		For	For	

Chailease Holding Company Limited

Meeting Date: 28.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Business Report and Financial Statements		For	For	
2	Allocation of Profits		For	For	
3	Issuance of New Shares via Capitalization of Retained Earnings		For	For	
4	Amendment to the Operational Procedures for Endorsements Guarantees for Others		For	Against	Excessive guarantees cap
5	Amendments to Articles		For	For	
6	To Consider and Approve the Company's Plan to Raise Long-Term Capital		For	For	
7	Proposal of Releasing the Non-Competition Restrictions on Directors		For	For	

Chevron Corp.

Meeting Date: 28.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Wanda M. Austin		For	For	
2	Elect John B. Frank		For	For	
3	Elect Alice P. Gast		For	For	
4	Elect Enrique Hernandez, Jr.		For	For	
5	Elect Marillyn A. Hewson		For	For	
6	Elect Jon M. Huntsman Jr.		For	Against	Board - Vote Against when there are concerns that one or more nominees lack sufficient time to effectively carry out their role in light of their external commitments
7	Elect Charles W. Moorman		For	For	
8	Elect Dambisa F. Moyo		For	For	
9	Elect Debra L. Reed-Klages		For	For	
10	Elect D. James Umpleby III		For	For	
11	Elect Cynthia J. Warner		For	For	
12	Elect Michael K. Wirth		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
13	Ratification of Auditor		For	For	
14	Advisory Vote on Executive Compensation		For	For	
15	Amendment to Certificate of Incorporation Regarding Officer Exculpation		For	For	
16	Shareholder Proposal Regarding Report on Human Rights Risks		Against	For	SHP Social - Vote For when the proposal requests the company to report on their compliance with international human rights standards.
17	Shareholder Proposal Regarding Report on Stranded Asset Risk		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
18	Shareholder Proposal Regarding Right to Call Special Meetings		Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights

E Ink Holdings Inc

Meeting Date: 28.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Accounts and Reports		For	For	
2	2024 Profit Distribution Plan		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	Amendments to Articles		For	For	
GE HealthCare Technologies Inc		Meeting Date: 28.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Peter J. Arduini		For	For	
2	Elect H. Lawrence Culp, Jr.		For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
3	Elect Rodney F. Hochman		For	For	
4	Elect Lloyd W. Howell, Jr.		For	For	
5	Elect Risa Lavizzo-Mourey		For	For	
6	Elect Catherine Lesjak		For	For	
7	Elect Anne T. Madden		For	For	
8	Elect Tomislav Mihaljevic		For	For	
9	Elect William J. Stromberg		For	For	
10	Elect Phoebe L. Yang		For	For	
11	Advisory Vote on Executive Compensation		For	Against	Remuneration - Fails the remuneration framework assessment on Structure.
12	Ratification of Auditor		For	For	
13	Shareholder Proposal Regarding Severance Approval Policy		Against	For	SHP Remuneration - Vote For when the proposal requests that the company seek shareholder approval prior to entering severance agreements which provide substantial benefits
Glencore plc		Meeting Date: 28.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Elect Gary Nagle		For	For	
4	Cash Distribution (Reduction in Share Premium Account)		For	For	
4	Elect John Wallington		For	Against	Board - Vote Against when the company does not take adequate steps to mitigate their human rights impacts and is linked to social controversies.
5	Elect María Margarita Zuleta González		For	For	
5	Authority to Repurchase Shares		For	For	
6	Elect Kalidas V. Madhavpeddi		For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
6	Elect Gill Marcus		For	For	
8	Elect Martin J. Gilbert		For	For	
8	Elect Liz Hewitt		For	For	
10	Elect Cynthia B. Carroll		For	For	
12	Appointment of Auditor		For	Against	The tenure of the auditor is excessive.
12	Authority to Issue Shares w/o Preemptive Rights		For	For	
13	Remuneration Report		For	Against	Long-term awards not subject to a quantitative performance underpin.
13	Amendments to Articles		For	For	
15	Authority to Issue Shares w/ Preemptive Rights		For	For	
17	Authority to Set Auditor's Fees		For	Against	The tenure of the auditor is excessive.
Haier Smart Home Co Ltd		Meeting Date: 28.05.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	General Authorization to the Board Regarding the Repurchase of Shares Not Exceeding 10% of the Issued H-Shares		For	For	
2	General Authorization to the Board Regarding the Repurchase of Shares Not Exceeding 30% of the Issued D-Shares		For	For	
Haier Smart Home Co Ltd		Meeting Date: 28.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect GONG Wei		For	For	
2	Elect YU David Hon To		For	Against	Serves on too many boards
3	Shareholder Proposal: Amendments to the Management System for Foreign Exchange Derivatives Business		For	For	
4	Shareholder Proposal: Amendments to the Management System for Entrusted Wealth Management		For	For	
5	Elect QIAN Daqun		For	For	
6	Elect LI Shaohua		For	For	
7	Elect Kevin Nolan		For	For	
8	Elect WONG Hak Kun		For	For	
9	Elect LI Shipeng		For	For	
10	Elect WU Qi		For	For	
11	Elect WANG Hua		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
12	Shareholder Proposal: Amendments to the Management System for Bulk Raw Material Hedging Business		For	For	The roles of Chair and CEO are combined and there is no lead independent director. Nominee is the CEO and serves on the Compensation Committee.
13	Elect LI Huagang		For	Against	
14	Amendments to the Investment Management System		For	For	
15	Shareholder Proposal: Amendments to Articles		For	For	
16	Shareholder Proposal: Amendments to Procedural Rules: Shareholders' Meetings		For	For	
17	Shareholder Proposal: Amendments to Procedural Rules: Board Meetings		For	For	
18	Shareholder Proposal: Amendments to the System for Independent Directors		For	For	
19	Shareholder Proposal: Amendments to the System for Connected Transaction		For	For	
20	Shareholder Proposal: Amendments to the External Guarantee Management System		For	For	
21	Shareholder Proposal: Amendments to the Raised Funds Management Measure		For	For	
22	2024 Annual Accounts Report		For	For	
23	2024 Annual Report and Its Summary		For	For	
24	2024 Internal Control Audit Report		For	For	
25	2024 Directors' Report		For	For	
26	2024 Supervisors' Report		For	For	
27	2024 Profit Distribution Plan		For	For	
28	Reappointment of China Accounting Standards Audit Firm		For	Against	Audit fees are excessive.
29	Reappointment of International Accounting Standards Audit Firm		For	Against	Audit fees are excessive.
30	Renewal of the Framework Agreement on Purchase of Products and Materials With a Company		For	For	
31	2025 Estimated Guarantee Quota of the Company and Its Subsidiaries		For	For	
32	Launching Foreign Capital Derivatives Business		For	For	
33	Authority to Issue Domestic and Overseas Debt Financing Instruments		For	For	
34	General Authorization to the Board Regarding A-Share Additional Offering		For	For	
35	General Authorization to the Board Regarding H-Share Additional Offering		For	For	
36	General Authorization to the Board Regarding D-Share Additional Offering		For	For	
37	General Authorization to the Board Regarding the Repurchase of Shares Not Exceeding 10% of the Issued H-Shares		For	For	
38	General Authorization to the Board Regarding the Repurchase of Shares Not Exceeding 30% of the Issued D-Shares		For	For	
39	Change of Commitment on Some Assets Injection by a Company		For	For	
40	Connected Transactions Regarding Continued Entrusted Management of a Company		For	For	
41	Shareholder Proposal: 2025 A-Share Key Employee Stock Ownership Plan (Draft) and Its Summary		For	For	
42	Shareholder Proposal: 2025 H-Share Key Employee Stock Ownership Plan (Draft) and Its Summary		For	For	

Haleon plc

Meeting Date: 28.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Final Dividend		For	For	
4	Elect Dave J. Lewis		For	For	
5	Elect Brian McNamara		For	For	
6	Elect Dawn Allen		For	For	
7	Elect Manvinder Singh Banga		For	For	
8	Elect Nancy Avila		For	For	
9	Elect Marie-Anne Aymerich		For	For	
10	Elect Blathnaid Bergin		For	For	
11	Elect Tracy Clarke		For	For	
12	Elect Vivienne Cox		For	For	
13	Elect Asmita Dubey		For	For	
14	Elect Alan Stewart		For	For	
15	Appointment of Auditor		For	For	
16	Authority to Set Auditor's Fees		For	For	
17	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
18	Authority to Issue Shares w/ Preemptive Rights		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
19	Authority to Issue Shares w/o Preemptive Rights		For	For	
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
21	Authority to Set General Meeting Notice Period at 14 Days		For	For	
22	Authority to Repurchase Shares		For	For	

Meta Platforms Inc	Meeting Date: 28.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure; Remuneration - Vote Against when the company fails to align pay with performance; Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability
3	Elect Peggy Alford		For	Withhold	An uncontested election uses the plurality voting standard without a resignation policy. Board – Vote Against when the company has a multi-class share structure with unequal voting rights. Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
4	Shareholder Proposal Regarding Transition Plan and Renewable Energy		Against	For	SHP Environment - Vote For when reasonable shareholder proposals request companies to prepare and plan for mitigating environmental risks
7	Elect Nancy Killefer		For	For	
8	Shareholder Proposal Regarding Report and Targets on Child Safety Impacts		Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues; SHP Social - Vote For when the proposal requests company product responsibility
8	Shareholder Proposal Regarding Report on Risks of AI Data Sourcing		Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
11	Shareholder Proposal Regarding Recapitalization		Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights; Allowing one vote per share generally operates as a safeguard for common shareholders
11	Shareholder Proposal Regarding Transparency Report on Data Collection and Advertising Practices		Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
12	Elect Tracey T. Travis		For	Withhold	Other governance issue; Board - Vote Against when there are clear concerns regarding the past performance of one or more nominees, including continued deficiency in risk oversight
12	Ratification of Auditor		For	For	
12	Frequency of Advisory Vote on Executive Compensation		3 Years	1 Year	An annual advisory vote on executive compensation is in the best interests of shareholders
14	Elect Tony Xu		For	Withhold	Did not implement SHP passed by a majority of unaffiliated shareholders
14	Elect Patrick Collison		For	For	
17	Elect Dana White		For	For	
17	Approval of the 2025 Equity Incentive Plan		For	Against	Contains Evergreen Provisions
21	Elect Mark Zuckerberg		For	For	
21	Shareholder Proposal Regarding Disclosure of Vote Results by Share Class		Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights; Adoption of this proposal may provide shareholders with more clarity concerning how different classes of shareholders have cast their votes
22	Elect Andrew W. Houston		For	Withhold	Did not implement SHP passed by a majority of unaffiliated shareholders
22	Shareholder Proposal Regarding Report on Efforts to Combat Hate		Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues; SHP Social - Vote For when the proposal requests company product responsibility
24	Elect Robert M. Kimmitt		For	For	
24	Shareholder Proposal Regarding Transparency Report on Deepfake Identifying Software		Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues; SHP Social - Vote For when the proposal requests company product responsibility
25	Elect John Elkann		For	For	
25	Elect Dina Powell McCormick		For	For	
26	Elect Charles Songhurst		For	For	
26	Elect Marc L. Andreessen		For	Withhold	Did not implement SHP passed by a majority of unaffiliated shareholders
27	Elect John Arnold		For	For	
27	Elect Hock E. Tan		For	Withhold	Board - Vote Against when the audit committee is not sufficiently independent
27	Shareholder Proposal Regarding Assessment of Investments in Bitcoin		Against	Against	SHP - Vote Against when the changes requested by the proposal are not in the best interests of shareholders

Sungrow Power Supply Co. Ltd	Meeting Date: 28.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to the Company's Articles of Association, and Amendments to and Formulation of Some Systems: The Company's Rule of Procedure Governing Shareholders General Meetings		For	For	
2	2024 WORK REPORT OF THE BOARD OF DIRECTORS		For	For	
3	2024 WORK REPORT OF THE SUPERVISORY COMMITTEE		For	For	
3	2024 REMUNERATION FOR SUPERVISORS		For	For	
4	2024 Profit Distribution Plan		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	2024 ANNUAL REPORT AND ITS SUMMARY		For	For	
6	2025 Estimated Guarantee Quota for Subsidiaries and Estimated Guarantee for Subsidiaries		For	For	
6	Launching Foreign Exchange Hedging Business in 2025 and the Feasibility Analysis		For	For	
6	2024 REMUNERATION FOR DIRECTORS		For	For	
8	ISSUING A LETTER OF GUARANTEE FOR SUBSIDIARIES		For	For	
9	REAPPOINTMENT OF 2025 AUDIT FIRM		For	For	
12	Amendments to the Company's Articles of Association, and Amendments to and Formulation of Some Systems: The Company's Articles of Association		For	For	
14	Amendments to the Company's Articles of Association, and Amendments to and Formulation of Some Systems: The Company's Rule of Procedure Governing the Board Meetings		For	For	
14	Amendments to the Company's Articles of Association, and Amendments to and Formulation of Some Systems: Information Disclosure Management System		For	For	
15	Amendments to the Company's Articles of Association, and Amendments to and Formulation of Some Systems: Work System for Independent Directors		For	For	

Advantech	Meeting Date: 29.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Business Report and Financial Statements		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Amendments to Articles		For	For	
4	Amendments to Procedural Rules: Acquiring or Disposing of Assets		For	For	

Carlyle Group Inc (The)	Meeting Date: 29.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sharda Cherwoo		For	For	
2	Elect Linda P. Hefner Filler		For	For	
3	Elect Daniel A. D'Aniello		For	For	
4	Elect Harvey Schwartz		For	For	
5	Elect David M. Rubenstein		For	For	
6	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the company fails to align pay with performance.
7	Elect William J. Shaw		For	For	
8	Ratification of Auditor		For	For	
9	Elect James H. Hance, Jr.		For	Withhold	Board is not sufficiently independent
10	Elect Derica W. Rice		For	For	

Delta Electronic	Meeting Date: 29.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Annual Business Report and Financial Statements		For	For	
2	2024 Earnings Distribution		For	For	
3	Amendments to the Company's Articles of Incorporation		For	For	
4	Release From Non-competition Restrictions on the Company's Directors		For	For	

Guosen Securities Co.Ltd.	Meeting Date: 29.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 ANNUAL ACCOUNTS REPORT		For	For	
2	2024 Profit Distribution Plan		For	For	
3	2024 Annual Report and Summary		For	For	
4	2024 Directors' Report		For	For	
5	2024 Supervisors' Report		For	For	
6	2024 Independent Directors' Report		For	For	
7	Related-party transactions between the company and the State-owned Assets Supervision and Administration Commission of the Shenzhen Municipal People's Government, Shenzhen Investment Holdings Co., Ltd. and other companies controlled by them		For	For	
8	Related-party transactions between the Company and China Resources Shenzhen International Trust Co., Ltd.		For	For	
9	Related-party transactions between the Company and Yunnan Hehe (Group) Co., Ltd.		For	For	
10	Related-party transactions between the Company and Penghua Fund Management Co., Ltd.		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Related-party transactions between the company and other related parties		For	For	
12	2025 PROPRIETARY INVESTMENT QUOTA		For	For	
13	APPOINTMENT OF 2025 AUDIT FIRM AND ITS AUDIT FEES		For	Against	Audit fees are excessive.
14	Provision of guarantees by Guosen Securities (Hong Kong) Financial Holdings Co., Ltd. for the routine business of its wholly-owned subsidiaries in 2025		For	For	

Hon Hai Precision Industry	Meeting Date: 29.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	2024 Accounts and Reports		For	For	
2	2024 Profit Distribution Plan		For	For	
3	Amendments to Articles		For	For	
4	Amendments to Procedural Rules: Capital Loans		For	For	
6	Amendments to Procedural: Acquisition and Disposal of Assets, Amendments to Procedural Rules: Derivatives Trading and Amendments to Procedural Rules: Endorsements and Guarantees		For	For	
7	Elect LIU Young-Way		For	For	
7	Elect CHANG Ching-Ray		For	For	
8	Elect CHIANG Shang-Yi		For	For	
10	Elect LIU Yee-Ru		For	For	
11	Elect HWANG Tsing-Yuan		For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
11	Elect WANG Kuo-Cheng		For	For	
13	Elect LIU Len-Yu		For	For	
13	Elect CHEN Yue-Min		For	For	
15	Elect HSU Tzu-Mei		For	For	
15	To Lift the Non-Competition Restrictions on Directors		For	For	

Industrial Bank Co., Ltd	Meeting Date: 29.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	ISSUANCE OF FINANCIAL BONDS		For	For	
2	Appointment of 2025 Auditor		For	For	
3	2025 TO 2030 CAPITAL MANAGEMENT PLAN		For	For	
4	ISSUANCE OF CAPITAL BONDS		For	For	
5	Elect YU Hua		For	For	
6	2024 WORK REPORT OF THE BOARD OF DIRECTORS		For	For	
7	2024 Annual Accounts and 2025 Financial Budget Plan		For	For	
8	2024 Profit Distribution Plan		For	For	
9	2024 WORK REPORT OF THE SUPERVISORY COMMITTEE		For	For	
10	2024 ANNUAL REPORT AND ITS SUMMARY		For	For	

Iron Mountain Inc.	Meeting Date: 29.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kent P. Dauten		For	For	
2	Elect June Felix		For	For	
3	Elect Monte E. Ford		For	For	
4	Elect Robin L. Matlock		For	For	
5	Elect William L. Meaney		For	For	
6	Elect Walter C. Rakowich		For	For	
7	Elect Theodore R. Samuels, II		For	For	
8	Elect Doyle R. Simons		For	For	
9	Amendment to the 2014 Stock and Cash Incentive Plan		For	For	
10	Advisory Vote on Executive Compensation		For	For	
11	Elect Jennifer Allerton		For	For	
12	Elect Pamela M. Arway		For	For	
13	Ratification of Auditor		For	For	

Jentech Precision Industrial Co	Meeting Date: 29.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	2024 Profit Distribution Plan		For	For	
2	Elect CHANG Chien-Tsai		For	For	
4	Elect LIN Chin-Lung		For	For	
5	Elect KUO Feng-Chun		For	For	
5	Elect WU Jheng-Cing		For	For	
6	Elect FANG Yen-Ling		For	For	
9	Elect CHANG Pei-Zen		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
10	2024 Business Report and Financial Statements		For	For	
10	Elect HSU Shen-Kuo		For	For	
11	Non-Compete of Restriction for Directors		For	For	
12	Amendments to Articles		For	For	
13	Elect CHAO Chung-Hsin		For	Against	The nominee has attended less than 75% of meetings without a valid excuse.
13	Elect CHAO Yung-Tsang		For	For	

Kunlun Energy Company Limited	Meeting Date: 29.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect LIU Guohai		For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
4	Elect QI Zhenzhong		For	For	
5	Elect Patrick SUN		For	For	
6	Elect KWOK Chi Shing		For	For	
7	Directors' Fees		For	For	
8	Appointment of Auditor and Authority to Set Fees		For	For	
9	Authority to Issue Shares w/o Preemptive Rights		For	Against	Capital Management - Vote Against when the proposed issuance is not in the best interests of minority shareholders.
10	Authority to Repurchase Shares		For	For	
11	Authority to Issue Repurchased Shares		For	Against	Capital Management - Vote Against when the issue price discount is deemed excessive or is not disclosed

Media Tek Inc	Meeting Date: 29.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	2024 Business Report and Financial Statements		For	For	
2	Elect HON Hsiao-Wuen		For	For	
3	Allocation of Profits		For	For	
3	Amendments to Articles		For	For	
5	Release of the Non-Compete Restriction on the Company's Director of the 10th Board of Directors		For	For	

MTN Group Ltd.	Meeting Date: 29.05.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Re-elect Mcebisi Hubert Jonas		For	For	
2	Re-elect Khotso D.K. Mokhele		For	For	
3	Re-elect Vincent M. Rague		For	For	
4	Re-elect Lamido Sanusi		For	For	
5	Elect Sandile Gwala		For	For	
6	Elect Audit Committee Member (Sindisiwe (Sindi) N. Mabaso-Koyana)		For	For	
7	Elect Audit Committee Member (Nosipho Molope)		For	For	
8	Elect Audit Committee Member (Noluthando P. Gosa)		For	For	
9	Elect Audit Committee Member (Vincent M. Rague)		For	For	
10	Elect Audit Committee Member (Tim Pennington)		For	For	
11	Elect Audit Committee Member (Sandile Gwala)		For	For	
12	Elect Social, Ethics and Sustainability Committee Member (Nkululeko (Nkunku) L. Sowazi)		For	For	
13	Elect Social, Ethics and Sustainability Committee Member (Khotso D.K. Mokhele)		For	For	
14	Elect Social, Ethics and Sustainability Committee Member (Stanley (Stan) P. Miller)		For	For	
15	Elect Social, Ethics and Sustainability Committee Member (Sandile Gwala)		For	For	
16	Elect Social, Ethics and Sustainability Committee Member (Lamido Sanusi)		For	For	
17	Elect Social, Ethics and Sustainability Committee Member (Nicky F. Newton-King)		For	For	
18	Appointment of Auditor (Ernst & Young)		For	For	
19	General Authority to Issue Shares		For	For	
20	Authority to Issue Shares for Cash		For	For	
21	Approve Remuneration Policy		For	For	
22	Approve Remuneration Implementation Report		For	For	
23	Approve NEDs' Fees (Local Chair)		For	For	
24	Approve NEDs' Fees (International Chair)		For	For	
25	Approve NEDs' Fees (Board Local Member)		For	For	
26	Approve NEDs' Fees (Board International Member)		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
27	Approve NEDs' Fees (Local Lead Independent Director)		For	For	
28	Approve NEDs' Fees (International Lead Independent Director)		For	For	
29	Approve NEDs' Fees (Human Capital and Remuneration Committee Local Chair)		For	For	
30	Approve NEDs' Fees (Human Capital and Remuneration Committee International Chair)		For	For	
31	Approve NEDs' Fees (Human Capital and Remuneration Committee Local Member)		For	For	
32	Approve NEDs' Fees (Human Capital and Remuneration Committee International Member)		For	For	
33	Approve NEDs' Fees (Social, Ethics and Sustainability Committee Local Chair)		For	For	
34	Approve NEDs' Fees (Social, Ethics and Sustainability Committee International Chair)		For	For	
35	Approve NEDs' Fees (Social, Ethics and Sustainability Committee Local Member)		For	For	
36	Approve NEDs' Fees (Social, Ethics and Sustainability Committee International Member)		For	For	
37	Approve NEDs' Fees (Audit Committee Local Chair)		For	For	
38	Approve NEDs' Fees (Audit Committee International Chair)		For	For	
39	Approve NEDs' Fees (Audit Committee Local Member)		For	For	
40	Approve NEDs' Fees (Audit Committee International Member)		For	For	
41	Approve NEDs' Fees (Risk Management and Compliance Committee Local Chair)		For	For	
42	Approve NEDs' Fees (Risk Management and Compliance Committee International Chair)		For	For	
43	Approve NEDs' Fees (Risk Management and Compliance Committee Local Member)		For	For	
44	Approve NEDs' Fees (Risk Management and Compliance Committee International Member)		For	For	
45	Approve NEDs' Fees (Finance and Investment Committee Local Chair)		For	For	
46	Approve NEDs' Fees (Finance and Investment Committee International Chair)		For	For	
47	Approve NEDs' Fees (Finance and Investment Committee Local Member)		For	For	
48	Approve NEDs' Fees (Finance and Investment Committee International Member)		For	For	
49	Approve NEDs' Fees (Ad Hoc Strategy Execution Committee Local Chair)		For	For	
50	Approve NEDs' Fees (Ad Hoc Strategy Execution Committee International Chair)		For	For	
51	Approve NEDs' Fees (Ad Hoc Strategy Execution Committee Local Member)		For	For	
52	Approve NEDs' Fees (Ad Hoc Strategy Execution Committee International Member)		For	For	
53	Approve NEDs' Fees (Directors Affairs and Corporate Governance Committee Local Chair)		For	For	
54	Approve NEDs' Fees (Directors Affairs and Corporate Governance Committee International Chair)		For	For	
55	Approve NEDs' Fees (Directors Affairs and Corporate Governance Committee Local Member)		For	For	
56	Approve NEDs' Fees (Directors Affairs and Corporate Governance Committee International Member)		For	For	
57	Approve NEDs' Fees (Information Technology Committee Local Chair)		For	For	
58	Approve NEDs' Fees (Information Technology Committee International Chair)		For	For	
59	Approve NEDs' Fees (Information Technology Committee Local Member)		For	For	
60	Approve NEDs' Fees (Information Technology Committee International Member)		For	For	
61	Approve NEDs' Fees (Sourcing Committee Local Chair)		For	For	
62	Approve NEDs' Fees (Sourcing Committee International Chair)		For	For	
63	Approve NEDs' Fees (Sourcing Committee Local Member)		For	For	
64	Approve NEDs' Fees (Sourcing Committee International Member)		For	For	
65	Authority to Repurchase Shares		For	For	
66	Approve Financial Assistance (Subsidiaries and Other Interrelated Entities)		For	For	
67	Approve Financial Assistance (Directors and/or Prescribed Officers and Employee Share Scheme Beneficiaries)		For	For	
68	Approve Financial Assistance to MTN Zakhele Futhi (RF) Limited		For	For	

Pulsar Group plc

Meeting Date: 29.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase Shares		For	For	
2	Accounts and Reports		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	Elect Max Royde		For	For	
4	Elect Christopher Satterthwaite		For	For	
5	Elect Christopher C. Pilling		For	For	
6	Appointment of Auditor		For	For	
7	Authority to Set Auditor's Fees		For	For	
8	Authority to Issue Shares w/ Preemptive Rights		For	For	
9	Authority to Issue Shares w/o Preemptive Rights		For	For	

Repsol S.A.		Meeting Date: 29.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Report on Non-Financial Information		For	For	
4	Ratification of Board Acts		For	For	
5	Appointment of Auditor		For	For	
6	First Special Dividend		For	For	
7	Second Special Dividend		For	For	
8	First Authority to Cancel Treasury Shares and Reduce Capital		For	For	
9	Second Authority to Cancel Treasury Shares and Reduce Capital		For	For	
10	Authority to Issue Convertible Debt Instruments		For	For	
11	Elect Aurora Catá Sala		For	For	
12	Elect Isabel Torremocha Ferrezuelo		For	For	
13	Elect Mariano Marzo Carpio		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses
14	Amendment to the Long-Term Incentive Plan		For	For	
15	Long-Term Incentive Plan		For	For	
16	Authorisation of Legal Formalities		For	For	
17	Remuneration Report		For	For	
18	Remuneration Policy		For	For	

Roblox Corporation		Meeting Date: 29.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Reincorporation		For	For	
2	Elect Gina Mastantuono		For	For	
3	Elect Jason Kilar		For	For	
4	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the company has single trigger change in control provisions that are not legacy based.
5	Ratification of Auditor		For	For	
6	Elect Christopher Carvalho		For	For	

Shanxi Xinghuacun Fen Wine Factory Co. Ltd.		Meeting Date: 29.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	2024 ANNUAL REPORT AND ITS SUMMARY		For	For	
3	2024 WORK REPORT OF THE BOARD OF DIRECTORS		For	For	
3	2024 WORK REPORT OF INDEPENDENT DIRECTORS		For	For	
5	Allocation of Profits		For	For	
5	Elect WANG Yan		For	For	
6	Elect ZHI Zhe		For	For	
7	Appointment of 2025 Financial and Internal Control Audit		For	Against	Audit fees are excessive.
8	2024 WORK REPORT OF THE SUPERVISORY COMMITTEE		For	For	
8	Elect WU Yuefei		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
10	2024 ANNUAL ACCOUNTS REPORT		For	For	

Silergy Corp		Meeting Date: 29.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect CHIU Chi-Ying		For	For	
2	Elect HUANG Pei-Yi		For	For	
3	Elect YANG Lung-Kuang		For	For	
4	Elect LIU Hsi-Liang		For	Against	Serves on too many boards
5	Elect CAO Chih-Ting		For	Against	
6	To Release Non-competition Restrictions on Newly Elected Directors of the Company		For	For	
7	Elect XIE Bing		For	For	
8	Elect TSAI Chih-Chieh		For	For	
9	2024 Business Report and Financial Statements		For	For	
10	2024 Earnings Distribution		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	AMENDMENT OF THE ARTICLES OF INCORPORATION		For	For	
12	Elect CHEN Wei		For	For	
13	Elect YOU Budong		For	For	

Zimmer Biomet Holdings Inc

Meeting Date: 29.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Louis Shapiro		For	For	
2	Elect Ivan Tornos		For	For	
3	Ratification of Auditor		For	For	
4	Advisory Vote on Executive Compensation		For	For	
5	Amendment to the 2009 Stock Incentive Plan		For	For	
6	Amendment to Certificate of Incorporation Regarding Officer Exculpation		For	For	
7	Elect Betsy J. Bernard		For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
8	Elect Michael J. Farrell		For	For	
9	Elect Sreelakshmi Kolli		For	For	
10	Elect Devdatt Kurdikar		For	For	
11	Elect Maria Teresa Hilado		For	For	
12	Elect Syed Jafry		For	For	
13	Elect Robert A. Hagemann		For	For	
14	Elect Arthur J. Higgins		For	For	

CSPC Pharmaceutical Group Limited.

Meeting Date: 30.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
1	Authority to Grant Options Under share Option Scheme		For	Against	Excessive range of participants; Short vesting period
2	Allocation of Profits/Dividends		For	For	
2	Elect WANG Zhenguo		For	For	
4	Elect PAN Weidong		For	For	
4	Elect WANG Huaiyu		For	For	
6	Elect YAO Bing		For	For	
6	Directors' Fees		For	For	
7	Elect CAI Xin		For	For	
7	Appointment of Auditor and Authority to Set Fees		For	For	
8	Elect CHEN Weiping		For	For	
10	Elect WANG Bo		For	Against	Board - Vote Against when the nominating committee is not sufficiently independent.
11	Elect CHEN Chuan		For	For	
12	Authority to Repurchase Shares		For	For	
14	Authority to Issue Shares w/o Preemptive Rights		For	For	

Iberdrola S.A.

Meeting Date: 30.05.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Issue Debt Instruments		For	For	
1	Authorisation of Legal Formalities		For	For	
4	Ratification of Board Acts		For	For	
5	Amendments to Articles (7, 9, and 33)		For	For	
7	Amendments to General Shareholders' Meeting Regulations (Preamble)		For	For	
8	Report on Non-Financial Information		For	For	
9	Amendments to General Shareholders' Meeting Regulations (7 through 18)		For	For	
9	First Scrip Dividend		For	For	
10	Amendments to General Shareholders' Meeting Regulations (62 through 65)		For	For	
10	Second Scrip Dividend		For	For	
12	Amendments to Articles (5, 6, 20, 25, 27, 34 and 63)		For	For	
12	Amendments to General Shareholders' Meeting Regulations (29 through 48)		For	For	
14	Allocation of Profits/Dividends		For	For	
15	Special Dividend (Engagement Dividend)		For	For	
17	Authority to Cancel Treasury Shares and Reduce Share Capital		For	For	
18	Remuneration Report		For	For	
18	Elect Ángel Jesús Acebes Paniagua		For	For	
19	Elect Juan Manuel González Serna		For	For	
20	Ratify Co-Option and Elect Ana Colonques García-Planas		For	For	
21	Amendments to General Shareholders' Meeting Regulations (1 through 6)		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
22	Board Size		For	For	
23	Accounts		For	For	
23	Amendments to General Shareholders' Meeting Regulations (19 through 21)		For	For	
24	Management Reports		For	For	
26	Amendments to General Shareholders' Meeting Regulations (22 through 28)		For	For	
26	Amendments to General Shareholders' Meeting Regulations (49 through 61)		For	For	

Midea Group Co. Ltd		Meeting Date: 30.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	2025 Launching of Foreign Exchange Derivatives Business		For	For	
3	2024 Supervisors' Report		For	For	
6	SHAREHOLDER RETURN PLAN FOR THE NEXT THREE YEARS FROM 2025 TO 2027		For	For	
7	Plan for the Repurchase of the Company's A Shares by Way of Centralized Bidding		For	For	
7	Explanation on the Completeness of and Compliance with Legal Procedures of the Spin-Off and the Validity of the Legal Documents Submitted		For	For	
7	Repurchase and Cancellation of Certain Restricted Shares Under the 2023 Restricted Share Incentive Scheme		For	For	
9	Provision of Assured Entitlement to the H-Share Shareholders Only for the Spin-Off		For	For	
9	Repurchase and Cancellation of Certain Restricted Shares Under the 2021 Restricted Share Incentive Scheme		For	For	
10	2025 A-Share Ownership Plan and its Summary (Draft)		For	Against	Potential conflict of interests
10	Provision of Guarantees for Asset Pool Business of Its Subsidiary Holding Companies		For	For	
10	Capability of The Subsidiary to Implement Regulated Operation		For	For	
11	Establishment of Management Measures for 2025 A-Share Ownership Plan		For	Against	Potential conflict of interests
11	Amendments of Decision Making System for External Guarantees		For	For	
13	2025 H-Share Award Scheme (Draft)		For	For	
16	Spin-Off Which Benefits the Safeguarding of Legitimate Rights and Interests of Shareholders and Creditors		For	For	
19	Amendments of Management System for Raised Funds		For	For	
20	2024 Accounts and Reports		For	For	
20	Amendments to Procedural Rules: Shareholder Meetings		For	For	
21	Amendments to Procedural Rules: Board Meetings		For	For	
22	Amendments of Work System for Independent Directors		For	For	
22	Board Authorization to Deal with All Matters Related to the Spin-Off		For	For	
23	Amendments of Management System for Connected Transactions		For	For	
24	Amendments of Remuneration Management Measures for Directors, Supervisors and Senior Executives		For	For	
24	Repurchase and Cancellation of Certain Restricted Shares Under the 2022 Restricted Share Incentive Scheme		For	For	
25	2024 ANNUAL REPORT AND ITS SUMMARY		For	For	
25	Change of Use and Cancellation of the Repurchased A-Shares		For	For	
26	2024 Directors' Report		For	For	
26	General Authorization to Repurchase H-Shares		For	For	
26	Provision of Guarantees for Subsidiaries		For	For	
27	General Authorization to Issue Shares		For	Against	Capital Management - Vote Against when the proposed issuance is not in the best interests of minority shareholders.
27	Compliance of the Spin-Off with the Relevant Laws and Regulations		For	For	
28	Plan of Annto's Initial Public Offering of H Shares and Its Listing on the Main Board of the Hong Kong Stock Exchange		For	For	
29	Spin-off a Subsidiary and Listing on the Main Board of the Hong Kong Stock Exchange (Preplan)		For	For	
30	2024 Profit Distribution Plan		For	For	
30	Board Authorization to Handle Matters Regarding to the 2025 A-Share Ownership Plan		For	Against	Potential conflict of interests
32	The Company's Ability to Maintain Independence and Sustainable Operation		For	For	
35	Re-Appointment of Auditor		For	For	
35	Analysis of the Objectives, Commercial Rationality, Necessity and Feasibility of the Spin-Off		For	For	
36	Amendments to Articles		For	For	
37	Compliance of the Spin-Off the Subsidiary with the Spin-Off Rules		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
41	Issuance of Ultra-Short-Term Financing Bonds and Medium-Term Notes		For	For	
National Bank of Greece		Meeting Date: 30.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Ratification of Board and Auditor's Acts		For	For	
3	Appointment of Auditor and Authority to Set Fees; Appointment of Auditor for Sustainability Reporting		For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice
4	Allocation of Dividends; Use of Reserves		For	For	
5	Authority to Repurchase Shares		For	For	
6	Amendments to Articles		For	For	
7	Remuneration Report		For	For	
8	Maximum Variable Pay Ratio		For	For	
9	Directors' Fees		For	For	
Old Mutual Limited		Meeting Date: 30.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Re-elect John Lister		For	For	
2	Re-elect Sizeka Magwentshu-Rensburg		For	For	
3	Re-elect Stewart van Graan		For	For	
4	Election of Audit Committee Member (Olufunke Ighodaro)		For	For	
5	Election of Audit Committee Member (Itumeleng Kgaboesele)		For	For	
7	Election of Responsible Business Committee Member (Brian Armstrong)		For	For	
8	Election of Audit Committee Member (Busisiwe Silwanyana)		For	For	
8	Election of Responsible Business Committee Member (Jaco Langner)		For	For	
9	Election of Responsible Business Committee Member (Sizeka Magwentshu-Rensburg)		For	For	
11	Election of Responsible Business Committee Member (James Mwangi)		For	For	
12	Election of Responsible Business Committee Member (Trevor Manuel)		For	For	
13	Appointment of Joint Auditor (Ernst & Young)		For	For	
14	Election of Audit Committee Member (Jaco Langner)		For	For	
14	Appointment of Joint Auditor (Deloitte & Touche)		For	For	
15	Election of Audit Committee Member (John Lister)		For	For	
16	Approve Remuneration Policy		For	For	
17	Approve Remuneration Implementation Report		For	Against	Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards without sufficient justification.
18	Approve NEDs' Fees		For	For	
19	Authority to Repurchase Shares		For	For	
20	Approve Financial Assistance		For	For	
XP Inc		Meeting Date: 30.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements		For	For	
Yankuang Energy Group Company Limited		Meeting Date: 30.05.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report		For	For	
2	Supervisors' Report		For	For	
3	Accounts and Reports		For	For	
4	Allocation of Profits/Dividends		For	For	
5	Renewal of the Liability Insurance of the Directors, Supervisors and Senior Officers		For	For	
6	Directors' and Supervisors' Fees		For	For	
7	Appointment of Auditor and Authority to Set Fees		For	For	
8	Authority to Give Guarantees		For	For	
9	Approval of Domestic and Overseas Financing Businesses		For	For	
10	Acquisition of 51% Equity Interests in Xibei Mining		For	For	
11	Materials Supply Agreement		For	For	
12	Mutual Provision of Labour and Services Agreement		For	For	
13	Insurance Fund Administrative Services Agreement		For	For	
14	Products, Materials and Asset Leasing Agreement		For	For	
15	Bulk Commodities Sale and Purchase Agreement		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
16	Shandong Energy Group Financial Services Agreement		For	For	
17	Yankuang Energy Financial Services Agreement		For	For	
18	Finance Lease and Factoring Agreement		For	For	
19	Entrusted Management Service Framework Agreement		For	For	
20	Amendments to Articles and Relevant Rules of Procedures		For	For	
21	Authority to Issue Additional Shares w/o Preemptive Rights		For	Against	Capital Management - Vote Against when the proposed issuance is not in the best interests of minority shareholders.
22	Authority to Repurchase H Shares		For	For	
23	Elect WANG JiuHong		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
24	Elect GAO Jingxiang		For	For	

Archean Chemical Industries Ltd

Meeting Date: 02.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect Subrahmanyam Meenakshisundaram		For	For	
4	Appointment of Secretarial Auditor		For	For	
5	Approve Payment of Fees to Cost Auditors		For	For	

Unitedhealth Group Inc

Meeting Date: 02.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Paul R. Garcia		For	For	
2	Elect Kristen Gil		For	For	
3	Elect Stephen J. Hemsley		For	For	
4	Elect Michele J. Hooper		For	For	
5	Elect Charles Baker		For	For	
6	Elect Timothy P. Flynn		For	Against	Board - Vote Against when the chair of the remuneration committee is not independent.
7	Advisory Vote on Executive Compensation		For	For	
8	Ratification of Auditor		For	For	
9	Shareholder Proposal Regarding Severance Approval Policy		Against	For	SHP Remuneration - Vote For when the proposal requests that the company seek shareholder approval prior to entering severance agreements which provide substantial benefits
10	Elect F. William McNabb, III		For	For	
11	Elect Valerie C. Montgomery Rice		For	For	
12	Elect John H. Noseworthy		For	For	
13	Elect Andrew Witty		For	Abstain	Proposal withdrawn

Amadeus IT Group S.A.

Meeting Date: 03.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Report on Non-Financial Information		For	For	
3	Remuneration Report		For	For	
4	Allocation of Profits/Dividends		For	For	
5	Ratification of Board Acts		For	For	
6	Board Size		For	For	
7	Elect Leo Puri		For	For	
8	Elect William L. Connelly		For	For	
9	Elect Stephan Gemkow		For	For	
10	Elect Peter Kürpick		For	For	
11	Elect Luis Maroto Camino		For	For	
12	Elect Pilar García Ceballos-Zúñiga		For	For	
13	Authorisation of Legal Formalities		For	For	
14	Elect Xiaoqun Clever-Steg		For	For	
15	Elect Amanda Mesler		For	For	
16	Elect Jana Eggers		For	For	
17	Elect Eriikka Söderström		For	For	
18	Elect David Vegara Figueras		For	For	
19	Appointment of Auditor		For	For	

Booking Holdings Inc

Meeting Date: 03.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Glenn D. Fogel		For	For	
2	Elect Mirian M. Graddick-Weir		For	For	
3	Elect Kelly J. Grier		For	For	
4	Elect Robert J. Mylod Jr.		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Elect Charles H. Noski		For	For	
6	Elect Joseph Quinlan		For	For	
7	Elect Nicholas J. Read		For	For	
8	Elect Thomas E. Rothman		For	For	
9	Elect Sumit Singh		For	For	
10	Elect Lynn M. Vojvodich Radakovich		For	For	
11	Elect Vanessa A. Wittman		For	For	
12	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
13	Ratification of Auditor		For	For	
14	Shareholder Proposal Regarding Right to Call Special Meetings		Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights

China Merchants Port Holdings Company Ltd		Meeting Date: 03.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
1	Appointment of Auditor and Authority to Set Fees		For	For	
2	Authority to Issue Shares w/o Preemptive Rights		For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
4	Elect LU Yongxin		For	For	
5	Elect TU Xiaoping		For	For	
6	Allocation of Profits/Dividends		For	For	
6	Elect Kelly CHAN Yuen Sau		For	For	
7	Elect YIM Kong		For	For	
7	Directors' Fees		For	For	
10	Authority to Repurchase Shares		For	For	
11	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed
12	Amendments to Articles		For	Against	Changes to Company Statutes - Vote Against when the Company has requested the right to hold a virtual-only meeting.

Datadog Inc		Meeting Date: 03.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Titi Cole		For	For	
2	Elect Matthew Jacobson		For	Withhold	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
3	Elect Julie G. Richardson		For	For	
4	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure, and transparency and accountability. Remuneration - Vote Against when sign-on packages are awarded that exceed market best practice.
5	Ratification of Auditor		For	For	
6	Amendment to Certificate of Incorporation Regarding Officer Exculpation		For	For	

Everplay Group Plc		Meeting Date: 03.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report		For	Against	NEDs may participate in executive plan
2	Appointment of Auditor		For	For	
3	Authority to Set Auditor's Fees		For	For	
4	Elect Rashid Varachia		For	For	
5	Elect Stephen Alan Bell		For	Against	Nominee is the CEO and serves on the Compensation Committee. Board - Vote Against when the remuneration committee is not sufficiently independent.
6	Elect Frank Sagnier		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
7	Elect Peter Whiting		For	For	
8	Elect Debbie Bestwick		For	For	
9	Elect Penelope Judd		For	For	
10	Final Dividend		For	For	
11	Authority to Issue Shares w/ Preemptive Rights		For	For	
12	Authority to Issue Shares w/o Preemptive Rights		For	For	
13	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
14	Authority to Repurchase Shares		For	For	
15	Accounts and Reports		For	For	

General Motors Company		Meeting Date: 03.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mary T. Barra		For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
2	Elect Wesley G. Bush		For	For	
3	Elect Joanne C. Crevoiserat		For	For	
4	Elect Joseph Jimenez		For	For	
5	Elect Alfred F. Kelly, Jr.		For	For	
6	Elect Jonathan McNeill		For	For	
7	Elect Judith A. Miscik		For	For	
8	Elect Patricia F. Russo		For	For	
9	Elect Mark A. Tatum		For	For	
10	Elect Jan E. Tighe		For	For	
11	Elect Devin N. Wenig		For	For	
12	Ratification of Auditor		For	For	
13	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability
14	Amendments Regarding Officer Exculpation, Inapplicable Provisions and Clarifying Language		For	For	
15	Shareholder Proposal Regarding Supply Chain GHG Targets and Alignment with Net Zero		Against	For	SHP Environment - Vote For when reasonable shareholder proposals request companies to prepare and plan for mitigating environmental risks

Henderson Land Development Co. Ltd.		Meeting Date: 03.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect Colin LAM Ko Yin		For	Against	Insider on nomination and remuneration committee; Insufficient nomination and remuneration committee independence requirement; Board is not sufficiently independent
4	Elect KWOK Ping Ho		For	Against	Board is not sufficiently independent
5	Elect Augustine WONG Ho Ming		For	Against	Nominee is the most recently appointed non-independent director and the board is not sufficiently independent.
6	Elect Gordon KWONG Che Keung		For	Against	Board - Vote Against when the chair of the audit committee is not independent.
7	Elect WU King Cheong		For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent.
8	Elect Alexander AU Siu Kee		For	For	
9	Appointment of Auditor and Authority to Set Fees		For	For	
10	Authority to Repurchase Shares		For	For	
11	Authority to Issue Shares w/o Preemptive Rights		For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
12	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed

PageGroup Plc		Meeting Date: 03.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Final Dividend		For	For	
4	Elect Nicholas Kirk		For	For	
5	Elect Babak Fouladi		For	For	
6	Elect Karen Geary		For	For	
7	Elect Michelle Healy		For	For	
8	Elect Angela Seymour-Jackson		For	For	
9	Elect Kelvin Stagg		For	For	
10	Elect Ben Stevens		For	For	
11	Appointment of Auditor		For	Against	The tenure of the auditor is excessive.
12	Authority to Set Auditor's Fees		For	Against	The tenure of the auditor is excessive.
13	Authority to Issue Shares w/ Preemptive Rights		For	For	
14	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
15	Authority to Issue Shares w/o Preemptive Rights		For	For	
16	Authority to Repurchase Shares		For	For	
17	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Pebble Group Plc		Meeting Date: 03.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Claire Thomson		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect Yvonne Monaghan		For	For	
3	Elect Stuart Warriner		For	For	
4	Elect David Moss		For	For	
5	Remuneration Report		For	For	
6	Remuneration Policy		For	Against	The executive directors hold shares for less than two years upon leave.
7	Elect Anne de Kerckhove		For	For	
8	Elect Christopher Lee		For	For	
9	Authority to Repurchase Shares		For	For	
10	Accounts and Reports		For	For	
11	Appointment of Auditor		For	For	
12	Authority to Set Auditor's Fees		For	For	
13	Authority to Issue Shares w/ Preemptive Rights		For	For	
14	Final Dividend		For	For	
15	Authority to Issue Shares w/o Preemptive Rights		For	For	
16	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	

Taiwan Semiconductor Co. Ltd

Meeting Date: 03.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Business Report and Financial Statements		For	For	
2	Amendments to Articles		For	For	

Airbnb Inc

Meeting Date: 04.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Amrita Ahuja		For	For	
2	Elect Joseph Gebbia		For	For	
3	Elect Jeffrey Jordan		For	Withhold	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Board – Vote Against when the company has a multi-class share structure with unequal voting rights. Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the audit committee is not sufficiently independent.
4	Ratification of Auditor		For	For	
5	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
6	Shareholder Proposal Regarding Disclosure of Vote Results by Share Class		Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights; Adoption of this proposal may provide shareholders with more clarity concerning how different classes of shareholders have cast their votes

Applavin Corp

Meeting Date: 04.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect Adam Foroughi		For	For	
3	Elect Craig S. Billings		For	For	
4	Elect Herald Y. Chen		For	For	
5	Elect Margaret H. Georgiadis		For	For	
6	Elect Alyssa Harvey Dawson		For	For	
6	Elect Barbara H. Messing		For	For	
7	Elect Todd R. Morgenfeld		For	For	
8	Elect Eduardo Vivas		For	For	
10	Elect Maynard G. Webb, Jr.		For	For	
10	Ratification of Auditor		For	For	

Empiric Student Property Plc

Meeting Date: 04.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Appointment of Auditor		For	Against	The tenure of the auditor is excessive.
4	Authority to Set Auditor's Fees		For	Against	The tenure of the auditor is excessive.
5	Dividend Policy		For	For	
6	Authority to Set General Meeting Notice Period at 14 Days		For	For	
7	Elect Duncan Garrood		For	For	
8	Elect Martin Ratchford		For	For	
9	Elect Clair Preston-Beer		For	For	
10	Elect Donald Grant		For	For	
11	Authority to Issue Shares w/ Preemptive Rights		For	For	
12	Authority to Issue Shares w/o Preemptive Rights		For	For	
13	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Authority to Repurchase Shares		For	For	
15	Elect Mark Pain		For	For	
16	Elect Alice Avis		For	For	

HA Sustainable Infrastructure Capital Inc.

Meeting Date: 04.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jeffrey W. Eckel		For	For	
2	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the company has single trigger change in control provisions that are not legacy based.
3	Elect Lizabeth A. Ardisana		For	For	
4	Elect Clarence D. Armbrister		For	For	
5	Elect Teresa M. Brenner		For	For	
6	Elect Nancy C. Floyd		For	For	
7	Elect Jeffrey A. Lipson		For	For	
8	Elect Charles M. O'Neil		For	For	
9	Elect Richard J. Osborne		For	For	
10	Elect Steven G. Osgood		For	For	
11	Elect Kimberly A. Reed		For	For	
12	Elect Laura A. Schulte		For	For	
13	Elect Barry Welch		For	For	
14	Ratification of Auditor		For	For	

Oxford Nanopore Technologies Plc

Meeting Date: 04.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendment to Long-Term Incentive Plan 2021		For	For	
2	Accounts and Reports		For	For	
3	Remuneration Report		For	For	
4	Remuneration Policy		For	For	
5	Elect Daniel Mahony		For	For	
6	Elect Sarah Fortune		For	For	
7	Elect Adrian Hennah		For	For	
8	Elect Nick Keher		For	For	
9	Elect John O'Higgins		For	For	
10	Elect Heather Preston		For	For	
11	Elect Katherine Priestman		For	For	
12	Elect Gordon Sanghera		For	For	
13	Elect Duncan Tatton-Brown		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
14	Appointment of Auditor		For	Against	The tenure of the auditor is excessive.
15	Authority to Set Auditor's Fees		For	Against	The tenure of the auditor is excessive.
16	Authority to Issue Shares w/ Preemptive Rights		For	For	
17	Authority to Issue Shares w/o Preemptive Rights		For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
19	Authority to Repurchase Shares		For	For	
20	Authority to Set General Meeting Notice Period at 14 Days		For	For	
21	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes

Sanlam

Meeting Date: 04.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Reappointment of Joint Auditor (KPMG)		For	For	
3	Reappointment of Joint Auditor (PricewaterhouseCoopers)		For	For	
4	Re-elect Shirley A. Zinn		For	For	
5	Re-elect Ndivhuwo Manyonga		For	For	
6	Re-elect Ebenezer (Ebby) Essoka		For	For	
7	Re-elect Patrice T. Motsepe		For	Against	Board - Vote Against when there are concerns that the nominee lacks sufficient time to effectively carry out their role in light of external commitments.
8	Re-elect Willem van Biljon		For	For	
9	Re-elect Paul B. Hanratty		For	For	
10	Election of Social, Ethics and Sustainability Committee Member (Karabo Nondumo)		For	For	
11	Election of Social, Ethics and Sustainability Committee Member (Mathukana Mokoka)		For	For	
12	Election of Social, Ethics and Sustainability Committee Member (Kobus Möller)		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
13	Election of Social, Ethics and Sustainability Committee Member (Ebenezer Essoka)		For	For	
14	Election of Audit Committee Member (Andrew Birrell)		For	For	
15	Election of Audit Committee Member (Nicolaas Kruger)		For	For	
16	Election of Audit Committee Member (Mathukana G. Mokoka)		For	For	
17	Election of Audit Committee Member (Kobus Möller)		For	For	
18	Election of Audit Committee Member (Karabo T. Nondumo)		For	For	
19	Election of Audit Committee Member (Ndivhuwo Manyonga)		For	For	
20	Approve Remuneration Policy		For	For	
21	Approve Remuneration Implementation Report		For	For	
22	General Authority to Issue Shares		For	For	
23	General Authority to Issue Shares for Cash		For	For	
24	Ratify Directors' Fees		For	For	
25	Authorisation of Legal Formalities		For	For	
26	Approve NEDs' Fees		For	For	
27	Authority to Repurchase Shares		For	For	
28	Approve Financial Assistance (Section 44)		For	For	
29	Approve Financial Assistance (Section 45)		For	For	
30	Amendments to Memorandum		For	For	

Workday Inc

Meeting Date: 04.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Carl M. Eschenbach		For	For	
2	Elect Michael M. McNamara		For	Against	Board Related - Vote against the chair of the nominating/governance committee if directors are not subject to annual re-election. Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
3	Elect Michael L. Speiser		For	For	
4	Elect Jerry YANG Chih-Yuan		For	For	
5	Ratification of Auditor		For	For	
6	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria

Cloudflare Inc

Meeting Date: 05.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the company fails to align pay with performance.
2	Elect Stacey Cunningham		For	For	
3	Elect Mark J. Hawkins		For	For	
4	Elect Carl Ledbetter		For	Withhold	Ongoing compensation concerns, Insufficient response to shareholder dissent
5	Ratification of Auditor		For	For	

Compagnie de Saint-Gobain S.A.

Meeting Date: 05.06.2025

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non Tax-Deductible Expenses		For	For	
2	Consolidated Accounts and Reports		For	For	
3	Allocation of Profits/Dividends		For	For	
4	Special Auditors Report on Regulated Agreements		For	For	
5	Elect Benoit Bazin		For	For	
6	Elect Sibylle Daunis-Opfermann As Employee Shareholder Representative		For	For	
7	Elect Maya Hari		For	For	
8	Elect Antoine de Saint-Affrique		For	For	
9	Elect Hans Sohlström		For	For	
10	2024 Remuneration of Pierre-André de Chalendar, Chair until June 6, 2024		For	For	
11	2024 Remuneration of Benoit Bazin, CEO until June 6, 2024		For	For	
12	2024 Remuneration of Benoit Bazin, Chair and CEO from June 7, 2024		For	For	
13	2024 Remuneration Report		For	For	
14	2025 Remuneration Policy (Chair and CEO)		For	For	
15	2025 Remuneration Policy (Board of Directors)		For	For	
16	Authority to Repurchase and Reissue Shares		For	For	
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights		For	For	
18	Authority to Issue Shares and/or Convertible Debt w/o Preemptive Rights; W/ or W/o Priority Subscription		For	For	
19	Authority to Issue Shares and Convertible Debt Through Private Placement		For	For	
20	Greenshoe		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
21	Authority to Increase Capital in Consideration for Contributions In Kind		For	For	
22	Authority to Increase Capital Through Capitalisations		For	For	
23	Employee Stock Purchase Plan		For	For	
24	Authority to Cancel Shares and Reduce Capital		For	For	
25	Authority to Grant Stock Options		For	For	
26	Authority to Issue Performance Shares		For	For	
27	Amendments to Articles Regarding Shareholders' General Meetings		For	For	
28	Authorisation of Legal Formalities		For	For	

Fevertree Drinks Plc

Meeting Date: 05.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Final Dividend		For	For	
4	Elect Domenico J. De Lorenzo		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
5	Elect Tim Warrillow		For	For	
6	Elect Andrew Branchflower		For	For	
7	Elect Kevin Havelock		For	For	
8	Elect Laura Hagan		For	For	
9	Elect Jeff Popkin		For	For	
10	Elect Clare Swindell		For	For	
11	Elect David Lapp		For	For	
12	Appointment of Auditor		For	Against	The tenure of the auditor is excessive.
13	Authority to Set Auditor's Fees		For	Against	The tenure of the auditor is excessive.
14	Authority to Issue Shares w/ Preemptive Rights		For	For	
15	Authority to Issue Shares w/o Preemptive Rights		For	For	
16	Authority to Repurchase Shares		For	For	
17	2025 Long-Term Incentive Plan		For	For	

Flutter Entertainment Plc

Meeting Date: 05.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect John A. Bryant		For	For	
2	Elect Peter Jackson		For	For	
3	Elect Robert Bennett		For	For	
4	Elect Nancy Cruickshank		For	For	
5	Elect Nancy Dubuc		For	For	
6	Elect Alfred F. Hurley, Jr.		For	For	
7	Elect Holly K. Koeppel		For	For	
8	Elect Carolan Lennon		For	For	
9	Elect Christine M. McCarthy		For	For	
10	Advisory Vote on Executive Compensation		For	Against	Remuneration - Fails the remuneration framework assessment on transparency & accountability.
11	Advisory Vote on the Frequency of future Advisory Votes on Executive Compensation - Please vote for on this resolution to approve every year		For	For	
12	Advisory Vote on the Frequency of future Advisory Votes on Executive Compensation - Please vote for on this resolution to approve every two years		Do Not Vote	Do Not Vote	
13	Advisory Vote on the Frequency of future Advisory Votes on Executive Compensation - Please vote for on this resolution to approve every three years		Do Not Vote	Do Not Vote	
14	Advisory Vote on the Frequency of future Advisory Votes on Executive Compensation - Please vote for on this resolution to approve Abstain		Do Not Vote	Do Not Vote	
15	Amendment to the 2024 Omnibus Equity Incentive Plan		For	For	
16	Share Purchase Plan		For	For	
17	Sharesave Scheme		For	For	
18	Appointment of Auditor		For	For	
19	Authority to Set Auditor's Fees		For	For	
20	Authority to Issue Shares w/ Preemptive Rights		For	For	
21	Authority to Issue Shares w/o Preemptive Rights		For	For	
22	Authority to Repurchase Shares		For	For	
23	Authority to Set Price Range for Reissuance of Treasury Shares		For	For	

Netflix Inc.

Meeting Date: 05.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect Mathias Döpfner		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect Reed Hastings		For	For	
2	Shareholder Proposal Regarding Right to Call Special Meetings		Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
4	Shareholder Proposal Regarding Report on Affirmative Action Risks		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company
5	Elect Strive T. Masiyiwa		For	For	
6	Elect Ann Mather		For	For	
8	Elect Susan Rice		For	For	
8	Elect Theodore A. Sarandos		For	For	
10	Elect Bradford L. Smith		For	For	
10	Elect Anne M. Sweeney		For	For	
11	Elect Leslie J. Kilgore		For	For	
12	Ratification of Auditor		For	For	
14	Elect Greg Peters		For	For	
14	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
14	Shareholder Proposal Regarding Climate Transition Plan		Against	For	SHP Environment - Vote For when reasonable shareholder proposals request companies to prepare and plan for mitigating environmental risks.
16	Elect Jay C. Hoag		For	Against	Board - Vote Against when there are clear concerns regarding the past performance of one or more nominees, including repeated absence at board meetings
17	Elect Richard N. Barton		For	For	
17	Shareholder Proposal Regarding Amending Code of Ethics		Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks
18	Shareholder Proposal Regarding Report on Discrimination Risk of Charitable Contributions		Against	Against	SHP - Vote Against when the changes requested by the proposal are not in the best interests of shareholders

Orlen S.A.

Meeting Date: 05.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Election of Presiding Chair		For	For	
2	Compliance with Rules of Convocation		For	For	
3	Agenda		For	For	
4	Election of Scrutiny Commission		For	For	
5	Presentation of Management Board Report		For	For	
6	Presentation of Financial Statements		For	For	
7	Presentation of Financial Statements (Consolidated)		For	For	
8	Presentation of Supervisory Board Report		For	For	
9	Presentation of Report on Selected Operational Expenses		For	For	
10	Management Board Report		For	For	
11	Financial Statements		For	For	
12	Financial Statements (Consolidated)		For	For	
13	Allocation of Dividends		For	For	
14	Supervisory Board Report		For	For	
15	Ratification of Management Acts		For	For	
16	Ratification of Supervisory Board Acts		For	For	
17	Remuneration Report		For	Against	Insufficient response to shareholder dissent; Poor overall design
18	Acquisition		For	For	
19	Board Size		For	For	
20	Changes to the Supervisory Board Composition		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses. Board - Vote Against when the chair of the audit committee is not independent.
21	Supervisory Board Fees		For	Against	The company has not provided sufficient information.
22	Shareholder Proposal Regarding Remuneration Policy (Management Board)		For	Abstain	Abstain when the company has not provided sufficient information regarding the proposal.

PayPal Holdings Inc

Meeting Date: 05.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Joy Chik		For	For	
2	Elect Alex Chriss		For	For	
3	Elect Jonathan Christodoro		For	For	
4	Elect Carmine Di Sibio		For	For	
5	Elect David W. Dorman		For	For	
6	Elect Enrique Lores		For	For	
7	Elect Gail J. McGovern		For	For	
8	Elect Deborah M. Messemer		For	For	
9	Elect David M. Moffett		For	For	
10	Elect Ann M. Sarnoff		For	For	
11	Elect Frank D. Yeary		For	For	
12	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
13	Amendment to the 2015 Equity Incentive Award Plan		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Ratification of Auditor		For	For	
15	Shareholder Proposal Regarding Report on Discrimination Risk of Charitable Contributions		Against	Against	SHP - Vote Against when the changes requested by the proposal are not in the best interests of shareholders
16	Shareholder Proposal Regarding Right to Call Special Meetings		Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights

PetroChina Co. Ltd.
Meeting Date: 05.06.2025
Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report		For	For	
4	Supervisors' Report		For	For	
5	Accounts and Reports		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses. Board - Vote Against when the company does not take adequate steps to mitigate their human rights impacts and is linked to social controversies.
5	Authority to Issue Shares w/o Preemptive Rights		For	Against	Capital Management - Vote Against when the proposed issuance is not in the best interests of minority shareholders.
6	Allocation of Profits/Dividends		For	For	
7	Authority to Declare Interim Dividends		For	For	
8	Authority to Issue Debt Financing Instruments		For	For	
9	Appointment of Auditor and Authority to Set Fees		For	For	
10	Authority to Give Guarantees		For	For	
11	Authority to Repurchase Shares		For	For	
11	Elect ZHANG Yuxin		For	For	

PetroChina Co. Ltd.
Meeting Date: 05.06.2025
Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase Shares		For	For	

Sinotrans
Meeting Date: 05.06.2025
Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Issue H Shares w/o Preemptive Rights		For	Against	Capital Management - Vote Against when the proposed issuance is not in the best interests of minority shareholders.
2	Authority to Repurchase H Shares		For	For	
3	Updated Mandate of the Issue of Debt Financing Instruments		For	For	
4	Estimated Guarantees for 2025		For	Against	The company has not provided sufficient information.
5	Directors' Report		For	For	
6	Supervisors' Report		For	For	
7	Accounts and Reports		For	For	
8	Annual Report		For	For	
9	2025 Financial Budget		For	For	
10	Allocation of Profits/Dividends		For	For	
11	Board Authorization to Determine Interim Profit Distribution Plan		For	For	
12	Appointment of Auditor and Authority to Set Fees		For	Against	Audit fees are excessive.
13	Renewal of Liability Insurance for Directors, Supervisors and Senior Management Members		For	For	
14	Provision of Financial Assistance to a Holding Subsidiary		For	For	
15	Elect HUANG Chuanjing		For	For	

Sinotrans
Meeting Date: 05.06.2025
Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase H Shares		For	For	

TPG Inc
Meeting Date: 05.06.2025
Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Gunther Bright		For	For	
2	Elect James Coulter		For	For	
3	Elect Mary B. Cranston		For	For	
4	Elect Kelvin Davis		For	For	
5	Elect Kathy Elsesser		For	For	
6	Elect Deborah M. Messemer		For	For	
7	Elect Anilu Vazquez-Ubarri		For	For	
8	Elect Jon Winkelried		For	For	
9	Elect Nehal Raj		For	Withhold	Nominee is the most recently appointed non-independent director and the board is not sufficiently independent.
10	Elect Jeffrey K. Rhodes		For	Withhold	Less than 75% Attendance
11	Elect Ganendran Sarvananthan		For	Withhold	Less than 75% Attendance

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
12	Elect Todd B. Sisitsky		For	For	
13	Elect David Trujillo		For	For	
14	Elect Anilu Vazquez-Ubarri		For	For	
15	Elect Jon Winkelried		For	For	
16	Elect James Coulter		For	For	
17	Elect Kelvin Davis		For	For	
18	Elect Nehal Raj		For	Withhold	Nominee is the most recently appointed non-independent director and the board is not sufficiently independent.
19	Elect Jeffrey K. Rhodes		For	Withhold	Less than 75% Attendance
20	Elect Ganendran Sarvananthan		For	Withhold	Less than 75% Attendance
21	Elect Todd B. Sisitsky		For	For	
22	Elect David Trujillo		For	For	
23	Ratification of Auditor		For	For	

Walmart Inc

Meeting Date: 05.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Cesar Conde		For	For	
2	Elect Timothy P. Flynn		For	For	
3	Elect Sarah J. Friar		For	For	
4	Elect Carla A. Harris		For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
5	Elect Thomas W. Horton		For	For	
6	Elect Marissa A. Mayer		For	For	
7	Elect C. Douglas McMillon		For	For	
8	Elect Gregory B. Penner		For	For	
9	Elect Randall L. Stephenson		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
10	Elect Steuart L. Walton		For	For	
11	Ratification of Auditor		For	For	
12	Advisory Vote on Executive Compensation		For	Against	Remuneration - Fails the remuneration framework assessment on structure.
13	Approval of the Stock Incentive Plan of 2025		For	For	
14	Shareholder Proposal Regarding Third-Party Assessment of Policies for Law Enforcement Requests		Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
15	Shareholder Proposal Regarding Report on Plastic Packaging		Against	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports.
16	Shareholder Proposal Regarding Assessment of Plastic Production and Packaging Policies		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
17	Shareholder Proposal Regarding Racial Equity Audit		Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
18	Shareholder Proposal Regarding Report on DEI Initiatives		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company
19	Shareholder Proposal Regarding Report on Health and Safety Governance		Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks
20	Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
21	Elect Robert E. Moritz, Jr.		For	For	
22	Elect Brian Niccol		For	For	

Worldline

Meeting Date: 05.06.2025

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Consolidated Accounts and Reports		For	For	
3	Allocation of Losses		For	For	
4	Special Auditors Report on Regulated Agreements		For	For	
5	Elect Mette Kamsvåg		For	For	
6	Elect Michael Stollarz		For	For	
7	Ratification of the Co-option of Jérôme Grivet		For	For	
8	2024 Remuneration Report		For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.
9	2024 Remuneration of Georges Pauget, Former Chair (Until June 13, 2024)		For	For	
10	2024 Remuneration of Wilfried Verstraete, Chair (Since June 13, 2024)		For	For	
11	2024 Remuneration of Gilles Grapinet, Former CEO (Until September 30, 2024)		For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.
12	2024 Remuneration of Marc-Henri Desportes, Deputy CEO (Until September 30) and Interim CEO (Since October, 1, 2024)		For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.
13	2025 Remuneration Policy (Chair)		For	For	
14	2025 Remuneration Policy (CEO)		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
15	2025 Remuneration Policy (Board of Directors)		For	For	
16	2025 Remuneration Policy (Interim CEO)		For	For	
17	2025 Remuneration of Marc-Henri Desportes, Interim CEO (Until February 28, 2025)		For	For	
18	Authority to Repurchase and Reissue Shares		For	For	
19	Authority to Cancel Shares and Reduce Capital		For	For	
20	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights		For	For	
21	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and to Increase Capital In Case of Exchange Offer		For	For	
22	Authority to Issue Shares and Convertible Debt Through Private Placement		For	For	
23	Greenshoe		For	For	
24	Authority to Increase Capital in Consideration for Contributions In Kind		For	For	
25	Authority to Increase Capital Through Capitalisations		For	For	
26	Employee Stock Purchase Plan		For	For	
27	Stock Purchase Plan for Overseas Employees		For	For	
28	Authority to Issue Restricted Shares		For	For	
29	Amendments to Articles Regarding Board Meetings		For	For	
30	Amendments to Articles Regarding Chair Age Limits		For	For	
31	Elect Rodolfo J. Savitzky		For	For	
32	Authorisation of Legal Formalities		For	For	

Xiaomi Corporation

Meeting Date: 05.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Elect LEI Jun		For	Against	The roles of Chair and CEO are combined and there is no lead independent director. Nominee is the CEO and serves on the Compensation Committee.
2	Appointment of Auditor and Authority to Set Fees		For	Against	
5	Directors' Fees		For	For	Audit fees are excessive.
7	Authority to Issue Repurchased Shares		For	Against	Capital Management - Vote Against when the issue price discount is deemed excessive or is not disclosed.
8	Elect LIU Qin		For	Against	Board - Vote Against when the audit committee is not sufficiently independent
8	Authority to Repurchase Shares		For	For	
8	Authority to Issue Class B Shares w/o Preemptive Rights		For	Against	Capital Management - Vote Against when the proposed issuance is not in the best interests of minority shareholders.
9	Elect CHEN Dongsheng		For	For	

Alphabet Inc

Meeting Date: 06.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Larry Page		For	For	
1	Shareholder Proposal Regarding Report and Targets on Child Safety Impacts		Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues.
2	Elect Sergey Brin		For	For	
3	Elect Sundar Pichai		For	For	
5	Elect John L. Hennessy		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Board – Vote Against when the company has a multi-class share structure with unequal voting rights.
6	Elect Frances H. Arnold		For	For	
6	Elect R. Martin Chavez		For	For	
8	Elect L. John Doerr		For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent.
8	Elect Roger W. Ferguson, Jr.		For	For	
9	Elect K. Ram Shriram		For	For	
11	Elect Robin L. Washington		For	For	
12	Ratification of Auditor		For	For	
13	Shareholder Proposal Regarding Right to Act by Written Consent		Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
13	Shareholder Proposal Regarding Excluding Share Repurchases in Executive Compensation		Against	Against	The concerns addressed by the proposal are not considered material for the company.
14	Shareholder Proposal Regarding Report on Discrimination Risk of Charitable Contributions		Against	Against	SHP - Vote Against when the changes requested by the proposal are not in the best interests of shareholders
15	Shareholder Proposal Regarding Participation in Human Rights Campaign's Corporate Equality Index		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
16	Shareholder Proposal Regarding Disclosure Related to 2030 Climate Goals		Against	For	SHP Environment - Vote For when reasonable shareholder proposals request companies to prepare and plan for mitigating environmental risks.
16	Shareholder Proposal Regarding Human Rights Impact Assessment of AI-Driven Targeted Advertising		Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
17	Shareholder Proposal Regarding Recapitalization		Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights; Allowing one vote per share generally operates as a safeguard for common shareholders

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
17	Shareholder Proposal Regarding GenAI Discrimination		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
18	Shareholder Proposal Regarding Report on Risks of AI Data Sourcing		Against	For	SHP - Vote For when the proposal requests the company to improve management, oversight and mitigation of risks associated with AI use
20	Shareholder Proposal Regarding Third-Party Report on Due Diligence in Conflict-Affected and High-Risk Areas		Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
23	Shareholder Proposal Regarding Alignment of Lobbying and Policy Influence Activities with Child Safety Commitments		Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.

Apollo Global Management Inc	Meeting Date: 06.06.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect James C. Zelter		For	For	
2	Ratification of Auditor		For	For	
3	Elect Marc A. Beilinson		For	For	
4	Elect James R. Belardi		For	For	
5	Elect Jessica M. Bibliowicz		For	For	
6	Elect Gary Cohn		For	For	
7	Elect Kerry Murphy Healey		For	For	
8	Elect Mitra Hormozi		For	For	
9	Elect Pamela J. Joyner		For	For	
10	Elect Scott M. Kleinman		For	For	
11	Elect Brian Leach		For	For	
12	Elect Pauline D.E. Richards		For	For	
13	Elect Marc Rowan		For	For	
14	Elect David Simon		For	For	
15	Elect Lynn C. Swann		For	For	
16	Elect Patrick Toomey		For	For	

Bloks Group Ltd.	Meeting Date: 06.06.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Elect ZHU Weisong		For	Against	The roles of Chair and CEO are combined and there is no lead independent director. Board - Vote Against when the chair of the nominating committee is not independent. Nominee is the CEO and serves on the Compensation Committee.
3	Elect SHENG Xiaofeng		For	For	
4	Elect CHANG Kaisi		For	For	
5	Directors' Fees		For	For	
6	Appointment of Auditor and Authority to Set Fees		For	For	
7	Authority to Issue Shares w/o Preemptive Rights		For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
8	Authority to Repurchase Shares		For	For	
9	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed

BYD Co	Meeting Date: 06.06.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report		For	For	
2	Supervisors' Report		For	For	
3	Accounts and Reports		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
4	Annual Report		For	For	
5	Allocation of Profits/Dividends		For	For	
6	Change in Registered Capital and Amendments to Articles		For	For	
7	Appointment of Auditor and Authority to Set Fees		For	For	
8	Authority to Give Guarantees		For	Against	Guarantees exceed net assets
9	Estimated Cap of Ordinary Connected Transactions for 2025		For	For	
10	Authority to Issue H Shares w/o Preemptive Rights		For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
11	Authority to Issue Shares of BYD Electronic w/o Preemptive Rights		For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
12	Adoption of the Rules of Remuneration Management of Directors and Senior Management		For	For	
13	Authority to Issue Debt Financing Instruments		For	For	
14	Purchase of Liability Insurance		For	For	

China Resources Beverage (Holdings) Company Ltd.	Meeting Date: 06.06.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Allocation of Final Dividend		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	Elect Anthony CHOW Wing Kin		For	For	
3	Appointment of Auditor and Authority to Set Fees		For	For	
4	Directors' Fees		For	For	
6	Authority to Repurchase Shares		For	For	
7	Elect LIN Guolong		For	Against	Board - Vote Against when the audit committee is not sufficiently independent.
7	Authority to Issue Shares w/o Preemptive Rights		For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
8	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed
9	Allocation of Special Dividend		For	For	
10	Elect ZHANG Weitong		For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
11	Accounts and Reports		For	For	
12	Elect ZHAO Dian		For	For	

China Resources Land Ltd.

Meeting Date: 06.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed
2	Allocation of Profits/Dividends		For	For	
3	Elect LI Xin		For	Against	Board - Vote Against when the chair of the nominating committee is not independent; Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
3	Elect XU Rong		For	For	
4	Elect ZHANG Dawei		For	For	
6	Elect CHEN Wei		For	For	
7	Elect GUO Shiqing		For	For	
8	Appointment of Auditor and Authority to Set Fees		For	Against	Audit fees are excessive.
9	Directors' Fees		For	For	
9	Authority to Repurchase Shares		For	For	
10	Authority to Issue Shares w/o Preemptive Rights		For	Against	Capital Management - Vote Against when the proposed issuance is not in the best interests of minority shareholders.
12	Accounts and Reports		For	For	

Uni-President China Holdings Ltd.

Meeting Date: 06.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect Anthony FAN Ren-Da		For	Against	Board - Vote Against when the company has either high exposure to deforestation risk commodities while failing to have adequate policies to mitigate this risk or it has been involved in severe deforestation-linked controversies; Board - Vote Against when the chair of the audit committee is not independent; Board - Vote Against when the audit committee is not sufficiently independent; Board - Vote Against when the remuneration committee is not sufficiently independent.
4	Elect Peter LO		For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
5	Elect Johnny CHEN		For	For	
6	Elect Karen CHANG Yi Fen		For	For	
7	Directors' Fees		For	For	
8	Appointment of Auditor and Authority to Set Fees		For	Against	Audit fees are excessive.
9	Authority to Issue Shares w/o Preemptive Rights		For	Against	Capital Management - Vote Against when the proposed issuance is not in the best interests of minority shareholders.
10	Authority to Repurchase Shares		For	For	
11	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed

Wuxi Biologics (Cayman) Inc.

Meeting Date: 06.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Elect ZHISHENG Chen		For	For	
3	Elect Yanling CAO		For	For	
4	Elect MIAO Jingwen		For	For	
5	Elect Jackson Peter Tai		For	For	
6	Elect GU Sherry		For	For	
7	Directors' Fees		For	For	
8	Appointment of Auditor and Authority to Set Fees		For	For	
9	Authority to Issue Shares w/o Preemptive Rights		For	For	
10	Authority to Repurchase Shares		For	For	

Joby Aviation Inc		Meeting Date: 06.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amend the Certificate related to Federal Law on US Air Carriers		For	For	
2	Amendment to Certificate of Incorporation to Limit the Liability of Certain Officers		For	For	
3	Elect Michael P. Huerta		For	For	
4	Elect Tetsuo Ogawa		For	For	
5	Elect Dipender Saluja		For	For	
6	Ratification of Auditor		For	For	
7	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.
8	Increase in Authorized Common Stock		For	For	
Bajaj Finance Ltd		Meeting Date: 07.06.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Bonus Share Issuance		For	For	
2	Appointment of Rajeev Jain (Executive Vice Chair); Approval of Remuneration		For	For	
3	Re-designation of Anup Kumar Saha (Managing Director); Approval of Remuneration		For	For	
4	Stock Split		For	For	
5	Amendments to Capital Clause of the Memorandum of Association		For	For	
Kfin Technologies Ltd.		Meeting Date: 07.06.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Shankar Iyer (Independent Director); Approval of Remuneration		For	For	
Blue Owl Capital Inc		Meeting Date: 09.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Craig W. Packer		For	For	
2	Elect Dana Weeks		For	For	
3	Ratification of Auditor		For	For	
4	Advisory Vote on Executive Compensation		For	Against	Long term awards are not linked to performance. Remuneration - Vote Against when the company fails to align pay with performance.
5	Frequency of Advisory Vote on Executive Compensation		3 Years	1 Year	
6	Elect Jennifer Brouse		For	Against	Nominee is the most recently appointed non-independent director and the board is not sufficiently independent.
Luxshare Precision Industry Co. Ltd.		Meeting Date: 09.06.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Purchase of Assets and Equities of a Company's Subsidiaries		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
Meituan		Meeting Date: 09.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
1	Amendments to Articles		For	For	
2	Authority to Repurchase Shares		For	For	
4	Elect Harry SHUM Heung Yeung		For	For	
5	Elect LENG Xuesong		For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
6	Authority to Issue Shares w/o Preemptive Rights		For	Against	
7	Directors' Fees		For	For	The proposal requests creation of a new class of stock with unequal voting rights.
8	Appointment of Auditor and Authority to Set Fees		For	For	
Reddit Inc.		Meeting Date: 09.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect Steven O. Newhouse		For	Withhold	Board - Vote Against when the chair of the nominating committee is not independent.
2	Elect Patricia D. Fili-Krushel		For	Withhold	
3	Elect Robert A. Sauerberg		For	Withhold	IPO governance concerns
3	Elect Porter Gale		For	Withhold	IPO governance concerns
4	Elect David C. Habiger		For	Withhold	IPO governance concerns

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	Elect Michael Seibel		For	Withhold	IPO governance concerns
5	Ratification of Auditor		For	For	
6	Advisory Vote on Executive Compensation		For	Against	Long term awards are not linked to performance.
7	Frequency of Advisory Vote on Executive Compensation		1 Year	1 Year	
10	Elect Steven Huffman		For	Withhold	IPO governance concerns
11	Elect Sarah Farrell		For	For	

Ashtead Group plc

Meeting Date: 10.06.2025

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Scheme of Arrangement		For	For	

Ashtead Group plc

Meeting Date: 10.06.2025

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Scheme of Arrangement		For	For	
1	Adoption of New Articles (Post-Scheme)		For	For	
2	Cancellation of Shares		For	For	
3	Capitalisation of Reserves		For	For	
5	Amendments to Articles		For	For	
6	Delisting		For	For	
7	Re-registration as a Private Limited Company		For	For	

Chroma Ate

Meeting Date: 10.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Business Reports and Financial Statements		For	For	
2	Allocation of Profits		For	For	
3	Amendments to Articles		For	For	

Horizon Robotics

Meeting Date: 10.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Elect YU Kai		For	Against	The roles of Chair and CEO are combined and there is no lead independent director. Nominee is the CEO and serves on the Compensation Committee.
3	Elect HUANG Chang		For	For	
4	Elect TAO Feiwen		For	For	
5	Elect PU Jun		For	For	
6	Elect WU Yingqiu		For	For	
7	Elect Katherine XIN Rong		For	For	
8	Directors' Fees		For	For	
9	Appointment of Auditor and Authority to Set Fees		For	For	
10	Authority to Repurchase Shares		For	Against	The proposal requests creation of a new class of stock with unequal voting rights.
11	Authority to Issue Shares w/o Preemptive Rights		For	Against	The proposal requests creation of a new class of stock with unequal voting rights.
12	Authority to Issue Repurchased Shares		For	Against	The proposal requests creation of a new class of stock with unequal voting rights.
13	Amendments to Articles		For	For	

Olaplex Holdings Inc

Meeting Date: 10.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Ratification of Auditor		For	For	
2	Elect John P. Bilbrey		For	Withhold	Board - Vote Against when the remuneration committee is not sufficiently independent.
3	Elect Deirdre Findlay		For	Withhold	An uncontested election uses the plurality voting standard without a resignation policy. Board Related - Vote against the chair of the nominating/governance committee if directors are not subject to annual re-election.
4	Elect Michael White		For	Withhold	Board - Vote Against when the nomination committee is not sufficiently independent.
5	Advisory Vote on Executive Compensation		For	Against	Long term awards are not linked to performance. Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards without sufficient justification. Remuneration - Vote Against when the company has single trigger change in control provisions that are not legacy based.

OmniVision Integrated Circuits Group Inc.		Meeting Date: 10.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Profit Distribution Plan		For	For	
4	Application of Bank Credit Lines and Authorization to Sign Bank Loan-Related Contract		For	For	
7	2025 Re-Appointment of Financial and Internal Control Audit Firm		For	Against	Audit fees are excessive.
8	2025 Provision of Guarantees for Subsidiaries		For	For	
9	Change of the Company Name and Stock Abbreviation		For	For	
10	2025 Remuneration plan for Non-Independent Directors and Senior Management Personnel		For	For	
11	2025 REMUNERATION PLAN FOR SUPERVISORS		For	For	
12	2025 REMUNERATION PLAN FOR INDEPENDENT DIRECTORS		For	For	
13	Change of Purpose of Share Repurchase and Cancellation in 2024		For	For	
13	Elect LV Dalong		For	For	
15	Amendments to Articles and Related Corporate Governance Systems		For	For	
16	Elect YU Renrong		For	For	
16	Elect ZHU Liting		For	For	
17	Elect WU Xiaodong		For	For	
19	2024 Directors' Report		For	For	
19	Elect JIA Yuan		For	For	
20	2024 Supervisors' Report		For	For	
20	Elect CHEN Yu		For	For	
21	2024 Independent Directors' Report		For	For	
22	2024 Accounts and Reports		For	For	
22	Elect FAN Mingxi		For	For	
23	2024 ANNUAL REPORT AND ITS SUMMARY		For	For	
23	Elect MOU Lei		For	For	

TJX Companies, Inc.		Meeting Date: 10.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Charles F. Wagner, Jr.		For	For	
2	Ratification of Auditor		For	For	
3	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
4	Elect David T. Ching		For	For	
5	Elect C. Kim Goodwin		For	For	
6	Elect Ernie Herrman		For	For	
7	Elect Amy B. Lane		For	For	
8	Elect Carol Meyrowitz		For	For	
9	Elect Jackwyn L. Nemerov		For	For	
10	Elect Alan M. Bennett		For	For	
11	Elect Rosemary T. Berkery		For	For	
12	Elect José B. Alvarez		For	For	

360 One Wam Ltd.		Meeting Date: 11.06.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Re-appointment of Karan Bhagat (Managing Director); Approval of Remuneration		For	Against	Compensation policy is not in best interests of shareholders

NXP Semiconductors NV		Meeting Date: 11.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Julie Southern		For	For	
2	Elect Jasmin Staiblin		For	For	
3	Elect Gregory L. Summe		For	For	
4	Elect Karl-Henrik Sundström		For	For	
5	Authority to Issue Shares w/ Preemptive Rights		For	For	
6	Authority to Issue Shares w/o Preemptive Rights		For	For	
7	Authority to Repurchase Shares		For	For	
8	Authority to Cancel Repurchased Shares		For	For	
9	Appointment of Auditor		For	For	
10	Advisory Vote on Executive Compensation		For	Against	Remuneration - Fails the remuneration framework assessment on Structure factor.
11	Accounts and Reports		For	For	
12	Ratification of Board Acts		For	For	
13	Elect Kurt Sievers		For	For	
14	Elect Annette K. Clayton		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
15	Elect Anthony R. Foxx		For	For	
16	Elect Moshe N. Gavrielov		For	For	
17	Elect GU Chunyuan		For	For	
18	Elect Lena Olving		For	For	

Oxford Biomedica

Meeting Date: 11.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Namrata P. Patel		For	For	
2	Elect Heather Preston		For	For	
3	Elect Peter Soelkner		For	For	
4	Appointment of Auditor		For	For	
5	Authority to Set Auditor's Fees		For	For	
6	Authority to Issue Shares w/ Preemptive Rights		For	For	
7	Authority to Issue Shares w/o Preemptive Rights		For	For	
8	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
9	Amendments to Articles		For	For	
10	Authority to Set General Meeting Notice Period at 14 Days		For	For	
11	Remuneration Report		For	For	
12	Elect Colin Bond		For	For	
13	Accounts and Reports		For	For	
14	Elect Lucinda Crabtree		For	For	
15	Elect Laurence Espinasse		For	For	
16	Elect Frank Mathias		For	For	
17	Elect Robert Ghenchev		For	For	
18	Elect Roch Doliveux		For	For	
19	Elect Kay Davies		For	For	

Unibail-Rodamco-Westfield

Meeting Date: 11.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report		For	For	
2	Supervisory Board Remuneration Policy		For	For	
3	Accounts and Reports		For	For	
4	Ratification of Management Board Acts		For	For	
5	Ratification of Supervisory Board Acts		For	For	
6	Elect Dominic Lowe to the Management Board		For	For	
7	Elect Jean-Marie Tritant to the Supervisory Board		For	For	
8	Elect Fabrice Mouchel to the Supervisory Board		For	Against	Board - Vote Against when the audit committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the nomination committee is not sufficiently independent.
9	Elect Catherine Pourre to the Supervisory Board		For	For	
10	Appointment of Auditor		For	Against	
11	Authority to Issue Shares w/ Preemptive Rights		For	For	Audit fees are excessive.
12	Authority to Suppress Preemptive Rights		For	For	
13	Authority to Repurchase Shares		For	For	
14	Cancellation of Shares		For	For	

Accton Technology Corp.

Meeting Date: 12.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 BUSINESS REPORT AND FINANCIAL STATEMENT		For	For	
2	2024 Profit Distribution		For	For	
3	Amendments to the Articles of Association		For	For	
4	Elect Representative Director of Golden Tengis Co., Ltd.		For	Against	The company has not provided sufficient information.
5	Release of the Non-compete Restriction on the Company's Directors and Their Representatives		For	For	

Aegon Ltd.

Meeting Date: 12.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report		For	For	
2	Allocation of Dividends		For	For	
3	Appointment of Auditor		For	For	
4	Elect William L. Connelly to the Board of Directors		For	For	
5	Elect Mark A. Ellman to the Board of Directors		For	For	
6	Elect Jack F. McGarry to the Board of Directors		For	For	
7	Elect Lori Dickerson Fouché to the Board of Directors		For	For	
8	Elect David L. Herzog to the Board of Directors		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Elect Jay Ralph to the Board of Directors		For	For	
10	Authority to Suppress Preemptive Rights		For	For	
11	Authority to Suppress Preemptive Rights (Rights Issue)		For	For	
12	Authority to Repurchase Shares		For	For	

Coupang Inc	Meeting Date: 12.06.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Bom Kim		For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
2	Elect Neil Mehta		For	For	
2	Elect Kevin M. Warsh		For	For	
3	Elect Asha Sharma		For	For	
4	Elect Pedro Franceschi		For	For	
4	Elect Benjamin Sun		For	For	
5	Elect Jason Child		For	For	
7	Elect Ambereen Toubassy		For	For	
7	Ratification of Auditor		For	For	
10	Advisory Vote on Executive Compensation		For	For	

Li Ning Co., Ltd.	Meeting Date: 12.06.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect Louis KOO Fook Sun		For	Against	Board - Vote Against when the company has either high exposure to deforestation risk commodities while failing to have adequate policies to mitigate this risk or it has been involved in severe deforestation-linked controversies. Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses. Board - Vote Against when the audit committee is not sufficiently independent. Board - Vote Against when the chair of the audit committee is not independent.
4	Elect Bunny CHAN Chung Bun		For	Against	Board - Vote Against when the nominating committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent.
5	Elect WANG Yajuan		For	For	
6	Directors' Fees		For	Against	Remuneration - Vote Against when the remuneration of non-executive directors includes inappropriate incentives which might compromise the independent judgment of independent directors
7	Appointment of Auditor and Authority to Set Fees		For	For	
8	Authority to Issue Shares w/o Preemptive Rights		For	For	
9	Authority to Repurchase Shares		For	For	

Monster Beverage Corp.	Meeting Date: 12.06.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Rodney C. Sacks		For	For	
2	Elect Hilton H. Schlosberg		For	For	
3	Elect Mark J. Hall		For	For	
4	Elect Ana Demel		For	For	
5	Elect James Leonard Dinkins		For	For	
6	Elect William W. Douglas, III		For	For	
7	Elect Tiffany M. Hall		For	For	
8	Elect Jeanne P. Jackson		For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards
9	Elect Steven G. Pizula		For	For	
10	Elect Mark S. Vidergauz		For	For	
11	Ratification of Auditor		For	For	
12	Advisory Vote on Executive Compensation		For	For	

NB Private Equity Partners Ltd	Meeting Date: 12.06.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Elect William Maltby		For	For	
4	Elect Trudi Clark		For	For	
5	Elect Wilken von Hodenburg		For	For	
6	Elect Louisa Symington-Mills		For	For	
7	Elect Pawan Dhir		For	For	
8	Appointment of Auditor		For	Against	The tenure of the auditor is excessive.
9	Authority to Set Auditor's Fees		For	Against	The tenure of the auditor is excessive.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
10	Interim Dividends		For	For	
11	Authority to Repurchase Shares		For	For	
12	Authority to Issue Shares w/o Preemptive Rights		For	For	
Tesco plc		Meeting Date: 12.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Elect Imran Nawaz		For	For	
3	Remuneration Report		For	For	
5	Elect Chris Kennedy		For	For	
6	Elect Melissa Bethell		For	For	
7	Elect Bertrand Bodson		For	For	
7	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
8	Elect Dame Carolyn Fairbairn		For	For	
9	Elect Thierry Garnier		For	For	
11	Elect Gerry M. Murphy		For	For	
11	Authority to Repurchase Shares		For	For	
14	Remuneration Policy		For	For	
14	Elect Ken Murphy		For	For	
15	Elect Caroline L. Silver		For	For	
16	Final Dividend		For	For	
16	Elect Karen Whitworth		For	For	
16	Appointment of Auditor		For	For	
19	Authority to Issue Shares w/ Preemptive Rights		For	For	
21	Authority to Issue Shares w/o Preemptive Rights		For	For	
22	Elect Stewart Gilliland		For	For	
22	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
23	Authority to Set Auditor's Fees		For	For	
23	Authority to Set General Meeting Notice Period at 14 Days		For	For	
TKO Group Holdings Inc		Meeting Date: 12.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Egon P. Durban		For	For	
2	Elect Dwayne Johnson		For	For	
3	Elect Ariel Z. Emanuel		For	For	
4	Elect Mark S. Shapiro		For	For	
5	Elect Peter C.B. Bynoe		For	For	
6	Elect Bradley A. Keywell		For	For	
7	Elect Nick Khan		For	For	
8	Elect Steven R. Koonin		For	For	
9	Elect Jonathan A. Kraft		For	For	
10	Elect Sonya E. Medina		For	For	
11	Elect Nancy Tellem		For	For	
12	Elect Carrie A. Wheeler		For	Withhold	Serves on too many boards
13	Ratification of Auditor		For	For	
Toyota Motor Corporation		Meeting Date: 12.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles		For	For	
2	Elect Akio Toyoda		For	For	
3	Elect Koji Sato		For	For	
4	Elect Hiroki Nakajima		For	For	
5	Elect Yoichi Miyazaki		For	For	
6	Elect Shigeaki Okamoto		For	For	
7	Elect Kumi Fujisawa @ Kumi Tsunoda		For	For	
8	Elect Christopher P. Reynolds		For	Against	Board - Vote Against when the audit committee is not sufficiently independent.
9	Audit Committee Directors' Fees		For	For	
10	Approval of the Restricted Stock Plan		For	Against	Plan does not disclose performance targets.
11	Elect George Olcott		For	For	
12	Elect Masahiko Oshima		For	For	
13	Elect Hiromi Osada		For	For	
14	Non-Audit Committee Directors' Fees		For	For	

China Zheshang Bank		Meeting Date: 13.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Issue RMB-Denominated Financial Bonds		For	For	The company has not provided sufficient information.
2	Amendments to Board Authorization		For	Against	
3	Removal of External Supervisor		For	For	
4	2024 Annual Report		For	For	
5	Accounts and Reports		For	For	Audit fees are excessive.
6	Allocation of Profits/Dividends		For	For	
7	2025 Annual Budget Report		For	For	
8	Appointment of Auditor and Authority to Set Fees		For	Against	
9	2024 Report of Connected Transaction Management System Implementation and Information of Connected Transactions		For	For	
10	Directors' Report		For	For	
11	Supervisors' Report		For	For	

Fubon Financial Holding Co. Ltd.		Meeting Date: 13.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Accounts and Reports		For	For	
2	2024 Profit Distribution Plan		For	For	
3	Capitalization of Capital Reserve and Issuance of New Shares		For	For	
4	The Company's Plan to Raise Long-Term Capital		For	For	
5	Amendments to Articles		For	For	
6	Amendments to Procedural: Acquisition and Disposal of Assets		For	For	
7	Release the Company's Directors for the Board of Directors of the 9th Term from Non-Competition Restrictions (Richard M. Tsai).		For	For	

Giant Biogene Holding Co. Ltd		Meeting Date: 13.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	Audit committee met an insufficient number of times
2	Elect HUANG Jin		For	For	
3	Directors' Fees		For	For	
4	Appointment of Auditor and Authority to Set Fees		For	For	
5	Elect SHAN Wenhua		For	For	
6	Elect WONG Sze Wing		For	Against	
7	Authority to Repurchase Shares		For	For	
8	Authority to Issue Shares w/o Preemptive Rights		For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
9	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed
10	Allocation of Final Dividend		For	For	
11	Allocation of Special Dividend		For	For	

Keyence Corporation		Meeting Date: 13.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Shinyo Hirayama as Statutory Auditor		For	For	
2	Elect Masaharu Yamamoto as Alternate Statutory Auditor		For	For	
3	Allocation of Profits/Dividends		For	For	
4	Elect Takemitsu Takizaki		For	For	
5	Elect Yu Nakata		For	For	
6	Elect Akiji Yamaguchi		For	For	
7	Elect Hiroaki Yamamoto		For	For	
8	Elect Tetsuya Nakano		For	For	
9	Elect Kazuhiko Terada		For	For	
10	Elect Seiichi Taniguchi		For	For	
11	Elect Kumiko Suenaga @ Kumiko Ukagami		For	For	
12	Elect Michifumi Yoshioka		For	For	

S.F. Holding Co. Ltd		Meeting Date: 13.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Annual Report		For	For	Failure to disclose breakdown of fees
2	2024 Work Report of the Board of Directors		For	For	
3	2024 Work Report of the Board of Supervisors		For	For	
4	2024 Final Financial Report		For	For	
5	2024 Final Profit Distribution Plan		For	For	
5	Re-appointment of Auditor for 2025		For	Against	
6	Authorization to the Board of Directors to Determine the 2025 Interim Profit Distribution Plan		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Change of Use and Cancellation of Repurchased A Shares		For	For	
8	General Mandate to the Board of Directors for Repurchased of H Shares		For	For	
10	General Mandate to the Board of Directors for Issuing H Shares		For	Against	Issue price discount not disclosed
10	Estimated Cap for Provision of Guarantees in 2025		For	Against	Guarantees exceed net assets

Shanghai Rural Commercial Bank	Meeting Date: 13.06.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Other Related Parties		For	For	
2	2024 Directors' Report		For	For	
3	2024 Supervisors' Report		For	For	
4	2024 BUDGET RESULTS AND 2025 BUDGET PLAN		For	For	
5	2024 Profit Distribution Plan		For	For	
6	2025 Interim Profit Distribution Plan		For	For	
7	2025 Reappointment of Audit Firm		For	For	
8	Amendments to Articles		For	For	
9	Authorization to the Board to Handle Matters Regarding the Purchase of Liability Insurance for Directors and Senior Management		For	For	
10	Elect XU Li as Executive Director		For	For	
11	Elect WANG Ming as Executive Director		For	For	
12	Elect GUAN Wei as Non-Executive Director		For	For	
13	Elect WANG Juan as Non-Executive Director		For	For	
14	Elect RUAN Liya as Non-Executive Director		For	For	
15	Shanghai International Group Co., Ltd. and Its Affiliates		For	For	
16	China COSCO Shipping Corporation Limited and Its Affiliates		For	For	
17	Baosteel Co., Ltd. and Its Affiliates		For	For	
18	Shanghai Jiushi (Group) Co., Ltd. and Its Affiliates		For	For	
19	China Pacific Life Insurance Company Limited and Its Affiliates		For	For	
20	Shanghai Guosheng (Group) Co., Ltd. and Its Affiliates		For	For	

Sieyuan Electric Co Ltd	Meeting Date: 13.06.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	2024 WORK REPORT OF THE SUPERVISORY COMMITTEE		For	For	
2	Pan for the Share Repurchase: Price or Price Range of Shares to be Repurchased and the Pricing Principles		For	For	
3	2024 ANNUAL ACCOUNTS REPORT		For	For	
6	2024 Profit Distribution Plan		For	For	
6	APPOINTMENT OF 2025 AUDIT FIRM		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision
7	2024 ANNUAL REPORT AND ITS SUMMARY		For	For	
8	PROVISION OF GUARANTEE FOR THE BANK FINANCING OF CONTROLLED SUBSIDIARIES		For	For	
9	Amendments to the Company's Articles of Association		For	For	
10	PAN FOR THE SHARE REPURCHASE: TYPE OF SHARES TO BE REPURCHASED		For	For	
11	2024 WORK REPORT OF THE BOARD OF DIRECTORS		For	For	
11	PAN FOR THE SHARE REPURCHASE: METHOD OF THE SHARE REPURCHASE		For	For	
12	PAN FOR THE SHARE REPURCHASE: TIME LIMIT OF THE SHARE REPURCHASE		For	For	
13	PAN FOR THE SHARE REPURCHASE: OBJECTIVE OF THE SHARE REPURCHASE		For	For	
13	Pan for the Share Repurchase: Purpose, Number and Percentage to the Total Capital of Shares to be Repurchased and Total Amount of Funds		For	For	
15	Pan for the Share Repurchase: Source of the Funds to be Used for the Share Repurchase		For	For	
16	Pan for the Share Repurchase: Specific Authorization to Handle the Share Repurchase		For	For	

Weichai Power Co	Meeting Date: 13.06.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Annual Report		For	For	
2	Directors' Report		For	For	
3	Supervisors' Report		For	For	
4	Accounts and Reports		For	For	
5	Final Financial Report		For	For	
6	2025 Financial Budget Report		For	For	
7	Allocation of Profits/Dividends		For	For	
8	Authority to Declare an Interim Dividend for Fiscal Year 2025		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Appointment of Auditor and Authority to Set Fees		For	For	
10	Appointment of Internal Control Auditor and Authority to Set Fees		For	For	
11	New Financial Services Agreement		For	Against	Proposal is not in the best interest of shareholders
12	Temporary Termination of Spin-off and Listing of Weichai Torch Technology Co., Ltd. on the ChiNext Board of the Shenzhen Stock Exchange		For	For	
13	Dissolution of the Supervisory Committee and Amendments to Articles		For	For	
14	Amendments to the Rules of Procedure for General Meetings		For	For	
15	Amendments to the Rules of Procedure for Board Meetings		For	For	

Dino Polska SA

Meeting Date: 16.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Election of Presiding Chair		For	For	
1	Amendments to Articles		For	For	
2	Compliance with Rules of Convocation		For	For	
3	Agenda		For	For	
4	Presentation of Management Board Activity Report		For	For	
5	Presentation of Financial Statements		For	For	
6	Presentation of Financial Statements (Consolidated)		For	For	
7	Presentation of Supervisory Board Activity Report		For	For	
8	Presentation of Supervisory Board Report (Company's Activity; Financial Statements; Allocation of Profits)		For	For	
10	Presentation of Allocation of Profits Proposal		For	For	
11	Presentation of Motion to Approve Management Board Report		For	For	
12	Presentation of Motion to Ratify Management and Supervisory Board Acts		For	For	
13	Presentation of Motion to Approve Financial Statements (Consolidated)		For	For	
14	Presentation of Motion to Approve Allocation of Profits		For	For	
14	Financial Statements		For	For	
15	Financial Statements (Consolidated)		For	For	
16	Management Board Report		For	For	
16	Allocation of Dividends		For	For	
19	Remuneration Report		For	Against	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan.
20	Ratification of Management Acts		For	For	
20	Reverse Stock Split		For	For	
21	Presentation of Motion to Approve Financial Statements		For	For	
21	Ratification of Supervisory Board Acts		For	For	
23	Supervisory Board Report		For	For	

PureTech Health Plc

Meeting Date: 16.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	Against	Insufficient response to shareholder dissent
3	Elect Sharon Barber-Lui		For	For	
4	Elect Bharatt Chowrira		For	For	
5	Elect Michele M. Holcomb		For	For	
6	Elect Raju Kucherlapati		For	For	
7	Elect John L. LaMattina		For	Against	The Remuneration Committee has not responded adequately to a shareholders vote against proposed remuneration of an executive.
8	Elect Robert Samuel Langer		For	For	
9	Elect Kiran Mazumdar-Shaw		For	Against	Less than 75% Attendance; Potential overcommitment
10	Appointment of Auditor		For	For	
11	Authority to Set Auditor's Fees		For	For	
12	Authority to Issue Shares w/ Preemptive Rights		For	For	
13	Authority to Issue Shares w/o Preemptive Rights		For	For	
14	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
15	Authority to Repurchase Shares		For	For	
16	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Sai Life Sciences Ltd.

Meeting Date: 16.06.2025

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Ratification of the ESOP Scheme 2008		For	Against	Exercise price at discretion of administrator
2	Extension of ESOP Scheme 2008 to Eligible Employees of Subsidiaries		For	Against	Exercise price at discretion of administrator
3	Ratification of the Management ESOP Scheme 2018		For	Against	Exercise price at discretion of administrator

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	Extension of ESOP Scheme 2018 to Eligible Employees of Subsidiaries		For	Against	Exercise price at discretion of administrator
5	Elect Dinesh V. Patel		For	For	
6	Elect and Appoint Sivaramakrishnan Chittor (Whole-Time Director and CFO); Approval of Remuneration		For	For	

Guangdong Investment Ltd.
Meeting Date: 17.06.2025
Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect KUANG Hu		For	For	
4	Elect TSANG Hon Nam		For	For	
5	Elect LIANG Yuanjuan		For	For	
6	Elect WANG Min		For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards
7	Elect WANG Surong		For	For	
8	Elect FAN Fan		For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards
9	Elect Daniel Richard FUNG		For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses. Board - Vote Against when the nominating committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the audit committee is not sufficiently independent.
10	Directors' Fees		For	For	
11	Appointment of Auditor and Authority to Set Fees		For	For	
12	Authority to Issue Shares w/o Preemptive Rights		For	Against	Issue price discount not disclosed
13	Authority to Repurchase Shares		For	For	

Larsen & Toubro Ltd.
Meeting Date: 17.06.2025
Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports (Standalone)		For	For	
2	Accounts and Reports (Consolidated)		For	For	
3	Allocation of Profits/Dividends		For	For	
4	Appointment of Subramanian Sarma (Deputy Managing Director & President); Approval of Remuneration		For	For	
5	Appointment of Sudhindra Vasant Rao Desai (Whole-time Director); Approval of Remuneration		For	For	
6	Appointment of T. Madhava Das (Whole-time Director); Approval of Remuneration		For	For	
7	Appointment of Secretarial Auditor		For	For	
8	Related Party Transactions (Larsen Toubro Arabia LLC)		For	For	
9	Related Party Transactions (L&T Metro Rail (Hyderabad) Limited)		For	For	
10	Related Party Transactions (L&T Technology Services Limited)		For	For	
11	Related Party Transactions (L&T Modular Fabrication Yard LLC)		For	For	
12	Related Party Transactions (LTIMindtree Limited)		For	For	
13	Related Party Transactions (Apollo Hospitals Enterprise Limited)		For	For	
14	Elect Sudhindra Vasant Rao Desai		For	For	
15	Elect T. Madhava Das		For	For	
16	Approve Payment of Fees to Cost Auditors		For	For	

MercadoLibre Inc
Meeting Date: 17.06.2025
Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Stello Passos Tolda		For	For	
2	Elect Emiliano Calemzuk		For	Withhold	An uncontested election uses the plurality voting standard without a resignation policy; Board Related - Vote against the chair of the nominating/governance committee if directors are not subject to annual re-election; Board - Vote against when the board fails to incorporate basic considerations for gender diversity; Lack of nominating committee meeting despite election of new nominee.
3	Elect Marcos Galperin		For	For	
5	Advisory Vote on Executive Compensation		For	Against	Long term awards are not linked to performance; Remuneration - Vote Against when the company has single trigger change in control provisions that are not legacy based.
6	Elect Martin Lawson		For	For	
7	Ratification of Auditor		For	For	
7	Reincorporation from Delaware to Texas		For	Against	Not in shareholders' best interests

Shopify Inc		Meeting Date: 17.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Tobias Lütke		For	For	
2	Elect Lulu Cheng Meservey		For	For	
3	Elect Gail Goodman		For	Against	Ongoing compensation concerns; Insufficient response to shareholder dissent
4	Elect David Heinemeier Hansson		For	For	
5	Elect Jeremy Levine		For	Against	Multi-class share structure with unequal voting rights
6	Elect Prashanth Mahendra-Rajah		For	For	
7	Elect Joe Natale		For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
8	Elect Kevin Scott		For	For	
9	Elect Toby Shannan		For	For	
10	Elect Fidji Simo		For	Against	Ongoing compensation concerns; Insufficient response to shareholder dissent
11	Appointment of Auditor and Authority to Set Fees		For	For	
12	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost; Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure; Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability

Taiwan Union Technology Corp.		Meeting Date: 17.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Business Report and Financial Statements		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Amendments to Articles		For	For	
4	Amendments to Procedural Rules: Acquisition or Disposal of Assets of the Company and Its Subsidiaries		For	For	

Tokyo Electron Ltd		Meeting Date: 17.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Toshiki Kawai		For	For	
2	Elect Sadao Sasaki		For	For	
3	Elect Kazushi Tahara		For	For	
4	Elect Michio Sasaki		For	For	
5	Elect Sachiko Ichikawa		For	For	
6	Elect Joseph A. Kraft Jr.		For	For	
7	Elect Yukari Suzuki		For	For	
8	Elect Yukihiro Shinohara		For	For	
9	Elect Tsuguhiko Matsuura		For	For	
10	Elect Ayako Makino		For	For	
11	Short-term Performance-linked Compensation to Inside Directors		For	For	
12	Approval of Medium- to Long-term Performance-linked Compensation to Inside Directors		For	For	
13	Approval of Non-performance-linked Compensation to Inside Directors		For	Against	Long term awards are not linked to performance.
14	Amendment to Stock-based Compensation to Outside Directors		For	Against	Long term awards are not linked to performance.

Autodesk Inc.		Meeting Date: 18.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Andrew Anagnost		For	For	
2	Elect Karen Blasing		For	For	
3	Elect John T. Cahill		For	For	
4	Elect Reid French		For	For	
5	Elect Ayanna M. Howard		For	For	
6	Elect Blake J. Irving		For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
7	Elect Ram R. Krishnan		For	For	
8	Elect Stephen D. Milligan		For	For	
9	Elect Rami Rahim		For	For	
10	Elect Stacy J. Smith		For	For	
11	Ratification of Auditor		For	For	
12	Advisory Vote on Executive Compensation		For	Against	Remuneration - Fails the remuneration framework assessment on structure.
13	Amendment to the 2022 Equity Incentive Plan		For	For	

Benchmark Holdings Plc		Meeting Date: 18.06.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Tender Offer		For	For	
2	Cancellation of AIM and Euronext Growth Oslo Listings		For	For	
3	Re-registration as a Private Limited Company		For	For	

Crowdstrike Holdings Inc		Meeting Date: 18.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Cary J. Davis		For	For	
2	Elect George R. Kurtz		For	For	
3	Elect Laura J. Schumacher		For	For	
4	Ratification of Auditor		For	For	

Hercules Capital Inc		Meeting Date: 18.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Scott Bluestein		For	For	
2	Elect Wade Loo		For	For	
3	Elect DeAnne Aguirre		For	For	
4	Advisory Vote on Executive Compensation		For	Against	Long term awards are not linked to performance. Remuneration - Vote Against when the company has single trigger change in control provisions that are not legacy based.
5	Authority to Sell or Issue Shares Below Net Asset Value		For	For	
6	Ratification of Auditor		For	For	

International Consolidated Airlines Group SA		Meeting Date: 18.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Approval of Non Financial Statement Reports		For	For	
3	Ratification of Board Acts		For	For	
4	Appointment of Auditor		For	Against	Audit fees are excessive.
5	Allocation of Dividends		For	For	
6	Final Dividend		For	For	
7	Authority to Issue Convertible Debt Instruments		For	For	
8	Authority to Repurchase Shares		For	For	
9	Authority to Issue Shares w/ Preemptive Rights		For	For	
10	Elect Francisco Javier Ferrán Larraz		For	For	
11	Elect Luis Gallego		For	For	
12	Elect Eva Castillo Sanz		For	For	
13	Elect Margaret Ewing		For	For	
14	Elect Heather Ann McSharry		For	For	
15	Elect Robin Phillips		For	For	
16	Elect Maurice Lam		For	For	
17	Elect Bruno Matheu		For	For	
18	Remuneration Policy		For	For	
19	Cancellation of Shares		For	For	
20	Elect Päivi Rekonen		For	For	
21	Remuneration Report		For	Against	Long term awards are not linked to performance.
22	Elect Nicola Shaw		For	For	
23	Elect Simone Menne		For	For	
24	Authorisation of Legal Formalities		For	For	
25	Authority to Issue Shares w/o Preemptive Rights		For	For	
26	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
27	Purchase of Aircraft		For	For	

KDDI Corp.		Meeting Date: 18.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendment to the Trust Type Equity Plan		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Amendments to Articles		For	For	
4	Elect Makoto Takahashi		For	For	
5	Elect Hiromichi Matsuda		For	For	
6	Elect Yasuaki Kuwahara		For	For	
7	Elect Nanae Saishoji		For	For	
8	Elect Hiroshi Takezawa		For	For	
9	Elect Tomohiko Katsuki		For	For	
10	Elect Goro Yamaguchi		For	Against	Serves on too many boards

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Elect Keiji Yamamoto		For	For	
12	Elect Tsutomu Tannowa		For	For	
13	Elect Junko Okawa		For	For	
14	Elect Kyoko Okumiya		For	For	
15	Elect Makoto Ando		For	For	

Keurig Dr Pepper Inc

Meeting Date: 18.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Timothy P. Cofer		For	For	
2	Elect Robert J. Gamgort		For	For	
3	Elect Oray Boston		For	For	
4	Elect Debra A. Sandler		For	For	
5	Elect Robert S. Singer		For	For	
6	Elect Michael G. Van de Ven		For	For	
7	Elect Lawson E. Whiting		For	For	
8	Advisory Vote on Executive Compensation		For	Against	Long term awards are not linked to performance.
9	Ratification of Auditor		For	For	
10	Elect Juliette Hickman		For	For	
11	Elect Pamela H. Patsley		For	For	

KGHM Polska Miedz S.A.

Meeting Date: 18.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Election of Presiding Chair		For	For	
2	Compliance with Rules of Convocation		For	For	
3	Agenda		For	For	
4	Presentation of Financial Statements		For	For	
5	Presentation of Financial Statements (Consolidated)		For	For	
6	Presentation of Management Board Report		For	For	
7	Presentation of Allocation of Profit		For	For	
8	Presentation of Report on Expenses		For	For	
9	Presentation of Supervisory Board Report		For	For	
10	Presentation of Supervisory Board Report (Allocation of Profits/Dividends)		For	For	
11	Presentation of Supervisory Board Report (Company Standing)		For	For	
12	Presentation of Supervisory Board Report (Company Activities)		For	For	
13	Presentation of Supervisory Board Report (Remuneration)		For	For	
14	Financial Statements		For	For	
15	Financial Statements (Consolidated)		For	For	
16	Management Board Report		For	For	
17	Allocation of Dividends		For	For	
18	Supervisory Board Report		For	For	
19	Remuneration Report		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure, and transparency and accountability.
20	Ratification of Management Acts		For	Against	Not in shareholders' best interests
21	Ratification of Supervisory Board Acts		For	Against	Not in shareholders' best interests
22	Shareholder Proposal Regarding Remuneration Policy (Management Board)		N/A	Abstain	Abstain when the company has not provided sufficient information regarding the proposal.
23	Shareholder Proposal Regarding Remuneration Policy (Supervisory Board)		N/A	Abstain	Abstain when the company has not provided sufficient information regarding the proposal.
24	Remuneration Policy		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure, and transparency and accountability.
25	Shareholder Proposal Regarding Amendments to Articles		N/A	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights

Longfor Group Holdings Limited

Meeting Date: 18.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase Shares		For	For	
1	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed
3	Appointment of Auditor and Authority to Set Fees		For	For	
4	Authority to Issue Shares w/o Preemptive Rights		For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
5	Elect LEONG Chong		For	For	
6	Directors' Fees		For	For	
7	Elect SHEN Ying		For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent.
8	Elect SUN Jiahui		For	Against	Nominee is the most recently appointed non-independent director and the board is not sufficiently independent. Board - Vote Against when the nominating committee is not sufficiently independent.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Allocation of Profits/Dividends		For	For	
10	Elect ZHAO Yi		For	For	
11	Accounts and Reports		For	For	

Motor Oil (Hellas) Corinth Refineries S.A.
Meeting Date: 18.06.2025
Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Fees		For	For	
2	Directors' Fees (Advance Payments)		For	For	
3	Special Bonus (Board Members and Senior Executives)		For	Against	Non-executive participation linked to performance; Insufficient response to shareholder dissent
4	Special Bonus (Company Personnel)		For	For	
5	Authority to Repurchase Shares		For	For	
6	Free Allocation of Shares Plan		For	Against	Poor overall design; Equity awards to major shareholder
7	Stock Option Plan		For	Against	Poor overall design; Equity awards to major shareholder
8	Free Allocation of Shares Plan (Company Personnel)		For	For	
9	Remuneration Report		For	Against	Remuneration - Vote against when remuneration does not adhere to best practice of having clawback in place for LTIP. The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan.
10	Remuneration Policy		For	Against	Remuneration - Vote against when remuneration does not adhere to best practice of having clawback in place for LTIP. The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan.
11	Accounts and Reports		For	For	
12	Ratification of Board and Auditor's Acts; Presentation of Independent Non-Executive Directors' Report		For	For	
13	Election of Directors		For	Against	Board is not sufficiently independent; Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses
14	Election of Audit Committee Members		For	For	
15	Allocation of Dividends		For	For	
16	Appointment of Auditor and Authority to Set Fees; Appointment of Auditor for Sustainability Reporting		For	For	

OmniVision Integrated Circuits Group Inc.
Meeting Date: 18.06.2025
Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Issuance of H-Shares and Listing on the Stock Exchange of Hong Kong Limited		For	For	
3	APPROVE TO APPOINT AUDITOR		For	For	
4	Approve Share Type and Par Value		For	For	
4	APPROVE TO DETERMINE THE ROLE OF COMPANY DIRECTORS		For	For	
5	Approve Issue Time		For	For	
5	Amend the Company's Internal Governance System		For	For	
6	Approve Issue Manner		For	For	
8	APPROVE RESOLUTION VALIDITY PERIOD		For	For	
9	APPROVE AUTHORIZATION OF THE BOARD TO HANDLE ALL RELATED MATTERS		For	For	
10	Approve Pricing Principles		For	For	
10	Approve Underwriting Method		For	For	
11	Approve Principles of Offering		For	For	
11	APPROVE USAGE PLAN OF RAISED FUNDS		For	For	
13	Approve Listing Location		For	For	
15	APPROVE DISTRIBUTION ARRANGEMENT OF CUMULATIVE EARNINGS		For	For	
16	Amend the Articles of Association and Related Rules of Procedure Effective After the H-Share Issuance and Listing		For	For	
17	Approve Issue Size		For	For	
18	Approve Target Subscribers		For	For	

Rasan Information Technology Co.
Meeting Date: 18.06.2025
Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Auditor's Report		For	For	
2	Ratification of Board Acts		For	For	
3	Ratify Appointment of of Turki Salman Al Sudairy		For	For	

Rivian Automotive Inc
Meeting Date: 18.06.2025
Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Ratification of Auditor		For	For	
2	Advisory Vote on Executive Compensation		For	Against	Remuneration - Fails the remuneration framework assessment on structure, transparency and accountability.
3	Issuance of Common Stock		For	For	
4	Increase in Authorized Common Stock		For	Against	Sufficient shares available

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Amendment to Certificate of Incorporation Regarding Officer Exculpation		For	For	
6	Amendment to Certificate of Incorporation Regarding Voting Requirements		For	For	
7	Right to Adjourn Meeting		For	Against	Not in shareholders' best interests
8	Elect Robert J. Scaringe		For	For	
9	Elect Peter Krawiec		For	Withhold	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
10	Elect Sanford Schwartz		For	For	

Shionogi & Co. Ltd.

Meeting Date: 18.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends		For	For	
2	Amendments to Articles		For	For	
3	Elect Isao Teshirogi		For	For	
4	Elect Keiichi Ando		For	For	
5	Elect Hiroshi Ozaki		For	For	
6	Elect Takaoki Fujiwara		For	For	
7	Elect John Keller		For	For	
8	Elect Kyoko Hirose		For	For	
9	Elect Noriyuki Kishida		For	For	
10	Elect Koji Hanasaki		For	For	
11	Elect Shuichi Okuhara		For	For	
12	Elect Fumi Takatsuki		For	For	
13	Elect Yoriko Goto		For	For	
14	Elect Kyoko Hirose as Alternate Audit Committee Director		For	For	
15	Non-Audit Committee Directors' Fees		For	For	
16	Audit Committee Directors' Fees		For	For	
17	Approval of the Restricted Stock Plan		For	Against	Plan does not disclose performance targets.

Tata Consumer Products Ltd.

Meeting Date: 18.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports (Standalone)		For	For	
2	Accounts and Reports (Consolidated)		For	For	
3	Allocation of Profits/Dividends		For	For	
4	Elect Natarajan Chandrasekaran		For	For	
5	Approve Payment of Fees to Cost Auditors		For	For	
6	Appointment of Secretarial Auditor		For	For	

Bureau Veritas

Meeting Date: 19.06.2025

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends		For	For	
2	Special Auditors Report on Regulated Agreements		For	For	
3	Elect Laurent Mignon		For	For	
4	Elect Julie Avrane		For	For	
5	Elect Ana Giros Calpe		For	For	
6	Elect Jérôme Michiels		For	Against	Board - Vote Against when the audit committee is not sufficiently independent.
7	2024 Remuneration Report		For	Against	Remuneration - Fails the remuneration framework assessment on transparency and accountability.
8	2024 Remuneration of Laurent Mignon, Chair		For	For	
9	2024 Remuneration of Hinda Gharbi, CEO		For	Against	Remuneration - Fails the remuneration framework assessment on transparency and accountability.
10	2025 Remuneration Policy (Board of Directors)		For	For	
11	2025 Remuneration Policy (Chair)		For	For	
12	2025 Remuneration Policy (CEO)		For	For	
13	Authority to Repurchase and Reissue Shares		For	For	
14	Global Ceiling on Capital Increase and Debt Issuance		For	For	
15	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights		For	For	
16	Authority to Increase Capital Through Capitalisations		For	For	
17	Authority to Increase Capital in Consideration for Contributions In Kind		For	For	
18	Authority to Increase Capital in Case of Exchange Offers		For	For	
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights		For	For	
20	Authority to Issue Shares and Convertible Debt Through Private Placement		For	For	
21	Greenshoe		For	For	
22	Authority to Grant Stock Options		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
23	Authority to Issue Performance Shares		For	For	
24	Employee Stock Purchase Plan		For	For	
25	Authority to Cancel Shares and Reduce Capital		For	For	
26	Amendments to Articles Regarding Written Consultations		For	For	
27	Elect Elodie Perthuisot		For	For	
28	Authorisation of Legal Formalities		For	For	
29	Accounts and Reports; Non Tax-Deductible Expenses		For	For	
30	Consolidated Accounts and Reports		For	For	

Global E Online Ltd		Meeting Date: 19.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Appointment of Auditor and Authority to Set Fees		For	For	
2	Elect Amir Schlachet		For	Against	The roles of Chair and CEO are combined and there is no lead independent director.
3	Elect Miguel Angel Parra		For	For	
4	Elect Iris Epple-Righi		For	Against	No independent lead or presiding director; Vote results not disclosed

Ivanhoe Mines Ltd.		Meeting Date: 19.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Delphine Traoré		For	For	
2	Elect Chun Wang		For	For	
3	Appointment of Auditor and Authority to Set Fees		For	For	
4	Board Size		For	For	
5	Elect Robert M. Friedland		For	For	
6	Elect Weibao Hao		For	For	
7	Elect Tadeu Carneiro		For	For	
8	Elect Manfu Ma		For	For	
9	Elect Peter G. Meredith		For	For	
10	Elect Kgalema P. Motlanthe		For	For	
11	Elect Iman Naguib		For	For	
12	Elect Phumzile Mlambo-Ngcuka		For	For	
13	Elect Martie Janse van Rensburg		For	For	

Komatsu Ltd		Meeting Date: 19.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mitsuko Yokomoto		For	For	
2	Elect Takeshi Kunibe		For	For	
3	Allocation of Profits/Dividends		For	For	
4	Elect Hiroyuki Ogawa		For	For	
5	Elect Takuya Imayoshi		For	For	
6	Elect Takeshi Horikoshi		For	For	
7	Elect Michitaka Sawada		For	For	
8	Elect Taisuke Kusaba		For	For	
9	Elect Keiko Fujiwara		For	For	
10	Elect Yukio Kai		For	For	
11	Elect Arthur M. Mitchell		For	For	
12	Elect Naoko Saiki		For	For	

Kuaishou Technology		Meeting Date: 19.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Elect Li Zhaohui		For	For	
3	Elect WANG Huiwen		For	For	
4	Elect HUANG Sidney Xuande		For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
5	Elect LU Rong		For	For	
6	Directors' Fees		For	For	
7	Authority to Repurchase Shares		For	Against	The proposal requests creation of a new class of stock with unequal voting rights.
8	Authority to Issue Shares w/o Preemptive Rights		For	Against	The proposal requests creation of a new class of stock with unequal voting rights.
9	Authority to Issue Repurchased Shares		For	Against	The proposal requests creation of a new class of stock with unequal voting rights.
10	Appointment of Auditor and Authority to Set Fees		For	For	

Tata Consultancy Services Ltd.		Meeting Date: 19.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect Aarthi Subramanian		For	Against	Insider on audit committee
4	Appointment of Aarthi Subramanian (President and COO); Approval of Remuneration		For	For	
5	Appointment of Secretarial Auditor		For	For	
6	Related Party Transactions (Tata Capital Limited)		For	For	
7	Related Party Transactions (Tata Capital Housing Finance Limited)		For	For	
8	Related Party Transactions (Tejas Networks Limited)		For	For	
9	Related Party Transactions (Jaguar Land Rover Limited)		For	For	
10	Related Party Transactions (Tata Consultancy Services Japan, Ltd.)		For	For	

Whitbread plc		Meeting Date: 19.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Issue Shares w/ Preemptive Rights		For	For	
2	Authority to Issue Shares w/o Preemptive Rights		For	For	
3	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
4	Authority to Repurchase Shares		For	For	
5	Accounts and Reports		For	For	
6	Remuneration Policy		For	For	
7	Remuneration Report		For	For	
8	Final Dividend		For	For	
9	Elect Kal Atwal		For	For	
10	Elect Horst Baier		For	For	
11	Elect Adam Crozier		For	For	
12	Elect Frank Fiskers		For	For	
13	Elect Richard Gillingwater		For	For	
14	Elect Karen Jones		For	Against	Less than 75% Attendance
15	Elect Hemant Patel		For	For	
16	Elect Dominic Paul		For	For	
17	Elect Shelley Roberts		For	For	
18	Elect Cilla Snowball		For	For	
19	Appointment of Auditor		For	For	
20	Authority to Set Auditor's Fees		For	For	
21	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
22	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Cava Group Inc		Meeting Date: 20.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Frequency of Advisory Vote on Executive Compensation		1 Year	1 Year	
2	Ratification of Auditor		For	For	
3	Elect Theodore Xenohristos		For	For	
4	Advisory Vote on Executive Compensation		For	For	
5	Elect Benjamin Felt		For	For	
6	Elect Ronald M. Shaich		For	For	

CMS Info Systems Ltd.		Meeting Date: 20.06.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Vishnu Jerome		For	For	

Greentown China Holdings Ltd.		Meeting Date: 20.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect LIU Chengyun		For	Against	Insufficient compensation committee independence requirement; Board is not sufficiently independent; Insufficient nominating committee independence requirement
4	Elect GUO Jiafeng		For	For	
5	Elect HONG Lei		For	For	
6	Elect Stephen NG Tin Hoi		For	Against	Board is not sufficiently independent
7	Elect Andrew CHOW On Kiu		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Elect ZHU Yuchen		For	Against	The nominee has attended less than 75% of meetings without a valid excuse.
9	Elect QIN Yuemin		For	For	
10	Directors' Fees		For	For	Audit fees are excessive.
11	Appointment of Auditor and Authority to Set Fees		For	Against	
12	Authority to Repurchase Shares		For	For	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
13	Authority to Issue Shares w/o Preemptive Rights		For	Against	
14	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed

Hansoh Pharmaceutical Group Company Limited

Meeting Date: 20.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Accounts and Reports		For	For	Audit committee met an insufficient number of times
3	Allocation of Profits/Dividends		For	For	
3	Elect SUN Yuan		For	For	
4	Elect Charles CHAN Sheung Wai		For	Against	
6	Directors' Fees		For	For	
6	Appointment of Auditor and Authority to Set Fees		For	For	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
7	Authority to Repurchase Shares		For	For	
9	Authority to Issue Shares w/o Preemptive Rights		For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
9	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed

Huatai Securities Co Ltd

Meeting Date: 20.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report		For	For	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
4	Annual Report		For	For	
5	Supervisors' Report		For	For	
5	Allocation of Profits/Dividends		For	For	
6	Accounts and Reports		For	For	
6	Related Party Transactions (Jiangsu Guoxin Investment Group Limited and its Related Companies)		For	For	
8	Related Party Transactions (Govtor Capital Group Co., Ltd. and its Related Companies)		For	For	
9	Related Party Transactions (Jiangsu SOHO Holdings Group Co., Ltd. and its Related Companies)		For	For	
10	Related Party Transactions (Jiangsu Communications Holding Co., Ltd. and its Related Companies)		For	For	
10	Related Party Transactions (Other Related Legal Persons)		For	For	
11	Related Party Transactions (Other Related Natural Persons)		For	For	
13	Appointment of Auditor and Authority to Set Fees		For	For	
15	2025 Proprietary Investment Budget		For	For	
16	Repurchase and Cancellation of Part of the Restricted A Shares		For	For	
17	Independent Directors' Report		For	For	
17	Elect JIN Yongfu		For	For	
18	Authority to Issue A and/or H Shares w/o Preemptive Rights		For	Against	
18	Elect WANG Ying		For	For	

Huatai Securities Co Ltd

Meeting Date: 20.06.2025

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Repurchase and Cancellation of Part of the Restricted A Shares		For	For	

Itochu Corporation

Meeting Date: 20.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends		For	For	Amendment to Directors' & Statutory Auditors' Fees and Approval of the Restricted Stock Plan
2	Elect Masahiro Okafuji		For	For	
3	Elect Keita Ishii		For	For	
4	Elect Fumihiko Kobayashi		For	For	
5	Elect Tsuyoshi Hachimura		For	For	
6	Elect Hiroyuki Tsubai		For	For	
7	Elect Hiroyuki Naka		For	For	
8	Elect Masatoshi Kawana		For	For	
9	Elect Makiko Nakamori		For	For	
10	Elect Kunio Ishizuka		For	For	
11	Elect Akiko Ito @ Akiko Noda		For	For	
12	Amendment to Directors' & Statutory Auditors' Fees and Approval of the Restricted Stock Plan		For	For	

Manchester United Plc.		Meeting Date: 20.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Avram Glazer		For	Against	Affiliate/Insider on compensation committee Board - Vote Against when the chair of the remuneration committee is not independent.
2	Elect Joel Glazer		For	Against	
3	Elect Kevin Glazer		For	For	
4	Elect Bryan Glazer		For	For	
5	Elect Darcie Glazer Kasewitz		For	For	
6	Elect Edward Glazer		For	For	
7	Elect Rob Nevlin		For	For	
8	Elect John Reece		For	For	
9	Elect Robert Leirão		For	Against	The nominee serves on the Audit Committee that lacks sufficient independence.
10	Elect John Hooks		For	Against	The nominee serves on the Audit Committee that lacks sufficient independence.
11	Elect Omar Berrada		For	For	
12	Elect Roger Bell		For	For	

MatsukiyoCocokara & Co.		Meeting Date: 20.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Yoko Okumura @ Yoko Takeuchi as Statutory Auditor		For	For	
2	Directors' Fees		For	For	
3	Elect Atsushi Tsukamoto		For	For	
4	Elect Takashi Matsumoto		For	For	
5	Elect Shingo Obe		For	For	
6	Elect Akio Ishibashi		For	For	
7	Elect Tsuyoshi Yamamoto		For	For	
8	Elect Takashi Matsuda		For	For	
9	Elect Hiroo Omura		For	For	
10	Elect Keiji Kimura		For	For	
11	Elect Junko Kawai		For	For	
12	Elect Tomoko Okiyama		For	For	
13	Elect Hideaki Shinada		For	For	
14	Elect Taeko Yamamoto		For	For	
15	Allocation of Profits/Dividends		For	For	
16	Elect Namio Matsumoto		For	For	
17	Elect Kiyoo Matsumoto		For	For	

Mitsubishi Corporation		Meeting Date: 20.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends		For	For	
2	Elect Takehiko Kakiuchi		For	For	
3	Elect Katsuya Nakanishi		For	For	
4	Elect Kotaro Tsukamoto		For	For	
5	Elect Yutaka Kashiwagi		For	For	
6	Elect Yuzo Nouchi		For	For	
7	Elect Yoshiyuki Nojima		For	For	
8	Elect Shunichi Miyanaga		For	For	
9	Elect Sakie Akiyama		For	For	
10	Elect Mari Sagiya @ Mari Itaya		For	For	
11	Elect Mari Kogiso		For	For	
12	Non-Audit Committee Directors' Fees		For	For	
13	Approval of Trust Type Equity Plan		For	For	
14	Shareholder Proposal Regarding Assessment of Risk		Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks
15	Shareholder Proposal Regarding Disclosure of Assessment for Not Meeting Paris Agreement Target		Against	For	SHP Environment - Vote For when proposal requests sustainability or environmental reports

Nidec Corporation		Meeting Date: 20.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Hiroshi Kobe		For	For	
2	Elect Shinichi Sato		For	For	
3	Elect Shigenobu Nagamori		For	For	
4	Elect Mitsuya Kishida		For	For	
5	Elect Yayoi Komatsu		For	For	
6	Elect Takako Sakai		For	For	
7	Elect Hiroshi Yoshii		For	For	
8	Elect Hiroe Toyoshima		For	For	

Shenwan Hongyuan Group Co Ltd		Meeting Date: 20.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Directors' Report		For	For	
2	2024 Supervisors' Report		For	For	
3	2024 Annual Financial Report		For	For	
4	2024 Profit Distribution Plan		For	For	
5	2024 ANNUAL REPORT		For	For	
6	Ordinary Related Party Transactions With China Jianyin Investment Ltd. And Its Subsidiaries		For	For	
7	Ordinary Related Party Transactions With Other Related Parties		For	For	
8	Appointment of Auditor		For	For	
TDK Corporation		Meeting Date: 20.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends		For	For	
2	Elect Noboru Saito		For	For	
3	Elect Tetsuji Yamanishi		For	For	
4	Elect Shuichi Hashiyama		For	For	
5	Elect Kozue Nakayama		For	For	
6	Elect Mutsuo Iwai		For	For	
7	Elect Shoei Yamana		For	For	
8	Elect Toru Katsumoto		For	For	
Yamaha Corporation		Meeting Date: 20.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends		For	For	
2	Elect Takuya Nakata		For	Against	Extensive strategic shareholdings
3	Elect Atsushi Yamaura		For	For	
4	Elect Paul Candland		For	For	
5	Elect Hiromichi Shinohara		For	For	
6	Elect Naoko Yoshizawa		For	For	
7	Elect Naho Ebata @ Naho Kida		For	For	
8	Elect Shuji Ito		For	For	
9	Elect Saimon Nogami		For	For	
Yibin Wuliangye Co. Ltd.		Meeting Date: 20.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 ANNUAL REPORT		For	For	
2	2024 Directors' Report		For	For	
3	2024 Supervisors' Report		For	For	
4	2024 Accounts and Reports		For	For	
5	2024 Allocation of Profits/Dividends		For	For	
6	2025 Estimated Related Party Transactions		For	For	
7	Supplementary Agreement to the Financial Services Agreement with a Finance Company		For	For	
8	2025 Comprehensive Budget Plan		For	Against	The company has not provided sufficient information. Audit fees are excessive.
9	REAPPOINTMENT OF 2025 AUDIT FIRM		For	Against	
10	AUTHORIZATION TO THE BOARD TO DECIDE ON 2025 INTERIM PROFIT DISTRIBUTION PLAN		For	For	
11	Amendments to Articles		For	For	
12	Amendments to Procedural Rules: Shareholder Meetings		For	For	
13	Amendments to Procedural Rules: Board Meetings		For	For	
14	Amendments to the System for Independent Directors		For	For	
15	Amendments to the Management System for Connected Transaction		For	For	
16	ADJUSTMENT OF THE ALLOWANCE FOR INDEPENDENT DIRECTORS		For	For	
17	Elect ZENG Congqin		For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses. Board - Vote Against when the audit committee is not sufficiently independent.
18	Elect HUA Tao		For	For	
19	Elect ZHANG Yu		For	For	
20	Elect XIAO Hao		For	For	
21	Elect HAN Chengke		For	For	
22	Elect ZHANG Xin		For	For	
23	Elect HOU Shuiping		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
24	Elect LUO Huawei		For	For	
25	Elect LU LI		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
26	Elect DING Nan		For	For	

Bandai Namco Holdings Inc
Meeting Date: 23.06.2025
Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends		For	For	
2	Amendments to Articles – Change in Size of Board of Directors		For	For	
3	Elect Masaru Kawaguchi		For	For	
4	Elect Yuji Asako		For	For	
5	Elect Nobuhiko Momoi		For	For	
6	Elect Takashi Tsuji		For	For	
7	Elect Noriko Fujita		For	For	
8	Elect Kazuhiro Takenaka		For	For	
9	Elect Nao Udagawa @ Nao Ochiai		For	For	
10	Elect Makoto Asanuma		For	For	
11	Elect Hiroshi Kawasaki		For	For	
12	Elect Toshio Shimada		For	For	
13	Elect Koichi Kawana		For	For	
14	Non-Audit Committee Directors’ Fees		For	For	
15	Performance Share Unit		For	For	

Dai-ichi Life Holdings Inc
Meeting Date: 23.06.2025
Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends		For	For	
2	Amendments to Articles		For	For	
3	Increase in Authorized Capital		For	For	
4	Elect Seiji Inagaki		For	For	
5	Elect Tetsuya Kikuta		For	For	
6	Elect Hitoshi Yamaguchi		For	For	
7	Elect Takako Kitahori @ Takako Koga		For	For	
8	Elect Toshiaki Sumino		For	For	
9	Elect Hidehiko Sogano		For	For	
10	Elect Yuriko Inoue		For	For	
11	Elect Yasushi Shingai		For	For	
12	Elect Bruce Miller		For	For	
13	Elect Ichiro Ishii		For	For	
14	Elect Ayako Makino as Audit Committee Director		For	For	

HBM Healthcare Investments AG
Meeting Date: 23.06.2025
Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Transaction of Other Business		N/A	Against	Granting unfettered discretion is unwise
2	Accounts and Reports		For	For	
3	Ratification of Board and Management Acts		For	For	
4	Allocation of Dividends		For	For	
5	Elect Hans Peter Hasler as Board Chair		For	Against	Board - Vote Against when the audit committee is not sufficiently independent
6	Elect Rudolf Lanz		For	Against	Board - Vote Against when the audit committee is not sufficiently independent
7	Elect Mario G. Giuliani		For	For	
8	Elect Stella Xu		For	For	
9	Elect Elaine V. Jones		For	For	
10	Elect Mario G. Giuliani as Compensation Committee Member		For	For	
11	Elect Stella Xu as Compensation Committee Member		For	For	
12	Elect Elaine V. Jones as Compensation Committee Member		For	For	
13	Board Compensation		For	For	
14	Executive Compensation (Fixed)		For	For	
15	Appointment of Auditor		For	For	
16	Appointment of Independent Proxy		For	For	
17	Cancellation of Shares and Reduction in Share Capital		For	For	
18	Reduction in Par Value of Shares; Capital Distribution		For	For	
19	Authority to Repurchase Shares		For	For	

Hellenic Telecommunications Organization S.A.
Meeting Date: 23.06.2025
Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase Shares		For	For	
2	Accounts and Reports; Allocation of Profits/Dividends		For	Against	The Company has bundled the approval of the financial statements with the allocation of dividends.
2	Ratification of Board and Auditor's Acts		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting		For	For	
4	Amendments to Article 9 (Board Remuneration)		For	For	
6	Amendments to the Remuneration Policy		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
7	Directors' Fees		For	For	
8	2024 Bonus Plan		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
9	Approval of Distribution of Company's Profits (Bonus)		For	Against	Linked to plans we do not support
10	Remuneration Report		For	Against	Remuneration - Vote Against when severance packages are awarded that exceed market best practice.
11	Approval of the 2025 Free Shares Award Plan		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
11	Spin-off		For	For	
13	D&O Insurance Policy		For	For	
13	Cancellation of Shares		For	For	

Kingfisher Plc

Meeting Date: 23.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Set General Meeting Notice Period at 14 Days		For	For	
2	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
3	Authority to Repurchase Shares		For	For	
4	Authority to Set Auditor's Fees		For	Against	The tenure of the auditor is excessive.
5	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
6	Authority to Issue Shares w/ Preemptive Rights		For	For	
7	Authority to Issue Shares w/o Preemptive Rights		For	For	
8	Elect Bill Lennie		For	For	
9	Appointment of Auditor		For	Against	The tenure of the auditor is excessive.
10	Elect Thierry Garnier		For	For	
11	Elect Sophie Gasperment		For	For	
12	Remuneration Report		For	For	
13	Remuneration Policy		For	For	
14	Final Dividend		For	For	
15	Elect Ian McLeod		For	For	
16	Elect Bhavesh Mistry		For	For	
17	Elect Lucinda Riches		For	For	
18	Elect Claudia Arney		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
19	Elect Jeff Carr		For	For	
20	Accounts and Reports		For	For	

Panasonic Holdings Corporation

Meeting Date: 23.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Outside Directors' Fees		For	For	
2	Elect Michitaka Sawada		For	For	
3	Elect Ryusuke Shigetomi		For	For	
4	Elect Tetsuro Homma		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
5	Elect Ayako Shotoku @ Ayako Kurama		For	For	
6	Elect Shinobu Matsui		For	For	
7	Elect Keita Nishiyama		For	For	
8	Elect Hajima Tamaoki		For	For	
9	Elect Kazuyo Sumida		For	For	
10	Elect Akira Waniko		For	For	
11	Elect Yutaka Matsuo		For	For	
12	Elect Kuniharu Nakamura		For	For	
13	Elect Junko Seto		For	For	
14	Amendment to Articles		For	For	
15	Elect Yuki Kusumi		For	For	

Tokio Marine Holdings Inc

Meeting Date: 23.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends		For	For	
2	Elect Satoru Komiya		For	For	
3	Elect Kenji Okada		For	For	
4	Elect Kichiichiro Yamamoto		For	For	
5	Elect Keiko Fujita		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Elect Hiroaki Shirota		For	For	
7	Elect Takashi Mitachi		For	For	
8	Elect Nobuhiro Endo		For	For	
9	Elect Shinya Katanozaka		For	For	
10	Elect Emi Osono		For	For	
11	Elect Kosei Shindo		For	For	
12	Elect Robert Alan Feldman		For	For	
13	Elect Haruka Matsuyama @ Haruka Kato		For	For	
14	Elect Masahiro Koike		For	For	

Carmax Inc

Meeting Date: 24.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Peter J. Bensen		For	For	
2	Elect Sona Chawla		For	For	
3	Elect Thomas J. Folliard		For	For	
4	Elect Shira D. Goodman		For	For	
5	Elect David W. McCreight		For	For	
6	Elect William D. Nash		For	For	
7	Elect Mark F. O'Neil		For	For	
8	Elect Pietro Satriano		For	For	
9	Elect Marcella Shinder		For	For	
10	Elect Mitchell D. Steenrod		For	For	
11	Ratification of Auditor		For	For	
12	Advisory Vote on Executive Compensation		For	For	
13	Shareholder Proposal Regarding Right to Call Special Meetings		Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights

Core & Main Inc

Meeting Date: 24.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Dennis G. Gipson		For	Withhold	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses. Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
2	Elect James D. Hope		For	For	
3	Elect Mark R. Witkowski		For	For	
4	Ratification of Auditor		For	For	
5	Advisory Vote on Executive Compensation		For	For	

Disco Corporation

Meeting Date: 24.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kazuma Sekiya		For	Against	Nominee is the CEO and serves on the Compensation Committee.
2	Elect Noboru Yoshinaga		For	For	
3	Elect Takao Tamura		For	For	
4	Elect Kazuyoshi Tokimaru		For	For	
5	Elect Noriko Oki		For	For	
6	Elect Akiko Matsuo		For	For	
7	Elect Etsuko Kobayashi @ Etsuko Masamune		For	For	
8	Elect Christina L. Ahmadjian		For	For	
9	Elect Atsushi Murakami		For	For	
10	Allocation of Profits/Dividends		For	For	

Mastercard Incorporated

Meeting Date: 24.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Merit E. Janow		For	For	
2	Elect Candido Botelho Bracher		For	For	
3	Elect Richard K. Davis		For	For	
4	Elect Julius Genachowski		For	For	
5	Elect Goh Choon Phong		For	For	
6	Elect Oki Matsumoto		For	For	
7	Elect Michael Miebach		For	For	
8	Elect Youngme E. Moon		For	For	
9	Elect Rima Qureshi		For	For	
10	Elect Gabrielle Sulzberger		For	For	
11	Elect Harit Talwar		For	For	
12	Elect Lance Uggla		For	For	
13	Advisory Vote on Executive Compensation		For	Against	Remuneration - Fails the remuneration framework assessment on structure.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Ratification of Auditor		For	For	
15	Amendment to Certificate of Incorporation to Limit the Liability of Certain Officers		For	For	
16	Amendment to Certificate of Incorporation to Remove Industry Director Concept		For	For	
17	Amendment to Certificate of Incorporation to Implement Other Miscellaneous Changes		For	For	
18	Shareholder Proposal Regarding Racial Equity Audit		Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
19	Shareholder Proposal Regarding Report on Affirmative Action Risks		Against	Against	SHP - Vote Against when the proposal is not considered to be in the best interests of shareholders

Sony Group Corporation		Meeting Date: 24.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Hiroki Totoki		For	For	
2	Elect Wendy Becker		For	For	
3	Elect Keiko Kishigami		For	For	
4	Elect Joseph A. Kraft Jr.		For	For	
5	Elect Neil Hunt		For	For	
6	Elect William Morrow		For	For	
7	Elect Shingo Konomoto		For	For	
8	Elect Yoriko Goto		For	For	
9	Elect Nora Denzel		For	For	
10	Elect Masayuki Hyodo		For	For	
11	Employee Share Purchase Plan for Overseas Employees		For	For	
12	Authority to Reduce Capital Reserve		For	For	
13	Elect Kenichiro Yoshida		For	For	

Terumo Corporation		Meeting Date: 24.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends		For	For	
2	Elect Toshiaki Takagi		For	For	
3	Elect Hikaru Samejima		For	For	
4	Elect Toshihiko Osada		For	For	
5	Elect Norimasa Kunimoto		For	For	
6	Elect Hidenori Nishi		For	For	
7	Elect Keiya Ozawa		For	For	
8	Elect Mari Kogiso		For	For	
9	Elect Takanori Shibazaki		For	Against	Board - Vote Against when the audit committee is not sufficiently independent.
10	Elect Soichiro Uno		For	For	
11	Elect Keiko Hayashi		For	For	
12	Elect Hiroaki Kosugi		For	For	
13	Elect Asako Shirato		For	For	

3SBIO Inc		Meeting Date: 25.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Approval of the Service Provider Sublimit (New Shares Share Award) of the 2025 Share Award Scheme		For	Against	Compensation policy is not in best interests of shareholders
2	Accounts and Reports		For	For	
3	Elect SU Dongmei		For	For	
4	Elect ZHANG Jiaoe		For	For	
5	Elect Heidi YANG Hoi Ti		For	For	
6	Directors' Fees		For	For	
7	Allocation of Profits/Dividends		For	For	
8	Appointment of Auditor and Authority to Set Fees		For	For	
9	Authority to Issue Shares w/o Preemptive Rights		For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
10	Authority to Repurchase Shares		For	For	
11	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed
12	Approval of the 2025 Share Option Scheme		For	Against	Change of control provision; Excessive range of participants
13	Approval of the Scheme Mandate Limit of the 2025 Share Option Scheme		For	Against	Compensation policy is not in best interests of shareholders
14	Approval of the Service Provider Sublimit of the 2025 Share Option Scheme		For	Against	Compensation policy is not in best interests of shareholders
15	Approval of the 2025 Share Award Scheme		For	Against	Excessive range of participants; Change of control provision
16	Termination of the Existing Share Award Scheme		For	Against	Compensation policy is not in best interests of shareholders
17	Approval of the Scheme Mandate Limit (Share Award) of the 2025 Share Award Scheme		For	Against	Compensation policy is not in best interests of shareholders

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
18	Approval of the Scheme Mandate Limit (New Shares Share Award) of the 2025 Share Award Scheme		For	Against	Compensation policy is not in best interests of shareholders
ASE Technology Holding Co.Ltd		Meeting Date: 25.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Accounts and Reports		For	For	
2	2024 Profit Distribution Plan		For	For	
3	Amendments to Articles		For	For	
4	Elect Danielle CHANG Dan-Yao		For	For	
5	Waiver of Non-Compete Restriction for the Newly Elected Director of the Company		For	For	
China Merchants Bank		Meeting Date: 25.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report		For	For	
2	Supervisors' Report		For	For	
3	Annual Report		For	For	
4	Accounts and Reports		For	For	
5	Allocation of Profits/Dividends		For	For	
5	CAPITAL MANAGEMENT PLAN FOR 2025-2029		For	For	
6	Interim Profit Appropriation Plan		For	For	
8	Appointment of Auditor		For	Against	Audit fees are excessive.
9	2024 Related Party Transactions Report		For	For	
9	Elect TIAN Hongqi		For	For	
13	Elect DENG Renjie		For	For	
14	Elect JIANG Chaoyang		For	For	
14	Elect LU Liping		For	For	
17	Elect MA Xianghui		For	For	
19	Elect ZHONG Desheng		For	For	
20	Elect MIAO Jianmin		For	For	
20	Elect WANG Xiaoqing		For	For	
21	Elect SHI Dai		For	For	
21	Cancellation of the Board of Supervisors		For	For	
22	Elect SUN Yunfei		For	For	
22	Amendments to Articles		For	For	
23	Elect ZHU Liwei		For	For	
24	Elect HUANG Jian		For	Against	Board - Vote Against when the audit committee is not sufficiently independent.
24	Elect LI Chaoxian		For	For	
25	Elect SHI Yongdong		For	For	
26	Elect WANG Liang		For	Against	Board - Vote Against when the nominating committee is not sufficiently independent. Board - Vote Against when the nomination committee is not sufficiently independent.
26	Elect LI Jian		For	For	
27	Elect WONG Yuk Shan		For	For	
China Overseas Land & Investment Ltd.		Meeting Date: 25.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect GUO Guanghui		For	For	
4	Elect ZHUANG Yong		For	For	
5	Elect MA Yao		For	Against	Nominee is the most recently appointed non-independent director and the board is not sufficiently independent.
6	Elect Brian David LI Man Bun		For	Against	Board - Vote Against when the chair of the audit committee is not independent.
7	Directors' Fees		For	For	
8	Appointment of Auditor and Authority to Set Fees		For	For	
9	Authority to Repurchase Shares		For	For	
10	Authority to Issue Shares w/o Preemptive Rights		For	Against	Issue price discount not disclosed
11	Amendments to Articles		For	For	
Cloud Village Inc		Meeting Date: 25.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Elect WANG Yanfeng		For	For	
3	Elect LI Yat Keung		For	For	
4	Elect GU Xianfeng		For	Against	No independent lead or presiding director

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Directors' Fees		For	Against	The company has not provided sufficient information.
6	Appointment of Auditor and Authority to Set Fees		For	For	
7	Authority to Repurchase Shares		For	For	
8	Authority to Issue Shares w/o Preemptive Rights		For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
9	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed

EBay Inc.	Meeting Date: 25.06.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Adriane M. Brown		For	For	
2	Elect Aparna Chennapragada		For	For	
3	Elect Logan D. Green		For	For	
4	Elect E. Carol Hayles		For	For	
5	Elect Jamie Iannone		For	For	
6	Elect Shripriya Mahesh		For	For	
7	Elect William D. Nash		For	For	
8	Elect Paul S. Pressler		For	For	
9	Elect Zane Rowe		For	For	
10	Elect Mohak Shroff		For	For	
11	Elect Perry M. Traquina		For	For	
12	Ratification of Auditor		For	For	
13	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure. Remuneration - Vote Against when severance packages are awarded that exceed market best practice. Remuneration - Vote Against when substantial one-off payments are made without performance criteria.
14	Amendment to the Equity Incentive Award Plan		For	Against	Pace of historical grants; Cost of plan is excessive
15	Shareholder Proposal Regarding Right to Call Special Meetings		Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
16	Shareholder Proposal Regarding Mandatory Director Resignation Policy		Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights

Hisense Home Appliances Group Co.Ltd	Meeting Date: 25.06.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report		For	For	
2	Supervisors' Report		For	For	
3	Annual Report		For	For	
4	Accounts and Reports		For	For	
5	Allocation of Profits/Dividends		For	For	
6	Appointment of Auditor and Authority to Set Fees		For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice.
7	Foreign Exchange Derivative Business		For	For	
8	Entrusted Wealth Management of Idle Self-owned Funds		For	For	
9	Liability Insurance		For	For	
10	Annual Remuneration Plan for Chairman of the Board		For	For	
11	Loan Agreement		For	For	
12	Authority to Issue Debt Financing Instruments		For	Against	Granting unfettered discretion is unwise
13	Amendments to Articles		For	Against	Governance concerns
14	Guarantee Limits for 2026		For	Against	Capital Management - Vote Against when the proposed guarantee provisions exceed the net assets of the company
15	Authority to Issue Shares w/o Preemptive Rights		For	Against	Capital Management - Vote Against when the proposed issuance is not in the best interests of minority shareholders.

Hitachi Ltd.	Meeting Date: 25.06.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Katsumi Ihara		For	For	
2	Elect Ravi Venkatesan		For	For	
3	Elect Eriko Sakurai		For	For	
4	Elect Ikuro Sugawara		For	For	
5	Elect Isabelle Deschamps		For	For	
6	Elect Takashi Nishijima		For	For	
7	Elect Joe E. Harlan		For	For	
8	Elect Takatoshi Yamamoto		For	For	
9	Elect Helmuth Ludwig		For	For	
10	Elect Toshiaki Tokunaga		For	Against	Nominee is the CEO and serves on the Compensation Committee.
11	Elect Mitsuaki Nishiyama		For	Against	Board - Vote Against when the chair of the audit committee is not independent
12	Elect Toshiaki Higashihara		For	For	

Home First Finance Co. India Ltd.		Meeting Date: 25.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect Divya Sehgal		For	For	
4	Appointment of Secretarial Auditor		For	For	
Infosys Ltd		Meeting Date: 25.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect Salil S. Parekh		For	For	
4	Related Party Transactions with Stater N.V.		For	For	
5	Related Party Transactions with Stater Nederland B.V.		For	For	
6	Appointment of Secretarial Auditor		For	For	
Merida Industry		Meeting Date: 25.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Accounts and Reports		For	For	
2	2024 Allocation of Profits/Dividends		For	For	
3	Amendments to Articles of Incorporation		For	For	
NetEase Inc		Meeting Date: 25.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect William DING Lei		For	For	
2	Elect Alice Yu-Fen Cheng		For	For	
2	Elect Joseph Tong		For	For	
3	Elect Grace Hui Tang		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
5	Elect Michael LEUNG Man Kit		For	For	
6	Appointment of Auditor and Authority to Set Fees		For	For	
Nien Made Enterprise Co Ltd.		Meeting Date: 25.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	2024 Business Report and Financial Statements		For	For	
2	2024 Allocation of Profits/Dividends		For	For	
3	Amendments to Articles		For	For	
NVIDIA Corp		Meeting Date: 25.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Robert K. Burgess		For	For	
2	Elect Tench Coxo		For	For	
2	Ratification of Auditor		For	For	
3	Elect John O. Dabiri		For	For	
3	Elect Aarti Shah		For	Against	Board - Vote Against when the audit committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent.
4	Elect Persis S. Drell		For	For	
4	Elect Jen-Hsun Huang		For	For	
4	Elect Mark A. Stevens		For	For	
6	Elect Dawn Hudson		For	For	
7	Elect Harvey C. Jones		For	For	
8	Elect Melissa B. Lora		For	For	
9	Elect Stephen C. Neal		For	For	
10	Elect Ellen Ochoa		For	For	
13	Advisory Vote on Executive Compensation		For	Against	Remuneration - Fails the remuneration framework assessment on structure.
15	Elect A. Brooke Seawell		For	For	
16	Elimination of Supermajority Requirement		For	For	
17	Shareholder Proposal Regarding Length of Share Ownership Required to Call Special Meetings		Against	Against	SHP - Vote Against when the changes requested by the proposal are not in the best interests of shareholders
18	Shareholder Proposal Regarding Mandatory Director Resignation Policy		Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
19	Shareholder Proposal Regarding Workforce Data		Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues

Pakuwon Jati Tbk PT		Meeting Date: 25.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Allocation of Profits/Dividends		For	For	
3	Accounts and Reports		For	For	
3	Election of Directors and/or Commissioners (Slate)		For	Against	Board - Vote Against when the chair of the audit committee is not independent. The company has not provided sufficient information.
4	Directors' and/or Commissioners' Fees		For	For	
5	Appointment of Auditor and Authority to Set Fees		For	Against	The company has not provided sufficient information.

Subaru Corporation		Meeting Date: 25.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends		For	For	
2	Elect Atsushi Osaki		For	For	
3	Elect Fumiaki Hayata		For	For	
4	Elect Jinya Shoji as Statutory Auditor		For	Against	Statutory auditor board is not sufficiently independent
5	Elect Hirohisa Ryu as Alternate Statutory Auditor		For	For	
6	Elect Fuminao Hachiuma		For	For	
7	Elect Shigeru Yamashita		For	For	
8	Elect Tomomi Nakamura		For	For	
9	Elect Tetsuo Fujinuki		For	For	
10	Elect Shinsuke Toda		For	For	
11	Elect Miwako Doi		For	For	

Takeda Pharmaceutical Co		Meeting Date: 25.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends		For	For	
2	Elect Christophe Weber		For	For	
3	Elect Milano Furuta		For	For	
4	Elect Andrew Plump		For	For	
5	Elect Masami Iijima		For	For	
6	Elect Ian T. Clark		For	Against	Serves on too many boards
7	Elect Steven Gillis		For	For	
8	Elect Emiko Higashi		For	For	
9	Elect John M. Maraganore		For	For	
10	Elect Michel Orsinger		For	For	
11	Elect Miki Tsusaka		For	For	
12	Bonus		For	For	

3i Group plc		Meeting Date: 26.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Alexandra Schaapveld		For	For	
1	Authority to Issue Shares w/ Preemptive Rights		For	For	
2	Appointment of Auditor		For	For	
3	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
3	Authority to Set General Meeting Notice Period at 14 Days		For	For	
4	Elect James Hatchley		For	For	
6	Elect Lesley Knox		For	For	
6	Authority to Set Auditor's Fees		For	For	
8	Elect Peter McKellar		For	For	
11	Remuneration Report		For	For	
11	Elect Hemant Patel		For	For	
12	Final Dividend		For	For	
13	Elect Simon A. Borrows		For	For	
13	Elect Coline McConville		For	For	
15	Elect David Hutchison		For	For	
16	Elect Stephen Daintith		For	For	
17	Elect Jasi Halai		For	For	
17	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
18	Accounts and Reports		For	For	
19	Authority to Issue Shares w/o Preemptive Rights		For	For	
21	Authority to Repurchase Shares		For	For	

Advanced Micro-Fabrication Equipment Inc. China		Meeting Date: 26.06.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	CONNECTED TRANSACTIONS REGARDING PARTICIPATION IN SETTING UP A PRIVATE FUND		For	For	
Allegro.EU Societe Anonyme		Meeting Date: 26.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Non-Executive Remuneration Policy (Forward-Looking)		For	For	
2	Accounts and Reports		For	For	
3	Accounts and Reports (Consolidated Accounts)		For	For	
4	Allocation of Losses		For	For	
5	Remuneration Report		For	Against	The compensation plan lacks of clawback provisions under the Short-Term Incentive Plan.
6	Ratification of Board Acts		For	For	
7	Ratify Jonathan Eastick's Acts		For	For	
8	Ratify Darren Richard Huston's Acts		For	For	
9	Ratify Pedro Arnt's Acts		For	For	
10	Ratify David Barker's Acts		For	For	
11	Ratify Clara Nusteling's Acts		For	For	
12	Ratify Pawel Padusinski's Acts		For	For	
13	Ratify Nancy Cruickshank's Acts		For	For	
14	Ratify Richard Sanders' Acts		For	For	
15	Ratify Catherine Faiers' Acts		For	For	
16	Ratify Tomasz Suchanski's Acts		For	For	
17	Ratify Gary McGann's Acts		For	For	
18	Ratify Laurence Bourdon-Tracol's Acts		For	For	
19	Resignation of Roy Perticucci		For	For	
20	Elect Catherine Faiers to the Board of Directors		For	For	
21	Elect Tomasz Suchanski to the Board of Directors		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
22	Elect Marcin Kusmierz to the Board of Directors		For	For	
23	Ratification of Auditor's Acts		For	For	
24	Appointment of Auditor		For	For	
25	Authority to Repurchase Shares		For	For	
26	Long-Term Incentive Plan		For	For	
Almarai Co., Ltd.		Meeting Date: 26.06.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Article 17 (Board Term)		For	Against	Changes to Company Statutes - Vote Against when the proposed amendments are not in the best interests of minority shareholders
2	Elect Abdullah Zabin Munawar Al Otaibi		N/A	For	
3	Elect Bader Saad Al Ghonaim		N/A	For	
3	Elect Bader Abdullah Al Issa		N/A	Against	Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the nomination committee is not sufficiently independent. Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
4	Elect Majed Ahmed Al Sweigh		N/A	For	
5	Elect Saad Abdulaziz Al Hokail		N/A	For	
7	Elect Mohamed Siddiq A. Qassab		N/A	For	
8	Elect Mohamed Hussain Al Sultan		N/A	For	
8	Elect Amell Ali Al Ghamdi		N/A	For	
9	Elect Muath Khaled Al Zamil		N/A	For	
11	Elect Saad Mohamed Al Tukhaifi		N/A	For	
11	Elect Fahad Mohamed Al Ajami		N/A	For	
13	Elect Salah Abdullah Salah Al Ghaleb		N/A	For	
14	Elect Ahmed Sirag Khogeer		N/A	For	
16	Elect Salman Abdulmohsen Al Sudairy		N/A	For	
16	Elect Abdullah Shujaa Al Sharif		N/A	For	
17	Elect Majid Hamad Al Bidah		N/A	For	
18	Elect Hani Abdullah Gashlan		N/A	For	
19	Elect Abdullah Ghazi Sherbini		N/A	For	
20	Elect Farhan Waleed Esmail Al Boainain		N/A	For	
21	Elect Fares Abdulrahman Al Fares		N/A	For	
22	Elect Ehab Adel Mohamed Wazirali		N/A	For	
22	Elect Ammar Abdulwahad Al Khudairy		N/A	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Insufficient disclosure of nominee classification.
23	Elect Georges Pierre Schorderet		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
24	Elect Osama Ibrahim Abdullah Al Hamoud		N/A	For	
25	Elect Mohamed Mansour A. Al Mousa		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting
28	Elect Saleh Al Yami		N/A	For	
30	Elect Raed Raheed Saleh Al Rasheed		N/A	For	
31	Elect Majed Mohamed Fattah		N/A	For	
32	Elect Khaled Mohamed Abdallah Mousa		N/A	For	
32	Elect Abdulsalam Abdulrahman Al Manea		N/A	For	
33	Elect Ahmed Khedr Al Baqshi		N/A	For	
33	Elect Amjad Ibrahim Abdulaziz Al Ogaili		N/A	For	
34	Elect Sulaiman al Rumaih		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting
34	Elect Khalid Abdulaziz Al Hoshan		N/A	For	
36	Elect Fai Al Attia		N/A	For	
36	Elect Sulaiman Al Omairi		N/A	For	
37	Elect Naif Sultan M. S. Al Kabeer		N/A	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses. Board - Vote Against when the company has either high exposure to deforestation risk commodities while failing to have adequate policies to mitigate this risk or it has been involved in severe deforestation-linked controversies. Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
38	Elect Sulaiman Abdulkader Al Muhaideb		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting
38	Elect Abdullah Ali H. Al Hajri		N/A	For	
39	Elect Saud Sultan M. S. Al Kabeer		N/A	Against	Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the nomination committee is not sufficiently independent. Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
39	Board Transactions		For	For	
41	Elect Bassam Mohamed Al Bassam		N/A	For	
42	Elect Salman Nasser A. Al Hawawi		N/A	For	
45	Elect Osama Abdulatif Bashaikh		N/A	For	
45	Elect Sulaiman Abdullah Al Duraihem		N/A	For	
46	Elect Ahmed Wazaa Al Qahtani		N/A	For	
47	Elect Ahmed Mohamed Al Jabr		N/A	For	
48	Elect Abdullah Jaber Al Fifi		N/A	For	

Blue Owl Capital Corp

Meeting Date: 26.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Edward H. D'Alelio		For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
2	Elect Craig W. Packer		For	For	
3	Ratification of Auditor		For	For	

BOC Hong Kong(Hldgs)

Meeting Date: 26.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect ZHANG Hui		For	For	
4	Elect Anita FUNG Yuen Mei		For	For	
5	Appointment of Auditor and Authority to Set Fees		For	Against	Audit fees are excessive.
6	Authority to Issue Shares w/o Preemptive Rights		For	For	
7	Authority to Repurchase Shares		For	For	

China Merchants Securities Co. Ltd.

Meeting Date: 26.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Directors' Report		For	For	
2	Contemplated Ordinary Related Party Transactions With China Merchants Bank Co., Ltd. And Its Subsidiaries		For	For	
3	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)		For	For	
4	2025 Proprietary Investment Budget		For	For	
5	Appointment of 2025 Audit Firm		For	For	
6	2024 Profit Distribution Plan		For	For	
7	2025 Interim Profit Distribution Plan		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	2024 Supervisors' Report		For	For	
9	2024 Independent Directors' Report		For	For	
10	2024 Annual Report And Its Summary		For	For	
11	2024 Accounts and Reports		For	For	
12	Grant of The General Mandate to The Board to Issue Additional H Shares of The Company		For	Against	Issue price discount not disclosed; Potential dilution exceeds recommended threshold
13	Contemplated Ordinary Related Party Transactions With The Directors, Supervisors And Senior Management Of The Company And Their Close Relatives		For	For	
14	CONTEMPLATED ORDINARY RELATED PARTY TRANSACTIONS WITH OTHER RELATED PARTIES		For	For	
15	Contemplated Ordinary Related Party Transactions With China Cosco Shipping Corporation Limited And Its Related Parties		For	For	
16	Contemplated Ordinary Related Party Transactions With Picc Life Insurance Company Limited And Its Related Parties		For	For	
17	Guarantee Authorization Scheme For The Year 2025 of China Merchants Securities International Company Limited And Its Wholly-Owned Subsidiaries		For	For	
18	Elect ZHU Jiangtao as Executive Director		For	For	

China Nonferrous Mining Corporation Limited

Meeting Date: 26.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect XIAO Bo		For	For	
4	Elect TAN Yaoyu		For	Against	Board - Vote Against when the audit committee is not sufficiently independent.
5	Elect GONG Yani		For	For	
6	Elect SUN Yufeng		For	For	
7	Directors' Fees		For	For	
8	Appointment of Auditor and Authority to Set Fees		For	For	
9	Authority to Issue Shares w/o Preemptive Rights		For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
10	Authority to Repurchase Shares		For	For	
11	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed

Creo Medical Group Plc

Meeting Date: 26.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Elect Brent J. Boucher		For	For	
3	Elect Ivonne Cantu		For	For	
4	Appointment of Auditor		For	For	
5	Authority to Set Auditor's Fees		For	For	
6	Elect Craig Gulliford		For	For	
7	Elect Richard Rees		For	For	
8	Authority to Issue Shares w/ Preemptive Rights		For	For	
9	Authority to Issue Shares w/o Preemptive Rights		For	For	
10	Remuneration Report		For	Against	Remuneration - Vote against when remuneration does not adhere to best practice of having clawback in place for LTIP. The compensation plan lacks clawback provisions under the Short-Term Incentive Plan.
11	Elect Kevin T. Crofton		For	For	

Grasim Industries Ltd.

Meeting Date: 26.06.2025

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Himanshu Kapania		For	Against	Insider on audit committee; Insufficient audit committee independence
2	Appointment of Himanshu Kapania (Managing Director); Approval of Remuneration		For	For	
3	Approval of Payment of Remuneration of HariKrishna Agarwal (former Managing Director)		For	Against	Long term awards are not linked to performance.
4	Related Party Transactions with Hindalco Industries Limited		For	For	
5	Related Party Transactions with AV Group NB Inc. - Canada		For	For	

Kansai Electric Power Company Incorporated

Meeting Date: 26.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends		For	For	
2	Elect Sadayuki Sakakibara		For	For	
3	Elect Hiroshi Tomono		For	For	
4	Elect Kazuko Takamatsu		For	For	
5	Elect Fumio Naito		For	For	
6	Elect Seiji Manabe		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Elect Kiyoshi Sono		For	For	
8	Elect Noriyo Yahagi		For	For	
9	Elect Etsuko Hara		For	For	
10	Elect Nozomu Mori		For	For	
11	Elect Makoto Araki		For	For	
12	Elect Hiroshi Ogawa		For	For	
13	Elect Yasuji Shimamoto		For	For	
14	Elect Nobuhiro Nishizawa		For	For	
15	Shareholder Proposal Regarding Withdrawal from Nuclear Power Generation		Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive
16	Shareholder Proposal Regarding Decarbonization of Operations and Supply Chain		Against	Against	While the spirit of the proposal is supportable, adding the proposed text in the articles of association would not lead to meaningful improvement considering the company's existing commitments
17	Shareholder Proposal Regarding Corporate Social Responsibility		Against	Against	While the spirit of the proposal is supportable, adding the proposed text in the articles of association would not lead to meaningful improvement considering the company's existing commitments
18	Shareholder Proposal Regarding Retention of Human Resources and Transmission of Technology		Against	Against	While the spirit of the proposal is supportable, adding the proposed text in the articles of association would not lead to meaningful improvement considering the company's existing commitments
19	Shareholder Proposal Regarding Gender Diversity Targets		Against	Against	While the spirit of the proposal is supportable, adding the proposed text in the articles of association would not lead to meaningful improvement considering the company's existing commitments
20	Shareholder Proposal Regarding Disclosure of Shareholder Meeting Minutes		Against	For	SHP - Vote For when the proposal aims to increase transparency
21	Shareholder Proposal Regarding Dismissal of Sadayuki Sakakibara		Against	Against	Not in the best interests of shareholders
22	Shareholder Proposal Regarding Dismissal of Nozomu Mori		Against	Against	Not in the best interests of shareholders
23	Shareholder Proposal Regarding Dismissal of Motoko Tanaka		Against	Against	Not in the best interests of shareholders
24	Shareholder Proposal Regarding Appointment of Executive Officer for Nuclear Disaster Prevention		Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive
25	Shareholder Proposal Regarding Individual Disclosure of Executive Remuneration		Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues. Adding the proposed text in the articles of association would be beneficial as it would lay down the company's commitment to continue to disclose the compensation awarded to executive directors on an individual basis
26	Shareholder Proposal Regarding Establishing a Committee to Promote Nuclear Phase Out		Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive
27	Shareholder Proposal Regarding Revocation of Nuclear Contracts		Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive
28	Shareholder Proposal Regarding Prohibition on Reprocessing Spent Nuclear Fuel		Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive
29	Shareholder Proposal Regarding Realization of Zero Carbon Society		Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive
30	Shareholder Proposal Regarding Sustainable, Safe, and Secure Electric Power Supply System		Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive
31	Shareholder Proposal Regarding Realization of Zero Carbon Society		Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive

Next 15 Group plc.		Meeting Date: 26.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Issue Shares w/ Preemptive Rights		For	For	
2	Authority to Issue Shares w/o Preemptive Rights		For	For	
3	Elect Jonathan Peachey		For	For	
4	Elect Paul Butler		For	For	
5	Appointment of Auditor		For	Against	The tenure of the auditor is excessive.
6	Authority to Set Auditor's Fees		For	Against	The tenure of the auditor is excessive.
7	Elect Mickey Kalifa		For	For	
8	Elect Samantha Wren		For	For	
9	Elect Penny Ladkin-Brand		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
10	Elect Tim Dyson		For	For	
11	Accounts and Reports		For	For	
12	Remuneration Report		For	For	
13	Final Dividend		For	For	
14	Elect Mark Astaire		For	For	
15	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
16	Authority to Repurchase Shares		For	For	
17	Capital Reduction		For	For	

Recruit Holdings Co. Ltd.		Meeting Date: 26.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Masumi Minegishi		For	For	
2	Elect Hisayuki Idekoba		For	For	
3	Elect Ayano Senaha		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	Elect Rony Kahan		For	For	
5	Elect Naoki Izumiya		For	For	
6	Elect Tsuyoshi Kodera		For	For	
7	Elect Keiko Honda		For	For	
8	Elect Katrina Lake		For	For	
9	Elect Miho Tanaka @ Miho Takahashi as Alternate Statutory Auditor		For	For	

Schroder International Selection Fund SICAV - AL
Meeting Date: 26.06.2025
Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Allocation of Profits		For	For	
2	Allocation of Dividends		For	For	
3	Ratification of Board Acts		For	For	
4	Elect Carla Bergareche Garcia-Minaur to the Board of directors		For	For	
5	Elect Hugh Mullan to the Board of directors		For	For	
6	Elect Ross Leach to the Board of directors		For	For	
7	Elect Yves Francis to the Board of directors		For	For	
8	Elect Wim Nagler to the Board of directors		For	For	
9	Directors' Fees		For	For	
10	Appointment of Auditor		For	For	
11	Elect Richard Mountford to the Board of directors		For	For	
12	Elect Eric Bertrand to the Board of directors		For	For	
13	Elect Bernard Herman to the Board of directors		For	For	
14	Elect Peter Nelson to the Board of directors		For	For	

Secom Co. Ltd.
Meeting Date: 26.06.2025
Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Miri Hara		For	For	
2	Elect Kosuke Matsuzaki		For	For	
3	Elect Yukari Suzuki		For	For	
4	Shareholder Proposal Regarding Capital-Conscious Management		Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues.
5	Allocation of Profits/Dividends		For	For	
6	Elect Yasuyuki Yoshida		For	For	
7	Elect Tatsuro Fuse		For	For	
8	Elect Yoshinori Yamanaka		For	For	
9	Elect Seiya Nagao		For	For	
10	Elect Takashi Nakada		For	For	
11	Elect Makoto Inaba		For	For	
12	Elect Hajime Watanabe		For	For	

Sinotruk(Hong Kong)Ltd
Meeting Date: 26.06.2025
Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect WANG Dechun		For	For	
4	Elect ZHAO Hua		For	For	
5	Elect HAN Xing		For	For	
6	Elect Karsten Oellers		For	Against	The nominee has attended less than 75% of meetings without a valid excuse.
7	Elect Mats Lennart Harborn		For	Against	The nominee has attended less than 75% of meetings without a valid excuse.
8	Directors' Fees		For	For	
9	Appointment of Auditor and Authority to Set Fees		For	For	

Trainline Plc
Meeting Date: 26.06.2025
Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
1	Authority to Repurchase Shares		For	For	
3	Elect Andy Phillips		For	For	
4	Remuneration Report		For	For	
4	Elect Brian McBride		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
6	Elect Jennifer Duvalier		For	For	
7	Elect Duncan Tatton-Brown		For	For	
7	Elect Jody Ford		For	For	
8	Elect Marie Lalleman		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
10	Authority to Set General Meeting Notice Period at 14 Days		For	For	
11	Elect Peter Wood		For	For	
12	Elect Rakhi Goss-Custard		For	For	
13	Authority to Issue Shares w/ Preemptive Rights		For	For	
14	Authority to Set Auditor's Fees		For	For	
14	Authority to Issue Shares w/o Preemptive Rights		For	For	
15	Authorisation of Political Donations		For	Against	Oppose all political donations due to reputational risks and democratic implications of companies becoming involved in funding political processes
18	Appointment of Auditor		For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	

UltraTech Cement Ltd.

Meeting Date: 26.06.2025

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Related Party Transactions with The India Cements Limited (ICEM)		For	For	

Zijin Mining Group Co., Ltd.

Meeting Date: 26.06.2025

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Approve Provision of Assured Entitlement to H Shareholders in Connection to the Spin-off		For	For	

Zijin Mining Group Co., Ltd.

Meeting Date: 26.06.2025

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Spin-off and Listing of Zijin Gold International Company Limited		For	For	
2	Approve Proposal Related to Spin-off and Listing of Zijin Gold International Company Limited		For	For	
3	Approve Spin-off Plan for Zijin Gold International Company Limited		For	For	
6	Approve Spin-off In Compliance with Rules on Spin-off of Listed Companies (Trial)		For	For	
6	Approve Company's Ability to Maintain Independence		For	For	
7	Approve Analysis of the Objectives and Feasibility of the Spin-off		For	For	
7	Approve Zijin Gold International Company Limited's Capacity to Regulate Operations		For	For	
10	Board Authorization to Handle Matters Relating to the Spin-off and Listing		For	For	
10	Approve Provision of Assured Entitlement to H Shareholders in Connection to the Spin-off		For	For	
10	Board Authorization to Handle Matters Relating to the Employee Stock Ownership Scheme 2025		For	Against	Linked to a policy we do not support.
11	Approve Employee Stock Ownership Scheme 2025		For	Against	Capital Management - Vote Against when the issue price discount is deemed excessive or is not disclosed
12	Administrative Policy of the Employee Stock Ownership Scheme 2025		For	Against	Linked to a policy we do not support.
13	Approve Spin-off being Conductive to Safeguarding Shareholders' Interest		For	For	
14	Completeness and Compliance of Fulfilling Statutory Procedures of the Spin-off		For	For	

Zozo Inc.

Meeting Date: 26.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kotaro Sawada		For	For	
2	Elect Koji Yanagisawa		For	For	
3	Elect Fuminori Hirose		For	For	
4	Elect Makoto Hide		For	For	
5	Elect Yuko Nagata		For	For	
6	Elect Taro Saito		For	For	
7	Elect Takako Kansai		For	For	
8	Elect Takuya Oikawa		For	For	
9	Elect Hiroko Igarashi		For	For	
10	Elect Junko Utsunomiya @ Junko Morita		For	For	
11	Elect Kumiko Nishiyama		For	For	
12	Elect Junichi Motai as Alternate Audit Committee Director		For	For	

Agricultural Bank of China

Meeting Date: 27.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	External Donation Quota for 2025		For	For	
2	Supervisors' Report		For	For	
3	Accounts and Reports		For	Against	Board - Vote Against if the company has high exposure to deforestation risk commodities while either failing to have adequate policies and processes in place to reduce the impact and/or being involved in severe deforestation-linked controversies. Board - Vote Against if the company has insufficient management of climate-related risks and opportunities.
4	Allocation of Profits/Dividends		For	For	
5	Appointment of Auditor and Authority to Set Fees		For	For	
6	2025 Fixed Assets Investment Budget		For	For	
7	Elect Priscilla WONG Pui Sze		For	For	
8	Amendments to Articles		For	Against	Governance concerns
9	Amendments to the Rules of Procedure of the Shareholders' General Meeting		For	For	
10	Amendments to the Rules of Procedure of the Board of Directors		For	For	
11	Approve matters related to the dissolution of the Board of Supervisors		For	For	

Aon Global Ltd

Meeting Date: 27.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Lester B. Knight		For	For	
2	Elect Gregory C. Case		For	For	
3	Elect José Antonio Álvarez Álvarez		For	For	
4	Elect CAI Jinyong		For	For	
5	Elect Jeffrey C. Campbell		For	For	
6	Elect Cheryl A. Francis		For	For	
7	Elect Adriana Karaboutis		For	For	
8	Elect Richard C. Notebaert		For	For	
9	Elect Gloria Santona		For	For	
10	Elect Sarah E. Smith		For	For	
11	Elect Byron O. Spruell		For	For	
12	Elect James G. Stavridis		For	For	
13	Advisory Vote on Executive Compensation		For	Against	Remuneration - Fails the remuneration framework assessment on Structure, Transparency & Accountability and Critical Factor.
14	Ratification of Auditor		For	For	
15	Appointment of Statutory Auditor		For	For	
16	Authority to Set Statutory Auditor's Fees		For	For	
17	Authority to Issue Shares w/ Preemptive Rights		For	For	
18	Authority to Issue Shares w/o Preemptive Rights		For	For	
19	Amendment to the Aon plc 2011 Incentive Plan		For	For	

Bank Of Beijing Co. Ltd.

Meeting Date: 27.06.2025

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	ABOLISHMENT OF THE SUPERVISORY COMMITTEE		For	For	
2	Amendments to the Company's Articles of Association		For	Against	The company has not provided sufficient information.
3	Amendments to the Company's Rules of Procedure Governing Shareholders General Meetings		For	Against	The company has not provided sufficient information.
4	Amendments to the Company's Rules of Procedure Governing the Board Meetings		For	Against	The company has not provided sufficient information.

Bank of China Ltd.

Meeting Date: 27.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report		For	For	
1	Dissolution of the Board of Supervisors		For	For	
2	Supervisors' Report		For	For	
2	Amendments to Procedural Rules for the Shareholders' Meeting		For	For	
3	Accounts and Reports		For	Against	Board - Vote Against if the company has high exposure to deforestation risk commodities while either failing to have adequate policies and processes in place to reduce the impact and/or being involved in severe deforestation-linked controversies. Board - Vote Against if the company has insufficient management of climate-related risks and opportunities.
7	Fixed Asset Investment Budget for 2025		For	For	
8	Appointment of Auditor and Authority to Set Fees		For	For	
8	Bond Issuance Plan for 2025-2026		For	For	
9	Elect Margaret LEUNG Ko May-yee		For	For	
10	Elect Raymond WOO Chin Wan		For	For	
11	Amendments to Procedural Rules for the Board of Directors		For	For	
12	Amendments to Articles		For	For	

Bank of Communications Co., Ltd.		Meeting Date: 27.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report		For	For	
2	Supervisors' Report		For	For	
3	2025 FIXED ASSETS INVESTMENT PLAN		For	For	
4	Appointment of Auditor and Authority to Set Fees		For	For	
5	Amendments to Articles		For	For	
6	Approve Cancellation of the Board of Supervisors		For	For	

China Construction Bank Corp.		Meeting Date: 27.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report		For	For	
2	Supervisors' Report		For	For	
3	Accounts and Reports		For	For	
4	2025 Fixed Asset Investment Budget		For	For	
5	Appointment of Auditor and Authority to Set Fees		For	For	
6	External Charitable Donations in 2025		For	For	
7	Elect ZHANG Jinliang		For	Against	Board - Vote Against if the company has insufficient management of climate-related risks and opportunities.
8	Elect LI Lu		For	For	
9	Elect XIN Xiaodai		For	For	
10	Elect DOU Hongquan		For	For	
11	Amendments to Articles		For	For	
12	Amendments to Procedural Rules for the Shareholders' General Meeting		For	For	
13	Amendments to Procedural Rules for the Board of Directors		For	For	
14	Cancellation of the Board of Supervisors		For	For	

CSC Financial Co., Ltd.		Meeting Date: 27.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Appointment of Auditor and Authority to Set Fees		For	For	
2	Related Party Transactions (China CITIC Bank Corporation Limited)		For	Against	The company has not provided sufficient information.
3	Related Party Transactions (China CITIC Bank International Limited)		For	Against	The company has not provided sufficient information.
4	Related Party Transactions (China Jianyin Investment Limited)		For	Against	The company has not provided sufficient information.
5	Related Party Transactions (JIC Trust Co., Ltd)		For	Against	The company has not provided sufficient information.
6	Related Party Transactions (Jiantou Holding Co., Ltd.)		For	Against	The company has not provided sufficient information.
7	Related Party Transactions (CITIC Urban Development & Operation Co., Ltd.)		For	Against	The company has not provided sufficient information.
8	Related Party Transactions (Beijing Financial Holdings Group Limited)		For	Against	The company has not provided sufficient information.
9	Related Party Transactions (Beijing Jincui Fund Management Co., Ltd)		For	Against	The company has not provided sufficient information.
10	Directors' Report		For	For	
11	Supervisors' Report		For	For	
12	Accounts and Reports		For	For	
13	Allocation of Profits/Dividends		For	For	
14	2024 Annual Report		For	For	
15	Independent Director's Report		For	For	
16	Cap on Investment Amount for Proprietary Business of the Company in 2025		For	For	

Daikin Industries Ltd		Meeting Date: 27.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Ichiro Ono as Alternate Statutory Auditor		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Elect Masanori Togawa		For	Against	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
4	Elect Naofumi Takenaka		For	For	
5	Elect Tatsuo Kawada		For	For	
6	Elect Akiji Makino		For	For	
7	Elect Shingo Torii		For	For	
8	Elect Yuko Arai		For	For	
9	Elect Kanwal Jeet Jawa		For	For	
10	Elect Atsushi Ukawa as Statutory Auditor		For	For	
11	Elect Koichi Takahashi		For	For	
12	Elect Keiko Mori		For	For	

Fujifilm Holdings Corp.		Meeting Date: 27.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends		For	For	
2	Elect Kenji Sukeno		For	For	
3	Elect Teiichi Goto		For	For	
4	Elect Masayuki Higuchi		For	For	
5	Elect Naoki Hama		For	For	
6	Elect Chisato Yoshizawa		For	For	
7	Elect Yoji Ito		For	For	
8	Elect Kunitaro Kitamura		For	For	
9	Elect Makiko Eda		For	For	
10	Elect Tsuyoshi Nagano		For	For	
11	Elect Ikuro Sugawara		For	For	
12	Elect Takako Suzuki		For	For	
13	Elect Motoko Kawasaki @ Motoko Kubota as Statutory Auditor		For	Against	Board - Vote Against when the board of statutory auditors is not sufficiently independent

Hindalco Industries Ltd.		Meeting Date: 27.06.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Material Related Party Transactions (Essel Mining & Industries Limited)		For	For	
2	Material Related Party Transactions (Grasim Industries Limited)		For	For	
3	Material Related Party Transactions (Novelis Corporation and Logan Aluminum Inc.)		For	For	
4	Material Related Party Transactions (Novelis Korea Limited and Ulsan Aluminum Limited)		For	For	
5	Material Related Party Transactions (Novelis Deutschland GmbH and Aluminium Norf GmbH)		For	For	

Industrial & Commercial Bank of China Ltd.		Meeting Date: 27.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Fixed Asset Investment Budget for 2025		For	For	
4	Appointment of Auditor and Authority to Set Fees		For	For	
5	Directors' Report		For	For	
6	Supervisors' Report		For	For	
7	Elect DONG Yang		For	Against	Board - Vote Against if the company has high exposure to deforestation risk commodities while either failing to have adequate policies and processes in place to reduce the impact and/or being involved in severe deforestation-linked controversies. Board - Vote Against if the company has insufficient management of climate-related risks and opportunities.
8	Limit for External Donations in 2025		For	For	
9	Issuance of Capital Instruments and Total Loss-Absorbing Capacity Eligible Non-Capital Debt Instruments		For	For	
9	Amendments to Procedural Rules for Shareholders' Meeting		For	For	
10	Amendments to Articles and Dissolution of the Board of Supervisors		For	For	
12	Amendments to Procedural Rules for the Board of Directors		For	For	

Jollibee Foods Corporation		Meeting Date: 27.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	CALL TO ORDER		For	For	
3	Elect Tony TAN Caktiong		For	Against	Board - Vote Against when the chair of the remuneration committee is not independent.
5	Ratification of Board Acts		For	For	
5	Elect Ernesto Tanmantiong		For	For	
6	Elect Antonio CHUA Poe Eng		For	For	
7	Elect William TAN Untiong		For	Against	Board - Vote Against when the audit committee is not sufficiently independent; Board - Vote Against when the nomination committee is not sufficiently independent
7	Elect Carl Brian Ang Tancaktiong		For	For	
8	Elect Artemio V. Panganiban		For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
9	Elect Cesar V. Purisima		For	For	
10	Elect Kevin Goh		For	For	
12	Certification of Notice and Quorum		For	For	
13	Meeting Minutes		For	For	
14	Accounts and Reports		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Elect CHONG Ee Rong		For	Against	Board - Vote Against when the company has either high exposure to deforestation risk commodities while failing to have adequate policies to mitigate this risk or it has been involved in severe deforestation-linked controversies.
16	Appointment of Auditor		For	For	
16	Transaction of Other Business		For	Against	Granting unfettered discretion is unwise
17	ADJOURNMENT		For	For	

Kanzhun Ltd		Meeting Date: 27.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Elect Yu Zhang		For	For	
3	Elect Xu Chen		For	For	
5	Elect Haiyang Yu		For	For	
6	Elect Yonggang Sun		For	For	
6	Elect HONGYU Liu		For	For	
7	Directors' Fees		For	For	
9	Authority to Issue Shares w/o Preemptive Rights		For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
10	Authority to Repurchase Shares		For	For	
11	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed
11	Appointment of Auditor and Authority to Set Fees		For	For	

KE Holdings Inc		Meeting Date: 27.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Elect LI Zhaohui		For	Against	Board is not sufficiently independent
3	Elect Xiaohong Chen		For	Against	Board - Vote against when the board fails to incorporate basic considerations for gender diversity.
4	Directors' Fees		For	For	
5	Authority to Issue Shares w/o Preemptive Rights		For	Against	Issue price discount not disclosed; Potential dilution exceeds recommended threshold
6	Authority to Repurchase Shares		For	For	
8	Authority to Issue Repurchased Shares		For	Against	Issue price discount not disclosed
8	Appointment of Auditor and Authority to Set Fees		For	For	

Keisei Electric Railway Co. Ltd		Meeting Date: 27.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends		For	Against	Capital Management - Vote Against when the company has a history of poor capital management
2	Elect Toshiya Kobayashi		For	Against	Board – Vote Against when the board repeatedly shows unwillingness to implement good capital management practices.
3	Elect Takao Amano		For	For	
4	Elect Hideki Mochinaga		For	For	
5	Elect Tadakazu Oka		For	For	
6	Elect Takeshi Shimizu		For	For	
7	Elect Makoto Enmei		For	For	
8	Elect Shotaro Tochigi		For	For	
9	Elect Misao Kikuchi		For	Against	Board - Vote Against when there are concerns that the nominee lacks sufficient time to effectively carry out their role in light of external commitments.
10	Elect Takeshi Ashizaki		For	For	
11	Elect Takako Amitani		For	For	
12	Elect Akiko Nakajima		For	For	
13	Elect Toshiyuki Ishiuchi		For	For	
14	Elect Kunihiro Yoshikawa		For	For	
15	Elect Takeshi Hashimoto		For	For	
16	Elect Masako Tomizuka		For	For	
17	Elect Yoshihito Kitada as Statutory Auditor		For	Against	Board - Vote Against when the statutory auditors board is not sufficiently independent.

Koito Manufacturing Co. Ltd		Meeting Date: 27.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends		For	For	
2	Elect Masahiro Otake		For	For	
3	Elect Michiaki Kato		For	For	
4	Elect Masami Uchiyama		For	For	
5	Elect Hideharu Konagaya		For	For	
6	Elect Jun Toyota		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Elect Katsuyuki Kusakawa		For	For	
8	Elect Takayuki Katsuda		For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards.
9	Elect Eisuke Shibata		For	For	
10	Elect Takahito Otake		For	For	
11	Elect Haruya Uehara		For	For	
12	Elect Kingo Sakurai		For	For	
13	Elect Chika Igarashi		For	For	
14	Elect Risa Tanaka @ Risa Saito		For	For	
15	Elect Yoshimasa Kawata		For	For	
16	Elect Hideo Shinohara as Alternate Statutory Auditor		For	For	
17	Directors' Fees		For	For	
18	Approval of the Restricted Stock Plan		For	Against	Long term awards are not linked to performance. Plan does not disclose performance targets.

Mitsubishi Estate Company Limited

Meeting Date: 27.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends		For	For	
2	Elect Junichi Yoshida		For	For	
3	Elect Atsushi Nakajima		For	For	
4	Elect Yutaro Yotsuzuka		For	For	
5	Elect Naoki Umeda		For	For	
6	Elect Mikihito Hirai		For	For	
7	Elect Hiroshi Katayama		For	Against	Board - Vote Against when the audit committee is not sufficiently independent.
8	Elect Toru Kimura		For	For	
9	Elect Masaaki Shirakawa		For	For	
10	Elect Tetsuo Narukawa		For	For	
11	Elect Tsuyoshi Okamoto		For	For	
12	Elect Melanie Brock		For	For	
13	Elect Wataru Sueyoshi		For	For	
14	Elect Ayako Sonoda		For	For	
15	Elect Naosuke Oda		For	For	

Mitsubishi UFJ Financial Group, Inc.

Meeting Date: 27.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends		For	For	
2	Elect Keiko Honda		For	For	
3	Elect Satoko Kuwabara @ Satoko Ota		For	For	
4	Elect Hirofumi Nomoto		For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the chair of the nominating committee is not independent.
5	Elect Mari Elka Pangestu		For	For	
6	Elect Hiroshi Shimizu		For	For	
7	Elect David Sneider		For	For	
8	Elect Miyuki Suzuki		For	For	
9	Elect Koichi Tsuji		For	For	
10	Elect Teruhisa Ueda		For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent.
11	Elect Ryoichi Shinke		For	Against	Board - Vote Against when the audit committee is not sufficiently independent.
12	Elect Takayuki Yasuda		For	For	Board - Vote Against when the audit committee is not sufficiently independent.
13	Elect Kanetsugu Mike		For	For	
14	Elect Hironori Kamezawa		For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent.
15	Elect Junichi Hanzawa		For	For	
16	Elect Makoto Kobayashi		For	For	
17	Elect Hiroshi Kubota		For	For	
18	Shareholder Proposal Regarding Assessment of Risk		Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
19	Shareholder Proposal Regarding Customers' Climate Change Transition Plans		Against	For	SHP Environment - Vote For when proposal requests sustainability or environmental reports
20	Shareholder Proposal Regarding Engaging in Transparent Capital Market		Against	For	While the spirit of the proposal is supportable, adding the proposed text in the articles of association would not lead to meaningful improvement.
21	Shareholder Proposal Regarding Company Name Change		Against	Against	Not in the best interests of shareholders
22	Shareholder Proposal Regarding Addition to Code of Conduct		Against	Against	While the spirit of the proposal is supportable, adding the proposed text in the articles of association would not lead to meaningful improvement considering the company's existing commitments
23	Shareholder Proposal Regarding Acquisition of Treasury Shares		Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive
24	Shareholder Proposal Regarding Election of Takafumi Horie		Against	Against	Not in the best interests of shareholders

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
25	Shareholder Proposal Regarding Election of Takashi Tachibana		Against	Against	Not in the best interests of shareholders
26	Shareholder Proposal Regarding Election of Yuta Misaki		Against	Against	Not in the best interests of shareholders
Monde Nissin Corp		Meeting Date: 27.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Betty T. Ang		For	For	The nominee has attended less than 75% of meetings without a valid excuse.
2	CALL TO ORDER		For	For	
3	Elect Kataline Darmono		For	Against	
4	Elect Hoediono Kweefanus		For	For	
5	Meeting Minutes		For	For	
7	Management Report		For	For	The nominee has attended less than 75% of meetings without a valid excuse.
8	Accounts and Reports		For	For	
8	Ratification of Board Acts		For	For	
9	Elect Hartono Kweefanus		For	Against	
10	CERTIFICATION OF NOTICE AND QUORUM		For	For	
11	Instructions on Rules of Conduct and Voting Procedures		For	For	
13	Elect Henry Soesanto		For	For	
13	Elect Monica Darmono		For	For	
14	Elect Nina D. Aguas		For	For	
16	Elect Anabelle L. Chua		For	For	
18	Elect Ramon M. Lopez		For	For	Granting unfettered discretion is unwise
18	Appointment of Auditor		For	For	
19	Transaction of Other Business		For	Against	
19	Right to Adjourn Meeting		For	For	
Nintendo Co. Ltd		Meeting Date: 27.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kazuhiko Hachiya		For	For	Environment - Vote Against when companies in high emitting sectors do not sufficiently address the impact of climate change on their businesses.
2	Elect Shuntaro Furukawa		For	Against	
2	Elect Shinya Takahashi		For	For	
3	Elect Satoru Shibata		For	For	
4	Allocation of Profits/Dividends		For	For	
6	Elect Shigeru Miyamoto		For	For	
6	Elect Ko Shiota		For	For	
7	Elect Yusuke Beppu		For	For	
9	Elect Chris Meledandri		For	For	
9	Elect Miyoko Demay		For	For	
Oji Holdings Corporation		Meeting Date: 27.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Hidero Chimori		For	For	Extensive strategic shareholdings
2	Elect Keiko Fukuchi		For	For	
3	Performance-Linked Equity Compensation Plan		For	For	
4	Statutory Auditors' Fees		For	For	
5	Elect Hiromichi Ogawa		For	For	
6	Elect Sachiko Fukuda		For	For	
7	Elect Atsuko Muraki		For	For	
8	Elect Haruko Souma @ Haruko Hyakuma		For	For	
9	Amendment to Articles		For	For	
10	Elect Masatoshi Kaku		For	Against	
11	Elect Hiroyuki Isono		For	For	
12	Elect Kazuhiko Kamada		For	For	
13	Elect Akio Hasebe		For	For	
14	Elect Satoshi Takuma		For	For	
15	Elect Seiko Nagai		For	For	
People`s Insurance Company (Group) of China Ltd		Meeting Date: 27.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report		For	For	
2	Supervisors' Report		For	For	
3	Accounts and Reports		For	For	
4	Allocation of Profits/Dividends		For	For	
5	Fixed Asset Investment Budget for 2025		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Appointment of Auditor and Authority to Set Fees		For	For	
7	Charity Donation Plan for 2025		For	For	
8	Capital Plan for 2025-2027		For	For	
9	Amendments to Articles		For	Against	The proposed amendments reduce shareholder rights.
10	Amendments to Procedural Rules for Shareholders' General Meeting		For	Against	Shortened notice period could disenfranchise shareholders
11	Amendments to Procedural Rules for Board Meetings		For	For	

PICC Property & Casualty Co

Meeting Date: 27.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Procedural Rules for Board of Directors		For	For	
2	Directors' Report		For	For	
3	Supervisors' Report		For	For	
4	Accounts and Reports		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
5	Allocation of Profits/Dividends		For	For	
6	Appointment of International and PRC Auditors and Authority to Set Fees		For	For	
7	Capital Planning Outline (2025-2027)		For	For	
8	Amendments to Articles		For	For	
9	Amendments to Procedural Rules for Shareholders' General Meeting		For	For	

Shanghai Pudong Development Bank Co. Ltd.

Meeting Date: 27.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	CONNECTED TRANSACTIONS WITH A COMPANY		For	For	
2	2024 Directors' Report		For	For	
3	2024 Supervisor' Report		For	For	
4	2024 ANNUAL ACCOUNTS AND 2025 FINANCIAL BUDGET REPORT		For	For	
5	2024 Profit Distribution Plan		For	For	
6	REAPPOINTMENT OF 2025 AUDIT FIRM		For	Against	Audit fees are excessive.
7	REMUNERATION FOR SENIOR MANAGEMENT		For	For	
8	Elect XIE Wei as Non-Independent Director		For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
9	Abolishment of the Supervisory Committee and Amendments to the Company's Articles of Association		For	Against	The company has not provided sufficient information.
10	Amendments to the Company's Rules of Procedure Governing Shareholders General Meetings		For	Against	The company has not provided sufficient information.
11	Amendments to the Company's Rules of Procedure Governing the Board Meetings		For	Against	The company has not provided sufficient information.

Shin-Etsu Chemical Co. Ltd.

Meeting Date: 27.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends		For	For	
2	Elect Fumio Akiya		For	For	
3	Elect Yasuhiko Saito		For	For	
4	Elect Susumu Ueno		For	For	
5	Elect Masahiko Todoroki		For	For	
6	Elect Hiroshi Komiyama		For	For	
7	Elect Kuniharu Nakamura		For	For	
8	Elect Michael H. McGarry		For	For	
9	Elect Mariko Hasegawa		For	For	
10	Elect Takashi Hibino		For	For	
11	Elect Mitsuko Kagami		For	For	
12	Elect Yoshimitsu Takahashi		For	For	
13	Approval of the Equity Compensation Plan		For	Against	Long term awards are not linked to performance.

SoftBank Group Corp.

Meeting Date: 27.06.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendment to the Equity Compensation Plan		For	Against	Long term awards are not linked to performance.
2	Elect Masayoshi Son		For	For	
3	Elect Yoshimitsu Goto		For	For	
4	Elect Ken Miyauchi		For	For	
5	Elect Rene Haas		For	For	
6	Elect Masami Iijima		For	For	
7	Elect Yutaka Matsuo		For	For	
8	Elect Keiko Erikawa		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Elect Ken Siegel		For	Against	Professional Services Relationship
10	Elect David Chao		For	For	
11	Elect Yuji Nakata		For	For	
12	Elect Kuniko Nishibashi @ Kuniko Sajikiyo		For	For	
13	Elect Yuko Kanamaru		For	For	
14	Allocation of Profits/Dividends		For	For	

Sumitomo Mitsui Financial Group Inc	Meeting Date: 27.06.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kazuyuki Anchi		For	For	
2	Elect Toshihiro Isshiki		For	Against	Board - Vote Against when the audit committee is not sufficiently independent.
3	Allocation of Profits/Dividends		For	For	
4	Elect Makoto Takashima		For	For	
5	Elect Toru Nakashima		For	Against	Nominee is the CEO and serves on the Compensation Committee.
6	Elect Teiko Kudo		For	For	
7	Shareholder Proposal Regarding Appropriation of Surplus		Against	Against	
8	Elect Honami Matsugasaki		For	For	
9	Elect Sonosuke Kadonaga		For	For	
10	Elect Jun Sawada		For	For	
11	Elect Yoriko Goto		For	For	
12	Elect Isao Teshirogi		For	For	
13	Elect Norimitsu Takashima		For	For	
14	Elect Charles D. Lake II		For	For	
15	Elect Jenifer S. Rogers		For	For	
16	Shareholder Proposal Regarding Assessment of Risk		Against	Against	
17	Shareholder Proposal Regarding Customers' Climate Change Transition Plans		Against	For	SHP Environment - Vote For when proposal requests sustainability or environmental reports

Sysmex Corporation	Meeting Date: 27.06.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends		For	For	
2	Elect Hisashi Ietsugu		For	For	
3	Performance-Linked Equity Compensation Plan		For	For	
4	Elect Mari Oshima @ Mari Yamamoto		For	For	
5	Elect Hidekazu Fukumoto as Alternate Audit Committee Director		For	For	
6	Elect Haruo Inoue		For	For	
7	Elect Yuka Fujioka		For	For	
8	Elect Takashi Ono		For	For	
9	Elect Kazuo Ota		For	For	
10	Elect Iwane Matsui		For	For	
11	Elect Tomokazu Yoshida		For	For	
12	Elect Kaoru Asano		For	For	
13	Elect Kenji Tachibana		For	For	

Delhivery Ltd.	Meeting Date: 28.06.2025	Meeting Type: Special
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect and Appoint Suraj Saharan (Executive Director and Chief People Officer)		For	For	
2	Approval of Remuneration of Suraj Saharan (Executive Director and Chief People Officer)		For	For	

Advanced Medical Solutions Group	Meeting Date: 30.06.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Chris Meredith		For	For	
2	Elect Eddie Johnson		For	For	
3	Accounts and Reports		For	For	
4	Remuneration Report		For	For	
5	Appointment of Auditor and Authority to Set Fees		For	For	
6	Elect Grahame Cook		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
7	Elect Douglas Le Fort		For	For	
8	Elect Susan Searle		For	For	
9	Authority to Issue Shares w/o Preemptive Rights		For	For	
10	Authority to Repurchase Shares		For	For	
11	Final Dividend		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
12	Authority to Issue Shares w/ Preemptive Rights		For	For	
FD Technologies Plc		Meeting Date: 30.06.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Scheme of Arrangement		For	For	
FD Technologies Plc		Meeting Date: 30.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	TA Associates Transaction		For	For	
ICICI Lombard General Insurance Co. Ltd.		Meeting Date: 30.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Related Party Transactions (Subscription and Purchase of Securities)		For	For	
2	Related Party Transactions (Sale of Securities)		For	For	
3	Allocation of Profits/Dividends (Final)		For	For	
4	Elect Rakesh Jha		For	For	
5	Accounts and Reports		For	For	
6	Allocation of Profits/Dividends (Interim)		For	For	
7	Revision in Remuneration of Sanjeev Mantri (Managing Director and CEO)		For	For	
8	Related Party Transactions (Current Bank Account Balances)		For	For	
9	Authority to Set Auditor's Fees		For	Against	Audit fees are excessive.
10	Appointment of Secretarial Auditor		For	For	
Map Aktif Adiperkasa Tbk PT		Meeting Date: 30.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Appointment of Auditor and Authority to Set Fees		For	Against	The company has not provided sufficient information.
MaYingLong Pharmaceutical Group Co Ltd		Meeting Date: 30.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Directors' Report		For	For	
2	2024 Supervisors' Report		For	For	
3	2024 Independent Directors' Report		For	For	
4	2024 Accounts and Reports		For	For	
5	2024 Profit Distribution Plan		For	For	
6	2024 ANNUAL REPORT AND ITS SUMMARY		For	For	
7	REAPPOINTMENT OF 2025 AUDIT FIRM		For	Against	Audit fees are excessive.
Mitra Adiperkasa Tbk PT		Meeting Date: 30.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends		For	For	
2	Appointment of Auditor and Authority to Set Fees		For	Against	Audit fees are excessive. The company has not provided sufficient information.
3	Accounts and Reports		For	For	
Pinewood Technologies Group Plc		Meeting Date: 30.06.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Elect Ian Filby		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
4	Elect Bill Berman		For	For	
5	Elect Oliver Mann		For	For	
6	Elect Brian Small		For	Against	Audit committee met an insufficient number of times
7	Elect Dietmar Exler		For	For	
8	Elect Jemima Bird		For	For	
9	Authority to Issue Shares w/ Preemptive Rights		For	For	
10	Authority to Issue Shares w/o Preemptive Rights		For	For	
11	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
12	Authority to Repurchase Shares		For	For	
13	Authority to Set General Meeting Notice Period at 14 Days		For	For	
14	Elect Chris Holzshu		For	Against	Board - Vote Against when the audit committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent.
15	Elect George Hines		For	For	
16	Appointment of Auditor		For	For	
17	Authority to Set Auditor's Fees		For	For	

Pinewood Technologies Group Plc	Meeting Date: 30.06.2025	Meeting Type: Special
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Waiver of Mandatory Takeover Requirement		For	For	
2	Allotment Resolution		For	For	
3	Buyback Waiver Resolution		For	For	

Sinotrans	Meeting Date: 30.06.2025	Meeting Type: Special
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect GAO Xiang		For	For	

Trip.com Group Ltd	Meeting Date: 30.06.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Rong Luo		For	Against	Board is not sufficiently independent.
2	Authority to Repurchase Shares		For	For	

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Robeco is deemed authorized and regulated by the Financial Conduct Authority. Details of the Temporary Permissions Regime, which allows EEA-based firms to operate in the UK for a limited period while seeking full authorization, are available on the Financial Conduct Authority's website.

Additional Information for investors with residence or seat in Uruguay

The sale of the Fund qualifies as a private placement pursuant to section 2 of Uruguayan law 18,627. The Fund must not be offered or sold to the public in Uruguay, except under circumstances which do not constitute a public offering or distribution under Uruguayan laws and regulations. The Fund is not and will not be registered with the Financial Services Superintendency of the Central Bank of Uruguay. The Fund corresponds to investment funds that are not investment funds regulated by Uruguayan law 16,774 dated 27 September 1996, as amended.
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